

# TENGY

浙江天潔環境科技股份有限公司  
Zhejiang Tengy Environmental Technology Co., Ltd

(a joint stock company established in the People's Republic of China with limited liability)  
(於中華人民共和國成立之股份有限公司)

Stock code 股份代號：1527

**Environmental,  
Social and  
Governance Report  
2020**  
環境、社會及  
管治報告

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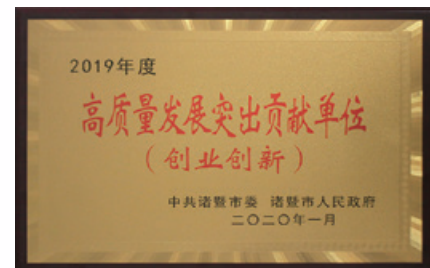


## About Tengy Environmental 關於天潔環境

Zhejiang Tengy Environmental Technology Co., Ltd (“**Tengy Environmental**” or the “Company”) and its subsidiaries (the “**Group**” or “**we**” or “**us**”) is an integrated atmospheric pollution control solution provider, with a primary focus on particulate emission control by offering mega-sized precipitators to customers in various industries. The Group is with many years of industry experience and continue to innovate in industrial technologies. The Group was awarded “outstanding contribution unit of high quality development” by Zhuji Municipal People’s Government, and was rated as AA credit enterprise by China Association of Environmental Protection Industry\* (中國環境保護產業協會). In addition, the Group has obtained ASME manufacturing license, construction enterprise qualification, class A environmental engineering special design (air pollution prevention and control engineering) and several ISO management system other professional qualifications to ensure the Group’s product quality.



浙江天潔環境科技股份有限公司（「**天潔環境**」或「**本公司**」）及其附屬公司（統稱「**本集團**」或「**我們**」）為綜合大氣污染防治解決方案供應商，主要專注於顆粒物的排放控制，在多個行業為客戶提供特大型除塵器。本集團擁有多年的行業經驗且在行業技術方面持續追求創新。本集團獲得由諸暨市人民政府頒發的「高質量發展突出貢獻單位」，並被中國環境保護產業協會評為AA級信用企業。另外，本集團取得ASME製造許可證、建築業企業資質、環境工程專項設計（大氣污染防治工程）甲級以及多個ISO管理體系認證證書等專業資格，保證集團旗下的產品質量。



## REPORTING SCOPE

Tengy Environmental is pleased to present its fifth Environmental, Social and Governance report (the “**Report**”), which aims to present our management approach, strategies, goals and progress on environmental, social and governance issues to our stakeholders. This Report mainly describes the principal activities of the Group, including environmental and social policies in relation to design, development, manufacture, installation and sale of environmental pollution prevention equipment and electronic products, and focuses on disclosing the business operation as well as environmental and social performance of the Company and its two subsidiaries, Zhuji City Tianjie Electronic and Technology Co., Ltd.\* (諸暨市天潔電子科技有限公司) and Zhuji City Tianjie Installation Engineering Co., Ltd.\* (諸暨市天潔安裝工程有限公司), in Paitou Town, Zhuji City, Zhejiang Province, the People’s Republic of China (the “**PRC**”) from 1 January 2020 to 31 December 2020 (the “**Reporting Period**”). The operational location in Paitou Town, Zhuji City, Zhejiang Province is the major production base of the Group. Part of this Report may disclose the performance of the Group in the past few years and provide more information by comparison. For details of corporate governance, please refer to the Corporate Governance Report of the 2020 Annual Report of the Group.

## 報告範圍

天潔環境欣然提呈第五份環境、社會及管治報告（「**本報告**」），旨在向各持份者反映本集團在有關環境、社會及管治的關注、管理方針、目標、策略及成果。本報告涵蓋本集團的主要業務，包括環保污染防治設備及電子產品的設計、開發、製造、安裝及銷售方面的環境、社會政策，並集中披露本公司及其中兩家主要附屬公司—諸暨市天潔電子科技有限公司及諸暨市天潔安裝工程有限公司。本報告涵蓋於二零二零年一月一日至二零二零年十二月三十一日（「**報告期間**」）在中華人民共和國（「**中國**」）浙江省諸暨市牌頭鎮的業務營運、其環境及社會層面的表現。本集團的主要生產基地位於浙江省諸暨市牌頭鎮。本報告的部分內容或會披露本集團過往幾年的表現，以比較方式提供更多資訊。有關企業管治的詳情，請參閱本集團二零二零年年報內的《企業管治報告》。

## Our Business 我們的業務

The Group is an integrated atmospheric pollution control solution provider with a primary focus on particulate emission control, offering mega-sized precipitators to customers in various industries. During the Reporting Period, the Group generated its revenue primarily from (i) environmental protection equipment contracts; (ii) sales of goods; and (iii) rendering of services. The environmental protection equipment contract refers to the customized integrated atmospheric pollution control solutions provided by the Group to its customers, which include providing equipment procurement and manufacturing, installation and debugging guidance, customer training, maintenance and repair on a case-by-case basis.

The Group mainly offered four types of precipitators during the Reporting Period: electrostatic precipitators, bag filter precipitators, electrostatic-bag composite precipitators and wet electrostatic precipitators. The flue gas treatment projects involved in the Group's products and equipment are distributed in more than 30 provinces, municipalities and autonomous regions and overseas markets, and our key customers include large state-owned enterprises and leading private enterprises.

In 2019, we entered into a cooperation agreement with a well-known state-owned company incorporated in India. Both parties will cooperate to jointly participate in the tendering, bidding and contracting of the Engineering, Procurement, and Construction (EPC)/general contracting for the flue-gas desulphurisation (FGD) system of Indian power plants. Due to the epidemic situation, its project has not yet started. We look forward to the opportunity to work together and achieve good results when the epidemic situation recedes.

我們是綜合大氣污染防治解決方案供應商，專注於顆粒物的排放控制，在多個行業為客戶提供特大型除塵器。報告期間，本集團的主要收益來自(i)環保設備合同；(ii)銷售貨品；及(iii)提供服務。「環保設備合同」指本集團為客戶提供的度身定制的綜合大氣污染防治解決方案，包括按專案向客戶提供設備採購及製造、指導安裝及調試、客戶培訓及維修與維護。

本集團於報告期間主要提供四種除塵器：靜電除塵器、袋式除塵器、電袋複合除塵器及濕式靜電除塵器。本集團的產品設備涉及的煙氣治理項目分佈在全國三十餘個省、直轄市和自治區及海外市場，重點客戶包括大型國企及民營龍頭企業。

我們於二零一九年內更與一家於印度註冊成立的知名國有企業訂立合作協定，雙方將合作以共同參與有關印度電廠的煙氣脫硫系統(FGD)的設計、採購及施工(EPC)/總承包工作的投標、競標及合約事宜。礙於疫情關係，其項目暫未展開。我們期待疫情退去後有機會一同合作，同創佳績。

# Our Business

## 我們的業務

### REPORTING BASIS

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “Guide”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the “HKEX”). In addition, the HKEX published latest conclusions to its consultation on the Guide in December 2019, which principally set out guides on revising the Guide, such as upgrading the disclosure obligation of all “Social” KPIs to “comply or explain” and shortening the publication deadline. At present, our disclosure has met most of the requirements in the Guide. We have formulated a detailed plan for the disclosure that needs to meet the new revised requirements in the next year. We must improve it day by day and live up to the expectations of investors and shareholders.

### CONTACT US

The Group welcomes and values stakeholders’ opinions. If you have any opinion or feedback on the ESG approach and performance of the Group, please contact us through email at [by@tengy.com](mailto:by@tengy.com).

### RESPONSE TO COVID-19

Facing the spread of the Coronavirus Disease (COVID-19), the Group takes the protection of employees’ health and safety as the primary task. We believe that in the face of the epidemic situation, it is imperative to strictly implement the epidemic prevention and control measures issued by the government and formulated by the Company, so as to cut off the source of infection and risk. We have set up the “epidemic prevention and control command group of Tengy Group Co., Ltd.”, the group is responsible for presiding over the overall work of epidemic prevention and control of the Company, implementing, supervising and inspecting the specific implementation of relevant programs and measures of each group. A series of measures have been formulated, some of which include:

1. Dining: take the form of sending meals to employees’ posts; If you need to eat in the canteen, you should eat in the way of “one table for one person”; The canteen, dining tables and chairs should be disinfected once a day. All tableware must be disinfected at high temperature;

### 報告依據

本報告乃根據香港聯合交易所有限公司（「聯交所」）《主板上市規則》附錄二十七《環境、社會及管治報告指引》（《指引》）所編寫。此外，聯交所於二零一九年十二月發佈了最新的《指引》諮詢總結，當中主要包括對《環境、社會及管治報告指引》作出修訂指引，包括將所有「社會」關鍵績效指標的披露責任提升至「不遵守就解釋」、縮短刊發期限等。目前我們的披露已滿足《指引》中大部分要求，我們已為下年度需符合新修定要求的披露，定立了詳盡計劃，我們務必日臻完善，不辜負投資者及持份者的期望。

### 聯繫方式

本集團歡迎和重視持份者的意見，閣下如對本集團的環境、社會及管治方針及表現有任何意見或回饋，請電郵至 [by@tengy.com](mailto:by@tengy.com) 與我們聯繫。

### 應對新型冠狀病毒

面對新型冠狀病毒「COVID-19」的蔓延，集團以保護員工的健康安全為首要任務。我們認為面對疫情，當務之急便是嚴格執行政府緊急發佈及本公司內部制定的疫情防控措施，以隔斷傳染源，切斷風險源。我們成立了「天潔集團有限公司疫情防控指揮小組」，小組負責主持公司疫情防控全面工作，落實、監督、檢查各組的相關方案措施的具體實施與執行。當中制定了一系列的措施，部份措施包括：

1. 進餐：採用送餐至員工崗位形式；如需食堂就餐按「一人一桌」就餐方式就餐；食堂、餐桌椅每日消毒一次。所有餐具用品須高溫消毒；



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2. During emergency response, the employees will be measured their body temperature and asked about their health when they enter the workplace every morning, and the temperature will be checked once in the afternoon; Those who have fever, cough and other symptoms should be prevented from entering the workplace, and the records should be made. The entry of people outside the city to the factory should be strictly controlled;
3. Disinfect all production areas at least once a day; The canteen, guard room, elevator, elevator button, hall, corridor, stairs and toilet shall be disinfected at least twice a day;
4. Publicity and education work, push epidemic prevention knowledge through SMS and WeChat public account before returning to work; After returning to work, the "epidemic prevention manual" was distributed to each department, and the prevention knowledge posters were posted on the billboards and bulletin boards for publicity;
5. Before the production workshop returns to work, all production and processing facilities and equipment shall be comprehensively inspected, repaired and disinfected to check the hidden dangers and ensure the safety of facilities and equipment;
6. Try to use telephone, WeChat, video and other scattered off-site ways to hold various meetings; and
7. The working environment should be kept clean, hygienic and ventilated as much as possible.
2. 應急響應期間，每日上午員工進入工作場所時，需測量體溫並進行健康詢問，下午巡測體溫一次；凡有發熱咳嗽等症狀的，阻止其進入工作場所並做好記錄，嚴格控制市外人員進入廠區；
3. 所有生產工作區域每天至少消毒一次；食堂、門衛、電梯、電梯按鈕、大廳、樓道、樓梯、衛生間每天至少消毒二次；
4. 宣傳教育工作，復工前通過短信、企業微信公眾號推送疫情預防相關知識；復工後發放「疫情預防手冊」至每個部門、通過宣傳欄、公告欄張貼預防知識海報進行宣傳；
5. 各生產車間復工前須將對所有的生產加工設施設備進行一次全面的檢查維修和消毒，排查隱患，確保設施設備安全；
6. 儘量採用電話、微信、視頻等分散的非現場方式召開各種會議；以及
7. 工作環境應保持清潔衛生，儘量多通風。

## Our Business 我們的業務

### OUTLOOK OF THE GROUP

2020 is an extremely difficult year. Since the beginning of the year, COVID-19 began to spread around the world. As a responsible global citizen and engaged in environmental related industries, the Group will do its best to meet the new challenges and fight the epidemic with the world.

Facing the uncertain economic environment, we firmly believe that a forward-looking sustainable development strategy is the core of an enterprise's sustainable operation. The Group actively integrates the principles and practices of sustainable development into its business, operates in an ethical, honest and transparent manner, and complies with relevant laws, regulations and standards. We plan to continue to invest more resources in the future. In terms of sustainable development, we will focus on four major areas, including business, environment, talent and community, to prepare for the challenges of long-term sustainable development.

At the same time, we need valuable opinions from stakeholders to help us formulate current or future sustainable development strategies. We need to keep close communication with them and listen attentively to their concerns on environmental, social and governance issues and expectations of the Group, so that we can make progress on the road of sustainable development.

Looking forward to 2021, Tengy Environmental will continue to move towards sustainable development and strive to operate in a rapidly changing world, with the aim of protecting the interests of investors and balancing the needs of stakeholders.

### 本集團展望

二零二零年是極為嚴峻的一年。自年初起，COVID-19開始在全球蔓延。作為負責任的世界公民並且從事環境相關行業，本集團將竭盡所能迎接新的挑戰，與世界一起對抗疫情。

面對不明朗的經濟環境，我們深信擁有具前瞻性的可持續發展策略是一間企業能持續營運的核心。本集團積極將可持續發展原則和常規納入業務中，以符合道德、誠信及透明的方式營運，一切符合相關法律法規和標準。我們計畫在未來繼續投放更多資源在可持續發展方面，以四大重點為首，包括業務、環境、人才及社區，務求為長期可持續發展的挑戰作好準備。

同時，我們需要持份者珍貴的意見來幫助制訂現有或未來的可持續發展策略。我們需與他們保持緊密的溝通交流，用心聆聽他們關注的環境、社會及管治議題以及對本集團的期望，以至我們能在可持續發展的路上有所進步。

展望二零二一年，天潔環境會繼續朝向可持續發展方面進發，在瞬息萬變的世界中努力經營，以保障投資者的利益以及平衡各持份者的需求為依歸。

## Our Business 我們的業務

### GOVERNANCE STRUCTURE

The Group firmly believes that a sound governance structure is a major factor for sustainable development and effective management of enterprises. We have a clear and progressive governance structure, so that the sustainable development goals and measures can be transmitted in an orderly manner. The board of directors takes the lead in leading and undertaking the environmental, social and governance affairs, risk management and daily operation of the Group to protect the rights and interests of all stakeholders. The board of directors also holds meetings from time to time to discuss environmental, social and governance issues and formulate clear solutions and sustainable development strategies. In daily operation, employees of different business units implement policies at their operation stages according to the requirements of the management. Employees also have the responsibility to report the risks in operation to the superior management.

### 管治架構

本集團深信穩健的管治架構是可持續發展和有效管理企業的重大因素。我們擁有清晰明確及層層遞進的管治架構，使可持續發展目標及措施有序地上傳下達。董事會帶頭領導並承擔本集團環境、社會及管治事務、風險管理及日常營運，以保障各界持分者的權益。董事會亦不定期召開會議相討有關環境、社會及管治議題，定立明確解決方案及可持續發展策略。在日常營運中，不同業務單位的員工根據管理層的要求於所在的營運階段執行政策，員工亦有責任向上級管理層匯報在營運中發生的風險。

### REPORTING PRINCIPLES

The Group adheres to the reporting principles outlined in the ESG Reporting Guide:

### 匯報原則

本集團已遵守《環境、社會及管治報告指引》中的報告原則：

Principles 原則	Definition 定義
Materiality 重要性	Major environmental, social and governance issues were identified through the analysis of the online questionnaires submitted by the Group's stakeholders from different sectors, which set the focus of the Report. 透過分析本集團不同界別的持份者提交的網上問卷，識別了重大的環境、社會及管治議題，這些議題釐定了本報告的重點。
Quantitative 量化	Environmental and social responsibility data is collected to monitor and evaluate the performance of our measures to fulfill our responsibilities. 收集環境及社會責任數據，以監察及評估我們履行責任的措施績效。
Balance 平衡	The Report presents an impartial report on the Group's environmental, social and governance performance. 本報告須不偏不倚地報告本集團在環境、社會及管治方面的表現。
Consistency 一致性	The Group uses consistent methodologies to allow for meaningful comparisons of ESG data over years. Any changes in the methodologies and reporting scope are explained in notes for stakeholders' reference. 我們使用一致的統計方法，務求使本報告披露的數據日後可按年作有意義的比較。若所用的方式及匯報範圍有變，即在附註中解釋以供持份者參考。



## Our Business 我們的業務

### STAKEHOLDER ENGAGEMENT

We maintain close communication with stakeholders and contact them through different channels to collect the views, opinions and expectations of people from all walks of life with different values, so as to help us formulate current or future sustainable development strategies and enhance the management ability of the Group.

### 持份者參與

我們與持份者保持緊密的溝通，透過不同渠道與他們聯繫，收集不同價值觀的各界人士的觀點、意見和期望，從而幫助我們制訂現在或未來的可持續發展策略，提升本集團的管理能力。

Relevant Stakeholders 相關持份者	Channels of Communication 溝通渠道	
Shareholders 股東	<ul style="list-style-type: none"> <li>General meetings 股東大會</li> <li>Email 電郵</li> <li>Company website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>Interim and annual results reports 中期與年度業績報</li> <li>Corporate Communications 企業通訊</li> <li>Meetings with senior management 與高級管理層會面</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Exhibitions 展覽</li> <li>Meetings 會議</li> <li>Company website 公司網站</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys 客戶滿意度調查</li> <li>Telephone 電話</li> <li>Email 電郵</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>Employee meetings 員工會議</li> <li>Email 電郵</li> <li>Business profile 業務簡介</li> </ul>	<ul style="list-style-type: none"> <li>Trainings 培訓</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>Meetings 會議</li> <li>Email 電郵</li> <li>Telephone 電話</li> </ul>	<ul style="list-style-type: none"> <li>Supplier performance reviews 供應商表現檢討</li> <li>Visits 拜訪</li> </ul>
Business partners 業務夥伴	<ul style="list-style-type: none"> <li>Exhibitions 展覽</li> <li>Meetings 會議</li> <li>Telephone 電話</li> </ul>	<ul style="list-style-type: none"> <li>Regular business reports 定期業務報告</li> <li>Visits 拜訪</li> </ul>

## Our Business 我們的業務

Relevant Stakeholders 相關持份者	Channels of Communication 溝通渠道
Government and regulators 政府及監管機構	<ul style="list-style-type: none"> <li>On-site inspections 實地視察</li> <li>Meetings 會議</li> </ul>
Residents of nearby communities 附近社區居民	<ul style="list-style-type: none"> <li>Forums 座談會</li> <li>Visits 參觀</li> <li>Company website 公司網站</li> </ul>

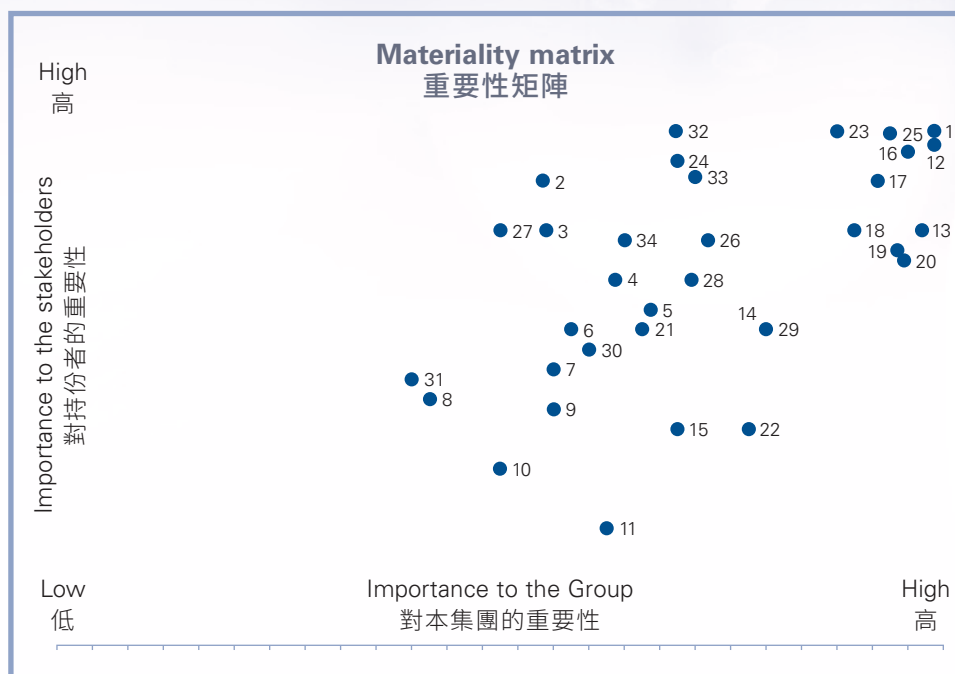
## ASSESSMENT OF MATERIALITY

In order to effectively identify the issues on the sustainable development that stakeholders are concerned about, we have conducted environmental, social and governance assessments on important issues in the early stages of the preparation of this Report. According to the requirements of the Environmental, Social and Governance Reporting Guide, 34 environmental, social and governance issues were recognized and identified based on the actual business and industry characteristics of the Group. We invited stakeholders to rate the importance of the 34 issues, summarized stakeholders' ratings and the Group's sustainable development direction and determined and developed the materiality analysis matrix for each issue. As one of the channels to brief stakeholders on our sustainable development, this Report focuses on the issues of greatest concern to stakeholders.

## 重要性評估

為了能更有效地識別出持份者所關注的可持續發展議題，本報告在編製初期開展了環境、社會及管治重要議題評估工作，奠基於本集團的實際業務與行業特點及《環境、社會及管治報告指引》要求，識別並確定了三十四項環境、社會及管治議題，並邀請各持份者就該三十四項議題的重要程度進行評分，綜合所有評分結果與本集團可持續發展方向，總結並編製各議題之重要性分析矩陣，並於本報告中將持份者最為關注的議題作為重點匯報內容，作為回應他們對本集團的可持續發展的其中渠道。

## Our Business 我們的業務



According to the scoring results of the stakeholder survey, the following five most important major issues are determined:

根據持份者調查的評分結果，以下為五個最重大議題：

- |                                                 |               |
|-------------------------------------------------|---------------|
| 1. Compliance in environmental protection       | 1. 環保方面的合法合規性 |
| 2. Compliance in operation practices            | 2. 營運慣例的合法合規性 |
| 3. Occupational safety and health of employees  | 3. 職工職業安全及健康  |
| 4. Quality and safety of the Company's products | 4. 公司產品品質及安全  |
| 5. Compliance in employment                     | 5. 僱傭方面的合法合規性 |



# Our Business

## 我們的業務

### LIST OF MATERIALITY CATEGORIES

### 重要範疇列表

Environmental Protection and Green Operation 環境保護和綠色運營	Operation Practices 營運常規	Product Service and Responsibility 產品服務及責任	Quality of Working Environment 工作環境質素	Contributions to Community 社區貢獻
1. Compliance in environmental protection 環保方面的合法合規性	12. Compliance in operation practices 營運慣例的合法合規性	16. Quality and safety of the Company's products 公司產品品質及安全	25. 職工職業安全及健康 Occupational safety and health of employees	32. Charitable donations 慈善捐贈
2. Sewage Discharge 污水排放	13. 反舞弊腐敗 Anti-corruption	17. Trademarks and patented technologies 商標及專利技術	23. Compliance in employment 僱傭方面的合法合規性	33. 參與公益活動 Participation in public welfare activities
3. Greenhouse gas emissions 溫室氣體排放	14. Supplier management program 供應商管理程序	18. Protect customers' sensitive and private information 客戶敏感及隱私資訊保護	24. Prevention of child labour and forced labour 防止童工及強制勞動	34. Community volunteer service 社區志願者服務
4. Hazardous and non-hazardous waste treatment 危險及無害廢物處理	15. Disaster emergency plans 災難應急預案	19. Customer satisfaction 客戶滿意度	26. Diversity and equal employment opportunity 職工多元化及均等就業機會	
5. Responding to risks related to climate change (such as typhoons, floods, etc.) 應對氣候變化相關的風險 (如颱風、水災等)		20. Customers' comments and complaints 客戶意見及投訴	27. Training and development for staff 職工培訓及發展	
6. Saving energy and water 節約能源及用水		21. Logistics service 後勤服務	28. Staff salary and treatment 職工薪資待遇	
7. Air emissions 廢氣排放		22. Awards and honors of the Company 公司所獲獎項及殊榮	29. Recruit and retain outstanding and responsible employees 聘用及挽留優秀及負責的職工	
8. Environmental education and advocacy 環保教育及宣傳			30. Employment relationship and staff communication 僱傭關係及員工溝通	
9. Use of natural resources (including energy and water) 天然資源使用 (包括能源及用水)			31. Staff welfare/ recreational activity 職工福利/康樂活動	
10. Environmental policy 環保政策				
11. Supplier environmental and social performance appraisal 供應商環境及社會表現評估				

# Environmental 環境

## GREENHOUSE GAS EMISSIONS AND RESOURCE USAGE

The Earth is the most precious asset of mankind. The Group strives to protect natural resources and reduce pollutants in daily operation, and expects to contribute to environmental protection. Our operations are subject to environmental laws and regulations regarding air pollution, noise emissions, wastes, sewage and wastewater discharge as well as other environmental issues. The relevant laws and regulations include, but not limited to, the Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法), the Regulations on the Administration of Construction Project Environmental Protection (建設項目環境保護管理條例), the Law of the People's Republic of China on Environmental Impact Assessment (中華人民共和國環境影響評價法), Water Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國水污染防治法), Atmospheric Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國大氣污染防治法), the Law of the People's Republic of China on the Prevention and Control of Pollution from Environmental Noise (中華人民共和國環境噪聲污染防治法), and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法). We are required to register with competent environmental protection authorities for discharging pollutants, and when the discharging pollutants are in excess of the prescribed national or local standards, we must treat immediately.

During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

The main emissions of the Group that may affect the environment and natural resources during its operations are air pollutants and waste. We have taken the necessary internal environmental protection measures to prevent environmental pollution. We have established the Quality, Environment and Occupational Health and Safety Management Manual and obtained the Quality Management System Certification (GB/T 19001-2016/ISO 9001:2015), the Environmental Management System Certification (GB/T 24001-2016/ISO 14001:2015) as well as Occupational Health Management System Certificate (GB/T 28001-2011/ISO 45001:2018).

## 溫室氣體排放及資源使用

地球是人類最寶貴的資產，本集團務求在保護天然資源和在日常營運中盡力減少污染物，期望在保護環保方面作出貢獻。我們遵守有關大氣污染、噪音排放、廢棄物、污水及廢水排放以及其他環境事宜的法律及法規，包括但不限於《中華人民共和國環境保護法》、《建設項目環境保護管理條例》、《中華人民共和國環境影響評價法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國環境噪聲污染防治法》及《中華人民共和國固體廢物污染環境防治法》。我們必須就排放污染物向主管環境保護機關登記，而排放的污染物若超出訂明的國家或地方標準，必定即時處理。

報告期間，本集團並不知悉有任何因違反有關空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物之法律法規而遭到檢控的情況。

本集團於營運過程中可能對環境和自然資源造成影響的主要排放物為大氣污染物及廢棄物。我們已採取必要的內部環境保護措施以防止對環境造成污染。我們已建立《質量、環境和職業健康安全手冊》並取得《質量管理體系認證證書》(GB/T 19001-2016/ISO 9001:2015)、《環境管理體系認證證書》(GB/T 24001-2016/ISO 14001:2015)、《職業健康管理體系認證證書》證書》(GB/T28001-2011/ISO45001:2018)。

## Environmental 環境



《質量管理體系認證證書》  
(GB/T 19001-2016/ISO 9001:2015)



《環境管理體系認證證書》  
(GB/T 24001-2016/ISO 14001:2015)



《職業健康管理體系認證證書》  
(GB/T 28001-2011/ISO 45001:2018)

In our production process, certain air emissions are generated directly and indirectly. Direct air emissions mainly come from the use of diesel and unleaded petrol in self-owned vehicles and forklifts, while indirect air emissions mainly come from electricity consumption during our production process, and the electricity is mainly used in various electrical machineries and equipment, such as vacuum oil filters and cranes. In addition, our production process will also involve welding, sandblasting, painting and other processes, which will produce air pollutants and dust.

在生產過程中，我們會產生若干直接和間接的空氣排放。直接空氣排放物主要來自於自有車輛及叉車的柴油及無鉛汽油等燃料使用。而間接空氣排放物主要來自生產過程中的電力消耗，電力主要用於不同的電動機械及儀器，例如真空濾油機、起重機等。另外，我們在生產過程中亦會涉及焊接、噴砂、上漆等工序，該等工序會產生空氣污染物及粉塵。

We have taken the following measures to reduce greenhouse gas emissions:

我們已採取下列措施以減低溫室空氣排放：

- Setting electronic appliances and equipment in energy-saving modes;
- Switching off unnecessary lighting and electrical devices during lunch and after work;
- Installing and using air conditioners with thermostats;
- Switching on air conditioners only when the ambient temperature is 25°C or above.
- 將電器及電子設備設置為節能模式；
- 午膳時間及下班後關掉非必要的照明設備及電器；
- 安裝並使用恒溫空調；
- 僅在環境溫度為25°C或以上時方開啟空調。



# Environmental 環境

## WATER RESOURCES AND SEWAGE DISCHARGE

The water consumption of the Company's business operation is mainly pertaining to water used by staff for daily use, canteen and water-based paint thinners as well as cooling water from rainwater collection. We have no issue in sourcing water that is fit for purpose, as we purchase water from the local water suppliers. Our production process does not produce a large amount of industrial wastewater, and our sewage is mainly from domestic sewage. The flushing wastewater will be treated by the septic tank, while the canteen wastewater will be treated by the grease trap. Such wastewater is discharged to the surrounding river after being properly treated by the sewage treatment facilities, so as to minimize the pollution of water resources.

## WASTE

### Hazardous waste

We strictly identify hazardous wastes generated during the production process that have the characteristics of causing danger or may endanger human health or the environment according to the Directory of National Hazardous Wastes, which include waste paint buckets, waste emulsions and waste developers. We also have the Hazardous Waste Environmental Monitoring System to ensure that the pollution is minimized in the treatment of hazardous waste. To ensure that hazardous wastes do not cause leakage or environmental pollution before being recycled, we have designated specific temporary storage sites for hazardous wastes in the plant area. All hazardous wastes will be stored in that area after collection. Qualified hazardous waste disposal companies will be commissioned to collect and handle hazardous wastes properly.

### Non-hazardous waste

We may generate metal scraps such as scrap steel during the manufacturing of our products. We will recycle these metal scraps and sell them to recyclers for comprehensive utilisation. We also sort, collect and store general non-hazardous wastes generated in the office such as paper and stationery, and then deliver to the environmental hygiene department for handling. We encourage our staff to print on both sides of the paper for internal documents and develop green printing habits. We also provide wastepaper recycling facilities to increase recycling efficiency.

## 水資源及污水排放

本公司業務營運的主要耗水用於員工生活用水、食堂用水、水性油漆稀釋劑用水及來自雨水收集的冷卻用水。而用水是購自於市內的供水機構，所以於求取適用水源上並無任何問題。我們的生產過程並不會產生大量的工業廢水，污水主要來自生活污水。而沖廁所用的廢水會經化糞池處理、食堂廢水會經隔油池處理後，經過污水處理設施妥善處理後排放至周邊河道，盡量減少對水資源的污染。

## 廢棄物

### 有害廢棄物

根據《國家危險廢物名錄》，我們嚴謹地識別出在生產過程中，具有造成危險或可能危害人類健康或環境的有害廢棄物，當中包括廢油漆桶、廢乳化液及廢顯影液。我們更擁有《危險廢物環境監測制度》，確保在處理危害廢物時把污染減至最低。為確保有害廢棄物在被回收前不會造成洩漏或環境污染，所有有害廢棄物經過收集後，會存放在廠區內特設的危險廢物暫存間，並委託具有資質處理危險廢物的合法專業機構進行回收及處置。

### 無害廢棄物

在產品製造過程中所產生廢鋼等金屬碎屑，我們會對其進行收集並外售予回收商作綜合利用。另外，在辦公室所產生的一般無害廢棄物，如紙張及辦公室文具，我們的員工會進行分類、收集和存放，隨後交由環衛部門進行處理。我們亦提倡員工以雙面列印內部文件及養成環保的列印習慣，並提供廢紙回收設施，以提高回收效率。

# Environmental 環境

## CLIMATE CHANGE

With the rapid development of human beings, their activities destroy the ecological environment, even lead to a variety of natural disasters, which have a serious impact on the ecological environment, human life and health and production activities. The Group is fully aware of our responsibility to protect the Earth, our only home. Therefore, we have actively implemented a series of measures to contribute to energy efficiency and water conservation.

Global warming brings a severe test to human beings. The climate change, especially the extreme weather, brings us more and more challenges, whether it is water resources, ecological environment, agricultural production, energy development, etc. As a responsible enterprise, we have an emergency plan for the climate to ensure that the loss of human resources and other resources can be minimized when extreme weather comes.

## 氣候變化

隨著人類急速發展，其活動破壞生態環境，以至引發各種自然災害，對生態環境、人類生活與健康和生產活動等造成嚴重影響。本集團深明，我們有責任保護地球，我們唯一的家園。故此，我們積極實行一系列的措施以至在能源效益、珍惜水資源等方面出一分力。

全球暖化為人類帶來嚴峻的考驗，其帶來的氣候變化，特別是極端天氣使我們要迎接的挑戰日益增加，不論是水資源、生態環境、農業生產、能源發展等。作為一間有擔當的企業，我們擁有針對氣候的緊急預案，確保在極端天氣來臨的時候，可以使人力及其他資源的損失減至最低。

## Key Environmental Performance Indicators (KPIs) 環境關鍵績效指標

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2020 2020年度	Year 2019 2019年度	Unit 單位
<b>Air emissions<sup>2</sup></b> <b>廢氣排放<sup>2</sup></b>			
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物(NO <sub>x</sub> )	55.45	107.93	kg 千克
Sulphur oxides (SO <sub>x</sub> ) 硫氧化物(SO <sub>x</sub> )	1.22	1.33	
Particulate matters (PM) 懸浮粒子(PM)	2.18	26.10	
<b>Greenhouse gas emissions</b> <b>溫室氣體排放量</b>			
Total emissions <sup>1</sup> 總排放量 <sup>1</sup>	3,080.31	4,507.71	tonnes of CO <sub>2</sub> e 公噸二氧化碳當量
Scope 1 範圍一	47.01	1,585.49	
Scope 2 範圍二	3,033.30	2,922.22	
Intensity <sup>1</sup> (per m <sup>2</sup> of gross floor area) 密度 <sup>1</sup> (以每平方米建築面積計算)	0.03	0.05	tonnes of CO <sub>2</sub> e/m <sup>2</sup> 公噸二氧化碳當量／ 平方米

### Notes

- <sup>1</sup> Data has been restated for more accurate comparison.
- <sup>2</sup> The reduction in air pollutant emissions this year was mainly due to the epidemic, which led to a reduction in the Company's vehicle usage.

### 附註

- <sup>1</sup> 已經過重列，以供較準確的比較。
- <sup>2</sup> 今年的空氣污染物排放量減少，主要因為疫情原故，導致公司車輛使用量減少。

# Environmental 環境

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2020 2020年度	Year 2019 2019年度	Unit 單位
<b>Electricity 電力</b>			
Total purchased electricity 總外購電力	4,311.73	4,153.83	MWh 千個千瓦時
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	0.05	0.05	MWh/m <sup>2</sup> 千個千瓦時／平方米
<b>Fuel 燃料</b>			
Total fuel consumption 總燃料使用量	168.66	242.03	MWh 千個千瓦時
Diesel oil 柴油	125.20	130.81	
Unleaded Petrol 無鉛汽油	43.46	111.22	
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	1.90	2.79	kWh/m <sup>2</sup> 千瓦時／平方米
<b>Water consumption 用水</b>			
Total water consumption 總耗水量	55,086.00	46,132.00	m <sup>3</sup> 立方米
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	0.62	0.53	m <sup>3</sup> /m <sup>2</sup> 立方米／平方米
<b>Packaging materials 包裝物料</b>			
Total amount 總量	161.05	292.76	tonnes 公噸
Metals – scrap iron, scrap sheet, channel steel, angle steel, etc. 金屬類 – 廢鐵皮、冷卷、槽鋼、角鋼等	158.75	283.55	
Paper – carton 紙類 – 包裝箱	0.54	6.90	
Plastics – EPE foam 塑膠類 – 珍珠棉	1.76	2.31	
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	1.81	3.38	kg/m <sup>2</sup> 千克／平方米



# Environmental 環境

Key Performance Indicators (KPIs) 關鍵績效指標	Year 2020 2020年度	Year 2019 2019年度	Unit 單位
<b>Hazardous waste</b> <b>有害廢棄物</b>			
Total amount 總量	2.15	1.60	tonnes 公噸
Waste emulsion 廢乳化液	0.12	0.08	
Waste developer 廢顯影液	0.03	0.10	
Waste paint buckets 廢油漆桶	2.00	1.42	
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	24.18	18.45	g/m <sup>2</sup> 克/平方米
Collected and disposed by qualified hazardous waste disposal companies 由合資格危廢處理公司收集和處理	2.15	1.60	tonnes 公噸
<b>Non-hazardous waste</b> <b>無害廢棄物</b>			
Total amount 總量	398.36	663.22	
Metal debris 金屬碎屑	397.58	660.63	tonnes 公噸
Papers <sup>1</sup> 紙張 <sup>1</sup>	0.78	2.59	
Intensity (per m <sup>2</sup> of gross floor area) 密度 (以每平方米建築面積計算)	4.48	7.65	kg/m <sup>2</sup> 千克/平方米
Reused by recyclers 由回收商再利用	397.58	660.63	tonnes 公噸

Note

<sup>1</sup> Assume that paper consumption is roughly the same as the amount purchased during the year.

附註

<sup>1</sup> 紙張消耗假設與年內採購量大致相同。

## Social 社會

### EMPLOYMENT

We always firmly believe that employees are the foundation for survival and the most important resource for development of an enterprise. Our business achievements over the years depend on the dedication and hard work of all employees. The Group strictly complies with the relevant laws and regulations on employment, including but not limited to the Labour Law of the People's Republic of China (中華人民共和國勞動法), the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法), the Social Insurance Law of the People's Republic of China (中華人民共和國社會保險法), the Regulations on Management of Housing Provident Fund (住房公積金管理條例) and the Regulation on Work-related Injury Insurances (工傷保險條例). We have also formulated the detailed Human Resources Management Policy, the Staff Handbook and the Compensation Regulations, specifying the requirements of employee recruitment, hiring, compensation, promotion, dismissal, training, code of conduct, working hours, performance appraisal, welfare benefits and diversity and anti-discrimination. We have been committed to providing employees with a competitive compensation package and comfortable working environment to attract and retain more outstanding talents. We also stick to the concept of "selecting talents based on merits and putting the right person on the right post" as the basic criterion for recruiting suitable talents. If the candidates meet the requirements of the position, they will be given the same opportunity to be employed and will not be discriminated against or deprived of the opportunity by the Group due to gender, race, color, age, sex, religion, marital status or parental status. The Human Resources Department also recruits talents through various internal and external recruitment channels, such as recruitment websites and employee referral, and offline job fairs, school-enterprise cooperation and campus presentations have been added this year.

During the Reporting Period, the Group was not aware of any prosecutions for violations of relevant laws and regulations on employment.

### 僱傭

我們一貫堅信員工不僅是企業生存的基礎和發展最重要的資源。我們多年來的業務成就有賴所有員工一直恪盡職守、辛勤付出而得來。本集團嚴格遵守有關僱傭的法律及法規，當中包括但不限於《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國社會保險法》、《住房公積金管理條例》及《工傷保險條例》。我們亦擁有詳細的《人力資源管理制度》、《員工手冊》及《薪酬管理規定》，清楚列明員工招聘、錄用、薪酬、晉升、解雇、職員培訓、行為準則、工作時間、績效考核、福利待遇以及多元化與反歧視等各方面的規定。我們力求為員工給予具競爭力的薪酬待遇、理想的工作環境以吸引及挽留更多優秀的人才，並以「任人唯賢、人盡其才」的用人理念作為招聘合適人才的不二方向。只要應聘者符合職位要求，本集團均予其同等受聘機會，不會因性別、種族、膚色、年齡、性別、宗教信仰、婚姻狀況或生育狀況而歧視或剝奪其有關機會。人力資源部亦會透過內部及外部招聘管道多方面地吸納人才，例如透過招聘網站、員工推薦，而今年更增加了線下招聘會、校企合作及校園宣講會。

報告期間，本集團並不知悉有任何因違反有關僱傭方面的法律法規而遭到檢控的情況。

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### EMPLOYEE DISTRIBUTION

As of 31 December 2020, the Company and two major subsidiaries (Zhuji City Tianjie Electronic and Technology Co., Ltd.\* and Zhuji City Tianjie Installation Engineering Co., Ltd.\*) employed a total of 475 full-time employees in Mainland China, which are classified by gender and age group as follows:

### 員工分佈

於二零二零年十二月三十一日止，本公司及兩家主要附屬公司（諸暨市天潔電子科技有限公司與諸暨市天潔安裝工程有限公司）於中國內地共聘用員工475名，均為全職員工，按性別及年齡組別劃分如下：

Category 類別		Year 2020 2020年度	Year 2019 2019年度
By gender 按性別	Male 男	405	433
	Female 女	70	90
By age group 按年齡	30 years old or below 30歲或以下	70	90
	31-40 years old 31-40歲	116	119
	41 years old or above 41歲或以上	289	314

The employee turnover rate during the Reporting Period is as follows: 在報告期間內的僱員流失比率如下：

Category 類別		Year 2020 2020年度	Year 2019 2019年度
By gender 按性別	Male 男	21%	20%
	Female 女	46%	28%
By age group 按年齡	30 years old or below 30歲或以下	31%	30%
	31-40 years old 31-40歲	34%	20%
	41 years old or above 41歲或以上	19%	19%



### LABOUR STANDARDS

The Group adopts a zero-tolerance attitude towards all violations involving child labour and forced labour, and strictly abides by national laws and regulations. We are committed to complying with the Labour Law of the People's Republic of China (中華人民共和國勞動法), the Labour Contract Law of the People's Republic of China (中華人民共和國勞動合同法), the Law of the People's Republic of China on the Protection of Minors (中華人民共和國未成年人保護法), the Provisions on the Prohibition of Using Child Labour (禁止使用童工規定) and other relevant labour regulations. If any employment of child labour under the age of 16 or forced labour are found, we will set up a special team to follow up and handle related matters, hold the accountability of relevant department managers and do our best to ensure the victim is adequately protected. Meanwhile, we have established strict and standardized recruitment procedures. During the interview, we will check the candidates' identity cards and household registration booklets to ensure that the age is in compliance with the employment standards. We also sign labour contracts with all newly hired employees to ensure that employees perform their work on a voluntary basis in order to eliminate all matters involving child labour and forced labour violations at the root.

During the Reporting Period, the Group did not have any violations involving the employment of child labour and forced labour.

### 勞工準則

本集團對於所有涉及聘請童工及強制勞動之違法事件採取零容忍的態度，嚴格遵守國家法律法規。我們致力遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國未成年人保護法》、《禁止使用童工規定》等相關勞工法規條例。若發現有任何雇用未滿十六周歲的童工或強制勞工的情況，我們將成立專門小組跟進及處理相關事項，對相關部門管理人員進行問責，並盡我們最大的所能確保受害人得到足夠的保護。同時，我們已制定嚴格規範的招聘程序，在面試時會查核求職者的身份證及居民戶口登記簿，以確保其年齡符合最低的員工標準。我們亦會與所有新聘請的員工簽訂勞動合同，確保員工在自願情況下履行工作，務求在根源杜絕所有涉及童工和強制勞動違規之事。

報告期間，本集團未發生任何聘用童工及強制勞工的相關違規情況。

### COMPENSATION AND BENEFITS

As the types of our employees include employees above the management level, sales staff and other general administrative personnel, the compensation system is determined by hierarchical classification and according to the nature of different positions, while individual salary is composed of basic salary, performance salary and various subsidies. In order to unlock employees' potential and motivate their enthusiasm for work, we will conduct annual performance evaluations for employees, and adjust their salaries according to their qualifications, contributions, seniority, work experience, related training experience and assessment results. Those who perform well will get promotion opportunities. Furthermore, in order to encourage employees to achieve self-enhancement and improvement, in-house employees will be prioritized when any vacancy arises, letting them grow with the Group, and external recruitment will be conducted only when not all the vacancies are filled through internal promotion. We also evaluate and present the "Special Contribution Award of the Year" in each subsidiary, winning employees will be commended and awarded rewards in kind, to further enhance the enthusiasm and creativity of employees, maintain normal working order, improve labour productivity and promote sustainable development.

The Group always cares about the health and well-being of its employees, and pays social insurance contributions (including pension insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident funds for employees. In addition, we also maintain commercial insurance for marketing and engineering employees who frequently travel to ensure that accidents are compensated. Each full-time employee is entitled to paid statutory holidays, maternity leave, sick leave, marriage leave and bereavement leave. We also provide nursing leave in accordance with national regulations, and employee with children under one year of age is entitled to a one-hour leave a day. The Group implements a standard working hour system, and the daily working hours of employees generally do not exceed 8 hours. Forced labour is strictly forbidden. To this end, if employees need to work overtime, their departments should report to the management and make corresponding records in accordance with established procedures. We will pay overtime later as required.

### 薪酬及福利

由於我們的職工種類包括管理級別以上的員工、銷售人員及其他一般行政人員等，薪酬體系以分層分類及依照不同崗位的性質而釐定，個別薪酬由基本工資、績效工資及各類補貼等組成。為激發員工的潛能及培養工作熱忱，我們每年會為僱員進行年度績效考核，並按僱員的資歷、貢獻、年資、工作經驗、相關培訓經驗及考核成績等因素調整薪酬，表現優異者更會獲得晉升機會。另外，當有職位空缺時，我們會優先考慮內部員工，以作為鼓勵現任員工自我提升及進步的動力，也讓他們跟著集團一起成長。當內部調升真的未能滿足需求時，才會選擇對外招聘。我們亦特別在各子公司內選評「年度特殊貢獻獎」，獲獎員工會予以表揚及頒贈物質獎勵，進一步增強員工的積極性和創造性，維護正常的工作秩序，提高勞動生產效率，促進企業可持續發展。

本集團時刻關心員工的健康和福祉，故此為員工辦理繳納社會保險（包括退休保險金、醫療保險、失業保險、工傷保險及生育保險）及住房公積金。此外，我們亦為經常要出差的市場部及工程部員工購買商業保險，確保意外有賠償。全職員工均能享有法定節日有薪假期、產假、病假、婚假及喪假。我們亦按照國家規定提供哺育假，孩子一歲以內每天可以有一個小時。本集團實行標準工時制，員工每日工作時數一般不會超過八小時。如因工作而有需要進行加班時，相關部門需按既定程序進行申報並做好相應記錄，我們及後會按規定支付加班費，並嚴禁強制勞工情況出現。

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During the Reporting Period, we did not have any strikes, major labour disputes or labour surges that had a material adverse effect on our business, financial condition and operating results.

### OCCUPATIONAL HEALTH AND SAFETY

Promoting a safety culture is one of the core tasks of the Group. The Group complies with a large number of environmental, safety and health laws and regulations promulgated by the Chinese government on production safety, fire prevention and workplace health, including but not limited to the Production Safety Law of the People's Republic of China (中華人民共和國安全生產法), the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法), the Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents (生產安全事故報告和調查處理條例), Regulation on Work Safety Licenses (安全生產許可證條例) and the Fire Protection Law of the People's Republic of China (中華人民共和國消防法).

During the Reporting Period, the Group was not aware of any prosecutions for violations of laws and regulations on production safety and occupational health.

It is the Group's responsibility to provide employees with a safe and healthy working environment. The Group has prepared the Health and Safety Management Manual, formulated standardized procedures and implemented health and safety standards and emergency plans, and also obtained the Occupational Health and Safety Management Systems (ISO45001:2018) certification to ensure that the systems guaranteeing employees' safety are scaled up.

報告期間內，我們並無發生任何罷工、重大勞資糾紛或工潮而對我們的業務、財務狀況及經營業績造成重大不利影響。

### 職業健康與安全

推動安全文化是本集團其中之一的核心所在。本集團遵守中國政府所頒佈的有關生產安全、防火及工作場所健康等大量環境、安全及健康的法律和法規，當中包括但不限於《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》、《生產安全事故報告和調查處理條例》、《安全生產許可證條例》及《中華人民共和國消防法》等。

報告期間，本集團並不知悉有任何因違反有關生產安全及職業健康法律法規而遭到檢控的情況。

能夠為員工提供安全及健康的工作環境是集團的責任，本集團已編製《健康與安全管理手冊》、制定標準程序以及實施健康與安全標準及應急計畫，以及取得《職業健康安全管理體系》(ISO45001:2018) 認證，使保障職工安全的制度得以規模化。

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We provide safety devices and appropriate protective equipment according to the needs of positions, including helmets, gloves and safety goggles. Meanwhile, safety procedures of each process are displayed at the production plants, which set out operation steps and procedures, safety technical knowledge and precautions, such as the proper use of the personal protective equipment, repair and maintenance of production equipment and safety facilities, emergency measures to prevent accidents, and system and requirements of safety inspection. During the Reporting Period, we held a safety production month, the specific activities of which included holding a safety production work conference, signing safety production responsibility letters, conducting safety publicity through propaganda windows, banners, websites and corporate public accounts, conducting fire drills and emergency rescue training. For work-related accidents, we will firstly understand the situation of the injured employee, then investigate the cause of the accident, and then make further treatment. It is more likely that appropriate measures will be taken to reduce the number of work-related injuries and ensure the safety of employees.

To protect the health of employees, we arrange physical examinations for employees. During the Reporting Period, around 140 employees (such as welders and painters) participated in the medical examination. According to the national technical regulations and requirements on occupational disease prevention and control, we determine the examination items for employees based on job differences, including blood pressure, routine blood, routine urine, lung function, electrocardiogram, electrical response audiometry, nervous system and biochemical tests.

我們按崗位需要，提供安全設備及合適的防護裝備，包括安全帽、手套、防護鏡等。同時，我們在生產車間展示了各工序的安全操作規程，列寫了操作步驟和程序，安全技術知識和注意事項，例如如何正確使用個人安全防護用品、生產設備和安全設施的維修保養、預防事故的緊急措施、安全檢查的制度和要求等。在報告期間，我們舉行了安全生產月，措施包括召開安全生產工作會議、簽訂安全生產責任書、通過宣傳窗、橫幅、網站和企業公眾號進行安全宣傳、開展消防演習、應急求援訓練。針對員工工傷事故，我們會首先了解受傷員工情況，繼而調查事故起因，再有進一步的處理，更可能會採取適當的措施以減少發生工傷次數，保障員工的安全。

為保障員工的身體健康，我們安排員工進行身體檢查。在報告期間，大約有一百四十多位員工如焊工、油漆工參加體檢。依據國家關於職業病防治的技術規範和要求，我們按照崗位差異確定員工的檢查項目，主要包括血壓、血常規、尿常規、肺功能、心電圖、電測聽、神經系統和生化檢驗等。



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The Group pays attention to the career development and physical and mental health of employees, therefore, it organizes various diversified activities<sup>1</sup> from time to time to establish more communication channels with employees. These activities can not only balance employees' stressful work and physical and mental health, but also establish employees' sense of belonging and corporate cohesion, which is essential for the long-term and prosperous development of the Company.

集團關注僱員的事業發展和身心健康，故此集團不定期組織各項多元化的活動<sup>1</sup>，與員工建立更多方面的溝通渠道，這不但能平衡員工的緊張工作及身心健康，同時建立員工的歸屬感及企業凝聚力，對於公司長遠而興旺的發展來說是至關重要的。

		Year 2020 2020年度	Year 2019 2019年度	Year 2018 2018年度
Work-related fatality	與工作相關的死亡個案	—	—	—
Work injury cases >3 days	受傷多於3天的工傷個案	9	9	21
Work injury cases ≤ 3 days	受傷3天或以下的工傷個案	1	3	—
Lost days due to work injury	因工傷損失的工作日數	294	339	670



Safety production meeting  
安全生產工作會議



Fire drill  
消防演習



First aid training  
應急求援訓練

Note

<sup>1</sup> Due to the epidemic situation, outdoor development activities have been suspended.

附註

<sup>1</sup> 礙於疫情關係，拓展活動暫停舉行。

## DEVELOPMENT AND TRAINING

An excellent team is the secret of corporate success and sustainable development, we need to continuously improve the quality, knowledge and skills of our employees in a bid to maintain our competitiveness. Therefore, employee training is the unswerving goal of the Group. We actively seek training opportunities for employees, and also try our best to conduct diversified training, aiming to enable employees to develop in many ways, including induction training for new employees (such as introducing our corporate policies and culture and basic employee quality training) and on-the-job training for existing employees (such as skills training, industry exchanges and special studies). During the Reporting Period, we organized training on different topics, including:

- Electric welders training;
- Internal auditors training;
- Skilled personnel training;
- Testing staff training; and
- Production safety training.

At the same time, as we recognize that the improvement of employees is of great benefit to one company's development, we will issue certificate subsidies to employees who have obtained professional qualifications related to work, in order to promote the continuous-learning atmosphere within the corporate.

### Average Training Hours per Employee

		Year 2020 2020年度	Year 2019 2019年度
Male	男	5小時 hours	81小時 hours
Female	女	4小時 hours	70小時 hours
Middle-level Management	中級管理層	1小時 hours	31小時 hours
General and technical staff	一般及技術員工	5小時 hours	81小時 hours

## 發展及培訓

一支優秀的團隊是企業成功及可持續發展的秘訣，我們需要不斷提昇員工的素質、知識及技能才能保持社會競爭力，因此人才培訓是本集團矢志不渝的目標。我們積極尋找為僱員提供培訓的機會，亦盡力進行多元培訓，使員工能向多方面發展。其中包括對新僱員的入職培訓（如介紹我們的公司政策及文化以及僱員基本素質培訓等）以及對現有僱員的在職培訓（如技能培訓、行業交流及專題學習等）。報告期間，我們組織了不同課題的培訓，當中包括：

- 電焊工培訓；
- 內審員培訓；
- 技能人才培訓；
- 檢驗人員培訓；及
- 安全生產培訓。

與此同時，我們明白員工增值對企業發展有莫大彼益，所以會向取得與工作有關的專業資格員工發放證書補貼，以推動持續進修的企業氛圍。

### 僱員平均受訓時數

Note

<sup>1</sup> Due to the epidemic situation, many trainings have been suspended.

附注

<sup>1</sup> 礙於疫情關係，多個培訓暫停舉辦。

### PRODUCT RESPONSIBILITY

As a supplier of environmental pollution prevention product sales and integrated air pollution prevention solutions, providing customers with qualified and high-quality products is the top priority of the Company. We meet all the required professional qualifications, including holding an evaluation certificate of providing general contracting services for environmental pollution treatment projects and special equipment manufacturing licenses. The Group is committed to improving production processes and management systems, to achieve the improvement of the Group's operating efficiency, while also enabling the management system to reach international standards. In order to manage product quality and operations in accordance with international standards, our measurement management, environmental management and quality control systems have obtained a number of ISO certificates, such as the Quality Management System Certification Certificate (GB/T 19001-2016/ISO 9001:2015).

For the quality control of products, we have formulated the Quality Inspection and Testing Management Standards and the Project Installation Quality Control System to establish clear standards and specifications for the quality requirements of raw materials, semi-finished products, finished products and installations, including quality control of raw materials and components purchased from suppliers. In the production process, after each process is completed, supervisors will conduct self-inspection. Then, the products will undergo inspection conducted by quality inspectors and, if passed, enter into the next procedure. We also hold quality inspection work meetings every year to discuss different topics, such as quality improvement plans.

### 產品責任

作為從事環保污染防治產品銷售及綜合大氣污染防治解決方案供應商，使客戶獲得合規格和高質量的產品是公司的首要任務。我們均符合所需的專業資格，包括持有環境污染治理工程總承包服務能力評價證書及特種設備製造許可證等。本集團致力於改善生產流程及管理系統，為實現提升集團經營效率的同時，使管理體系亦能達致國際水平。按照國際標準管理產品品質及營運，我們的計量管理、環保管理及品質管制系統獲發多項ISO合格證，如《質量管理體系認證證書》(GB/T 19001-2016/ISO 9001:2015)。

對於產品的品質控制，我們建立了《質量檢驗和試驗管理標準》及《項目安裝質量控制制度》，在原材料、半成品、成品及安裝的品質要求作出明確的標準規範。包括對採購自供應商的原材料及部件進行品質控制；生產過程中，每個工序完成後會由監督人員進行自檢，再由質檢員檢查合格後，方可進行下一工序。我們每年亦會召開質檢工作會議，探討不同的議題，如質量改進方案。

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Valuable opinions from customers are the source of corporate progress and sustainable development, therefore, we actively collect and process customer opinions to improve our products. We have formulated the Production and Service Provision Control Procedures, which specifies the procedures for handling customers' feedback or complaints. We also provide after-sales services to our customers, which may include the provision of spare parts and components, repairs and replacements, and onsite engineering and maintenance services. We will analyse the reasons for the problems reported by customers, put forward reasonable suggestions and solutions, and feedback to the design department. We believe that providing after-sales service not only helps us maintain business relationships with customers, but also allows us to better understand our customers' needs and feedback on our products.

During the Reporting Period, we did not find any serious violations of product and service quality laws and regulations, and did not receive any complaint about our products and services or any case involving product recall due to safety and health reasons.

客戶寶貴意見是企業進步及持續發展的源頭，因此我們積極收取及處理客戶意見從而改善產品。我們制定《生產和服務提供控制程序》，當中訂明瞭處理顧客回饋或投訴的程序。我們亦向客戶提供售後服務，而其可能包括提供備件及部件、維修及更換以及現場工程及維護服務，對客戶反映發生的問題原因進行分析，提出合理化建議和解決方法，並反饋到設計部。相信提供售後服務不僅有助我們與客戶保持業務關係，亦可讓我們更明瞭客戶的需求及對我們產品的意見。

報告期間，我們並未有發現任何嚴重違反產品及服務質量法律法規的行為，且沒有接獲關於產品及服務的投訴或因安全與健康理由而須回收的事件發生。



## Passing Annual Review of PCCC Electrical Product Certification

During the Reporting Period, an expert group from Power (Beijing) Certification Center Co., Ltd. conducted an on-site inspection of Tengy Environmental's PCCC certification (electric power products). Our staff introduced the production, operation and certification work in detail to the members of the expert group, led the members to rigorously inspect the technical information, production sites, and reviewed the process of Tengy Environmental's design, procurement, production, and quality of dust removal equipment.

After inspection and review, the expert group believed that the products of Tengy Environmental can meet the technical specifications and customers' requirements, technical management, production facilities, procurement management, quality management and other requirements, and comply with relevant standards. Therefore, Power (Beijing) Certification Centre Co., Ltd. would continue to issue certifications for various power products applied for by Zhejiang Tengy Environmental Technology Co., Ltd.

## PCCC電能產品認證通過年度審查

在報告期間，電能(北京)認證中心有限公司專家組到訪為天潔的 PCCC 認證(電能產品)進行現場檢查。我們的員工為專家組成員一一介紹生產經營和認證工作情況，帶領成員嚴謹地檢查技術資料、生產現場，評核天潔環境對除塵設備產品設計、採購、生產、質量等過程環節。

經過檢查評核後，專家組認為天潔環境的產品能滿足技術規範及客戶的要求、技術管理、生產設施、採購管理、質量管理等方面的要求以及符合規相關標準，故此，電能(北京)認證有限公司將繼續頒發浙江天潔環境科技股份有限公司所申請的各項電能產品認證證書。



## Social 社會

### CUSTOMER DATA SECURITY

The Group values data privacy and understands that we have the responsibility to protect and manage its data to prevent leakage. The Group strictly abides by the Law of the People's Republic of China on Protection of Consumer Rights and Interests (中華人民共和國消費者權益保護法) and keeps customer information strictly confidential. According to the Staff Handbook, all staff are required to properly safeguard and avoid leakage of confidential information obtained in the course of work. We have the right to terminate the labour contract of any employee who violates such requirements. If appearing to be a serious case, it will be referred to the judicial authority in accordance with the law.

During the Reporting Period, we did not find any violation of relevant laws and regulations on data security.

### INTELLECTUAL PROPERTY MANAGEMENT

As an enterprise engaged in product design and development, we deeply understand the importance and significance of protecting intellectual property rights. This is not only a respect for the creators, but also an affirmation and support for them. We always rely on trademarks, patents, copyrights and know-how to protect our intellectual property. As at 31 December 2020, the Group had 47 registered patents (including 3 invention patents and 44 utility model patents) in China. In order to further increase our employees' awareness in this regard, we sign confidential agreements with the employees who have access to and have access to relevant sensitive information and investigate any leaks.

During the Reporting Period, the Group was not aware of any act that infringes any intellectual property rights of any partners or any act of any partners that infringes our intellectual property rights. We have also not experienced any disputes of intellectual property rights that have a material adverse effect on our business.

### 客戶資料安全

集團重視資料私隱並且深明我們有責任保護及管理其資料以防止外漏。本集團嚴格遵守《中華人民共和國消費者權益保護法》的規定，對客戶的資訊作出嚴格保密，我們在《員工手冊》訂明，所有員工須妥善保管和避免外泄因工作而接觸到的機密資料。我們有權解除違反要求員工的勞動合同，若情況嚴重，更會依法交由司法機關處理。

報告期間，我們並沒有發現關於違反資料安全相關的法例法規的情況。

### 知識產權管理

作為產品設計及開發的企業，保護知識產權的重要性及意義不但是對原創者的一種尊重，更是對他們的肯定和支持。我們一直依賴結合商標、專利、版權及專有技術以保護我們的知識產權。於二零二零年十二月三十一日，本集團在中國擁有四十七項註冊專利（包括三項發明專利及四十四項實用新型專利）。為了進一步加強員工這方面的意識，我們會與接觸及有機會接觸相關敏感資料的員工簽訂保密條款，追究任何違紀洩密的行為。

報告期間，本集團並不知悉我們有任何侵犯合作夥伴知識產權的行為，或任何合作夥伴侵犯我們知識產權的任何行為，亦從未出現任何對我們的業務造成重大不利影響的知識產權糾紛。

### SUPPLY CHAIN MANAGEMENT

Our main raw materials and components include steel plates, steel structural parts, filter bags, electrical instruments and other components used to produce air pollution control equipment. Our suppliers mainly include suppliers of the above raw materials and components, manufacturers that provide processing services and service providers that provide support services for onsite installation engineering. During the Reporting Period, the materials purchased were from 61 suppliers in different regions of China, including Zhejiang, Shaoxing, Jiangsu, Beijing, Nanjing, Tianjin, Weihai, Shanghai, Anhui and other provinces and cities. Due to the epidemic, the arrival dates of some materials need to be postponed. We continue to maintain close contact and communication with suppliers, with the goal of not stopping work and ensuring production.

We have established and maintained strict quality assurance standards and testing procedures, including quality control of raw materials and components purchased from suppliers. We conduct annual reviews of the suppliers we are cooperating with. When the quality is found to have deteriorated significantly or a supplier is found to violate any provision about orders and contracts, we will issue warnings and request for amendments. Suppliers involved in any serious violation or failure to rectify will be disqualified.

Product manufacturers have a close relationship with the supply chain, and the conduct and performance of suppliers may affect the quality of our services and products due to the connections through the supply chain. The Group is committed to adopting the best environmental and social practices and expects our business partners to adhere to the same philosophy of maintaining integrity, treating employees fairly, protecting the environment and complying with all applicable regulations. To this end, we have developed the Procurement Management System to specify the procurement process. When selecting suppliers, we usually consider, including but not limited to, the supplier's technical capabilities, price competitiveness, quality, the length of time of business relationship with us and customer requirements of specific projects in order to select the suitable supplier, we will issue the Service Capability Evaluation Certificate for Environmental Pollution Control Project General Contracting of Zhejiang to affirm it. Under these major prerequisites, we also give priority to suppliers who have obtained international certifications such as ISO14001 Environmental Management System or ISO 9001 Quality Control System to ensure quality and standardized environmental management.

### 供應鏈管理

我們的主要原材料、零部件包括鋼板、鋼結構件、過濾袋、電力儀器及用於生產大氣污染防治設備的其他零部件。主要的供應商包括以上原材料、零部件的供應商、提供加工服務的製造商及提供現場安裝工程配套服務的服務供應商。在報告期間，採購的物料均來自61間中國不同地方的供應商，當中包括浙江、紹興、江蘇、北京、南京、天津、威海、上海、安徽等省份及城市。礙於疫情關係，部分物料需要延遲到貨日期，我們與供應商繼續保持緊密的聯絡溝通，以不停工及保生產為目標。

我們已建立並維持嚴格的品質保障標準和檢測程序，包括對採購自供應商的原材料及部件進行品質控制。每年亦會對正在合作的供應商進行年度評審，若發現在品質嚴重下降或違反訂單和合同規定的情況，我們會發出警告及要求其進行修正，嚴重違規或未能修正者會被撤銷供應資格。

產品生產企業與供應鏈有著密切的關係，而他們的操守和表現或會影響我們的服務和產品質素。本集團積極採納最佳環保及社會慣例，亦通過我們作為客戶的影響力，推動我們的業務合作夥伴秉持相同的理念，保持誠信，公平對待員工，保護環境和恪守所有適用法規。為此，我們已制定了《採購管理制度》以列明採購程序流程，在挑選供應商時，我們評價供應商的技術能力、價格的競爭力、品質、與我們的業務合作關係以及客戶的特定要求等因素，務求選出最理想、最合適的供應商。我們更會頒發《浙江省環境污染治理工程總承包服務能力評價證書》，給予肯定。在這些大前提下，我們亦會優先考慮取得如ISO14001環境管理體系或ISO 9001品質管制體系等國際認證的供應商以確保品質及規範化的環境管理。



## Social 社會

### ANTI-CORRUPTION

The values of the Group are “integrity, responsibility, cooperation and innovation”. Integrity is our professionalism and ethics, it comes first among the four elements, which shows that integrity is of paramount importance to a successful business. The Group strictly abides by the relevant laws and regulations, including but not limited to the Anti-Unfair Competition Law of the People’s Republic of China (中華人民共和國反不正當競爭法), the Criminal Law of the People’s Republic of China (中華人民共和國刑法), the Anti-Money Laundering Law of the People’s Republic of China (中華人民共和國反洗錢法), the Interim Provisions on Banning Commercial Bribery (關於禁止商業賄賂行為的暫行規定), the Supervision Law of the People’s Republic of China (中華人民共和國監察法), the Company Law of the People’s Republic of China (中華人民共和國公司法). The Staff Handbook explicitly states that all staff are strictly prohibited from accepting kickbacks, banquet invitation, gifts, bribe-taking and other acts that violate professional ethics. The Group will seek compensation from the employees involved in accordance with the law. For serious criminal cases, we will report to the judicial authorities for the investigation of criminal responsibility. Every employee has the right and obligation to supervise misconduct. We have an anonymous whistle-blowing box, and employees can report by exceeding one’s powers and levels when necessary.

During the Reporting Period, we were not aware of any lawsuit or complaint involving violations of laws and regulations related to anti-corruption, bribery, extortion, fraud and money laundering.

### 反貪污

本集團的價值觀是誠信、責任、合作、創新。而誠信是我們的專業精神及操守，於四個元素之中的首位，足見這是成功企業不可或缺的一部分。本集團嚴謹遵守包括但不限於《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《關於禁止商業賄賂行為的暫行規定》、《中華人民共和國監察法》、《中華人民共和國公司法》。本集團的《員工手冊》清楚列明所有員工嚴禁收受回扣、宴請、饋贈、受賄等違反職業道德的行為，本集團將依法向涉事員工追索賠償，若犯罪情況嚴重的，更會報請司法機關追究其刑事責任。員工有責任監督不當行為，我們設有匿名舉報意見箱，而員工更可在有需要時越級匯報。

報告期間，我們並沒有發現涉及違反有關貪污、賄賂、勒索、欺詐及洗黑錢的法律和規例的訴訟及投訴。



## Social 社會

### COMMUNITY INVESTMENT

A successful company not only has to create economic benefits, but also has the responsibility to give back to the society. We actively participate in community activities based on the concept of “heart-to-heart”. We hold community activities from time to time. During the Reporting Period, we organized a voluntary blood donation event, a total of about 27 employees participated in the event to help those in need and practice the spirit of “rescue and relief”.

Young people are the masters of the future society. We are well aware that the most important thing is to train young people to become talents and invest resources so that they can give full play to their strengths. During the Reporting Period, we invited the students from the Environment Institute of Zhejiang University of Technology to pay a visit to the Group. The leaders of the Company personally met such students and explained and shared the development and technological innovations of the Company. Then the students were ushered into the production lines for visits. Both sides conducted in-depth exchanges on pollution prevention and environmental protection industries.



### 社區投資

成功的企業不僅要創造經濟效益，更是有責任去回饋社會。我們本著「以心為心」的理念，積極參與社區活動。我們會不定期舉辦社區活動，在報告期間就組織了一次員工無償及自願的捐血活動，共有約27名的員工響應參與，幫助有需要的人士，實踐了「救急扶危」的精神。

青年人是社會未來的主人翁。我們深知，要把青年人培養成材，投放資源，使他們能發揮所長是重中之重。在報告期間，我們安排了浙江工業大學環境分院的學生到本集團參觀交流，公司領導親自接見，並就企業發展和技術創新情況進行講解和分享，學生其後更獲邀參觀生產線，雙方在環境防治、環保產業等方面進行了深入交流。



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<b>A. Environmental</b>			
<b>A. 環境</b>			
<b>A1 Emissions</b>			
<b>A1 排放物</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issue relating to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste	Greenhouse Gas Emissions and Resource Usage	12
一般披露	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	溫室氣體排放及資源使用	12
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A1.5	描述減低排放量的措施及所得成果	溫室氣體排放及資源使用	12
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	Waste	14
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<b>A2 Use of Resources</b>			
<b>A2 資源使用</b>			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	Water Resources and Sewage Discharge	14
一般披露	有效使用資源 (包括能源、水及其他原材料) 的政策	水資源及污水排放	14
A2.1	Direct and/or indirect energy consumption by type in total and intensity	Key Environmental Performance Indicators	16
A2.1	按類型劃分的直接及或間接能源總耗量及密度	環境關鍵績效指標	16
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A2.2	總耗水量及密度	環境關鍵績效指標	16
A2.3	Description of energy use efficiency initiatives and results achieved	Greenhouse Gas Emissions and Resource Usage	13
A2.3	描述能源使用效益計劃及所得成果	溫室氣體排放及資源使用	13
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Water Resources and Sewage Discharge	14
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	水資源及污水排放	14

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A2.5	製成品所用包裝材料的總量及每生產單位佔量	環境關鍵績效指標	16

### A3 Environment and Natural Resources

#### A3 環境及天然資源

General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Greenhouse Gas Emissions and Resource Usage	12
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### A4 Climate Change

#### A4 氣候變化

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Climate Change	12
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策	氣候變化	12
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<b>B. 社會</b>			
<b>B1 Employment</b>			
<b>B1 僱傭</b>			
General Disclosure	Information on: (a) 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	Employment, Compensation and Benefits	18
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<b>B2 健康與安全</b>			
General Disclosure 一般披露	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 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	Occupational Health and Safety 職業健康與安全	22
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B2.1	因工作關係而死亡的人數及比率	職業健康與安全	24
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B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Occupational Health and Safety	23
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<b>B3 發展及培訓</b>			
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B3.2	The average training hours completed per employee by gender and employee category	Development and Training	25
B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數	發展及培訓	25
<b>B4 Labour Standards</b>			
<b>B4 勞工準則</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with the relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Employment	20
一般披露	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	僱傭	20
B4.1	Description of measures to review employment practices to avoid child and forced labour	Employment	20
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工	僱傭	20
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B5.2		Supply Chain Management 供應鏈管理	30
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<b>B6 產品責任</b>			
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<b>B7 反貪污</b>			
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<b>B8 社區投資</b>			
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# TENGY

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