

2020

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



VESON HOLDINGS LIMITED
銳信控股有限公司

(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 : 01399)

TABLE OF CONTENT 目錄表

2	SCOPE AND REPORTING PERIOD	範圍與報告期間
3	STAKEHOLDER ENGAGEMENT AND MATERIALITY	持份者的參與及重要性
5	STAKEHOLDERS' FEEDBACK	持份者的意見反饋
5	THE GROUP'S ESG COMMITMENT	本集團的ESG承擔
5	THE GROUP'S ESG APPROACH	本集團的ESG方針
6	THE GROUP'S SUSTAINABILITY MISSION AND VISION	本集團可持續發展使命及願景
7	ACCREDITATIONS AND CERTIFICATIONS	認證及證明
8	A. ENVIRONMENTAL	A. 環境
9	A1. Emissions	A1. 排放
9	A1.1 Air Emissions	A1.1 廢氣排放
9	A1.2 Greenhouse Gas Emissions	A1.2 溫室氣體排放
11	A1.3 Hazardous Waste	A1.3 有害廢棄物
12	A1.4 Non-hazardous Waste	A1.4 無害廢棄物
12	A1.5 Measures to Mitigate Emissions	A1.5 減低排放量措施
13	A1.6 Waste Handling and Reduction Initiatives	A1.6 廢棄物處理及減廢措施
15	A2. Use of Resources	A2. 資源使用
15	A2.1 Energy Consumption	A2.1 能源消耗
16	A2.2 Water Consumption	A2.2 耗水量
16	A2.3 Energy Use Efficiency Initiatives	A2.3 能源使用效益計劃
17	A2.4 Water Use Efficiency Initiatives	A2.4 用水效益計劃
17	A2.5 Packaging Material	A2.5 包裝材料
18	A3. The Environment and Natural Resources	A3. 環境及天然資源
18	A3.1 Significant Impacts of Activities on the Environment and Natural Resources	A3.1 業務活動對環境及天然資源的重大影響
19	B. SOCIAL	B. 社會
19	1. Employment and labour practices	1. 僱傭及勞工常規
19	B1. Employment	B1. 僱傭
25	B2. Employee Health and Safety	B2. 僱員健康及安全
29	B3. Development and Training	B3. 發展及培訓
31	B4. Labour Standards	B4. 勞工準則
32	2. Operating Practices	2. 營運慣例
32	B5. Supply Chain Management	B5. 供應鏈管理
33	B6. Product Responsibility	B6. 產品責任
38	B7. Anti-corruption	B7. 反貪污
39	B8. Community Investment	B8. 社區投資

ESG REPORT

環境、社會及管治報告

SCOPE AND REPORTING PERIOD

This is the Environmental, Social and Governance (“ESG”) report of Veson Holdings Limited (the “Company”, and together with its subsidiaries, the “Group”) with disclosures made pursuant to the ESG Reporting Guide as set out in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Main Board Listing Rules”). The Group complied with all the “comply or explain” provisions set out in the ESG Reporting Guide from 1 January 2020 to 31 December 2020 (the “Reporting Period”).

The current operations of the Group mainly comprise its original design manufacturing (“ODM”) business and bare battery cell business. In 2020, more than 90% of the Group’s revenue was derived from the ODM business, which mainly supplies lithium-ion battery modules to manufacturers of well-known telecommunication brands in Mainland China and abroad.

This ESG report covers the Group’s overall performance in two subject areas, namely Environmental and Social, of its major business operations in the People’s Republic of China (the “PRC”), unless otherwise stated. The major business operations identified in the Reporting Period included:

- (i) Scud (Fujian) Electronics Co., Ltd. (“Scud Electronics”) in Fuzhou, Fujian province of the PRC; and
- (ii) Scud Battery Co., Ltd. (“Scud Battery”) in Fuzhou, Fujian province of the PRC.

The Group terminated its own-brand business from 30 December 2019 and therefore such business operation is excluded from the scope of this report. Other than the aforementioned, there were no major operational changes in the scope of this report compared with that for the period from 1 January 2019 to 31 December 2019 (the “Last Reporting Period”).

範圍與報告期間

本報告乃銳信控股有限公司(「本公司」，連同其附屬公司統稱「本集團」)的環境、社會及管治(「ESG」)報告，乃根據載於香港聯合交易所有限公司證券上市規則(「主板上市規則」)附錄二十七之ESG報告指引披露。本集團於2020年1月1日至2020年12月31日期間(「報告期間」)已遵守ESG報告指引所載的所有「不遵守就解釋」條文。

本集團目前的營運主要由原廠設計製造(「ODM」)業務及電芯業務組成。於2020年，本集團超過九成的收入來自ODM業務，主要為中國內地境內外知名通訊產品品牌製造商供應鋰離子電池模組。

除另有說明外，本ESG報告涵蓋本集團於中華人民共和國(「中國」)的主要業務營運在環境及社會兩個主要範疇之整體表現。於報告期間識別之主要業務營運包括：

- (i) 位於中國福建省福州的飛毛腿(福建)電子有限公司(「飛毛腿電子」); 及
- (ii) 位於中國福建省福州的飛毛腿電池有限公司(「飛毛腿電池」)。

本集團已自2019年12月30日起終止其自有品牌業務，因此有關業務營運未載入本報告範圍。除上述者外，相較2019年1月1日至2019年12月31日期間(「上一報告期間」)，本報告範圍並無重大營運變動。

ESG REPORT 環境、社會及管治報告

STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group engages the Company's board of directors (the "Board") and senior management and the Group's frontline staff, trade unions, suppliers, customers, and regulators to obtain valuable insights and identify areas of improvements. The Group maintains dialogue with stakeholders via various communication channels such as direct conversations, suggestion boxes, e-mails and regular meetings with employee representatives and suppliers on a weekly, monthly or yearly basis. Through internal communication, key concerns concerning protection of employee rights, team spirit enhancement, workplace safety and environment, product quality and customer service were raised.

In order to identify significant ESG issues, the Group specifically engaged both internal and external stakeholders to gain insights into ESG material topics and challenges of the Group's operations. In the materiality assessment, a total of 200 stakeholders were asked to rate a list of 18 topics in terms of their relevance and importance to the Group's business development and sustainability, as well as to the wider community.

Results of the materiality assessment and the consolidated list of ESG material aspects are presented in the following matrix and table respectively:

持份者的參與及重要性

本集團與本公司董事會(「董事會」)及高級管理層以及本集團前線員工、工會、供應商、客戶及監管機構溝通，以獲取寶貴的見解及識別需要改進的方面。本集團透過各種溝通渠道與持份者保持溝通，例如直接對話、意見箱、電郵以及每週、每月或每年與員工代表及供應商舉行定期會議。通過內部交流，提出關於保護員工權益、團隊精神提升、工作場所安全及環境、產品質量及客戶服務方面的主要關注。

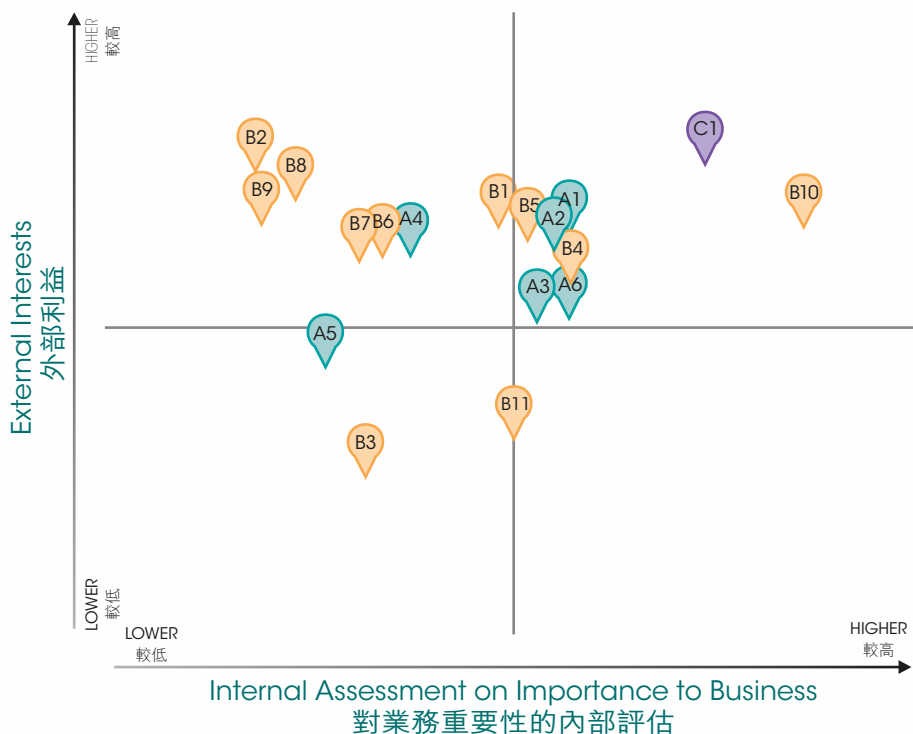
為識別重大的ESG議題，本集團特別與內部及外部持份者溝通，以獲取有關ESG重大主題及本集團營運挑戰的見解。在重要性評估中，總共要求200位持份者對18個主題的清單就其對本集團的業務發展及可持續性以及對更大社區的相關性及重要性進行評級。

重要性評估的結果及ESG重要層面的綜合列表分別於以下矩陣及表格中呈列：

ESG REPORT 環境、社會及管治報告

MATERIALITY MATRIX

重要性矩陣



- A. Environmental Issues 環境問題**
- A1 Energy 能源
- A2 Water 水
- A3 Emissions 排放
- A4 Effluent and Waste 污水及廢棄物
- A5 Other Raw Materials Consumption 其他原材料消耗
- A6 Environmental Protection Policies 環保政策
- C. Other Issues 其他問題**
- C1 Food Health and Safety 食品健康及安全

- B. Social Issues 社會問題**
- B1 Employment 僱傭
- B2 Health and Safety 健康及安全
- B3 Development and Training 發展及培訓
- B4 Labour Standards 勞工準則
- B5 Supply Chain Management 供應鏈管理
- B6 Intellectual Property Rights 知識產權
- B7 Customer Data Protection 客戶資料保護
- B8 Customer Service 客戶服務
- B9 Product Quality 產品質量
- B10 Anti-corruption 反貪污
- B11 Community Investment 社區投資

ESG REPORT 環境、社會及管治報告

Among the environmental and social aspects, the following topics are identified as the most material issues to the stakeholders:

- Anti-corruption
- Food Health and Safety
- Energy
- Water
- Supply Chain Management

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its ESG approach and performance. Please give your suggestions or share your views with us via email: coso@vesonhldg.com or phone: 0591-63159773.

THE GROUP'S ESG COMMITMENT

The Board has overall responsibility for the Group's ESG strategy and reporting. The Group is committed to integrating emerging ESG risks into existing risk management frameworks and incorporating ESG factors into business strategies and strategic financial planning. Management of the Group is responsible for identifying ESG risks and opportunities in the Group's operations and value chains.

To strive for continued excellence in ESG practices, the Group holds regular meetings to review ESG material issues, track target achievement rates and discuss ways of strengthening ESG performance. ESG goals are achieved through the Group's continuous efforts and implementation of ESG-related policies and effective mitigation plans.

THE GROUP'S ESG APPROACH

Since 2017, Scud Electronics has been registered on the Responsible Business Alliance ("RBA") online platform. In August 2020, Scud Electronics passed the RBA Code of Conduct Audit. Throughout the years, Scud Electronics has adhered to the RBA Code of Conduct, promoted and implemented corporate social responsibilities ("CSR") regulations, and audited relevant suppliers to ensure that they also comply with the Group's sustainability policies and the RBA Code of Conduct. The Group's RBA Management Guide was first released in July 2014. After several revisions, the Group began fully implementing the latest version of the RBA Management Guide in 2019 for fulfilling CSR.

在環境及社會方面，以下主題被識別為對持份者而言最重要的議題：

- 反貪污
- 食品健康及安全
- 能源
- 水
- 供應鏈管理

持份者的意見反饋

本集團歡迎各持份者就本集團的ESG方針及表現提供反饋。請透過電郵：coso@vesonhldg.com或電話：0591-63159773提供閣下之建議或與我們分享閣下之想法。

本集團的ESG承擔

董事會對本集團的ESG策略及報告全面負責。本集團致力將新出現的ESG風險整合至現有的風險管理框架中，並將ESG因素納入業務策略及策略財務規劃中。本集團管理層負責識別本集團營運及價值鏈中的ESG風險及機遇。

為在ESG方面持續取得卓越成就，本集團會定期舉行會議以審查ESG重大議題，跟踪目標達成率及討論增強ESG表現的方法。經過本集團不懈努力以及實施與ESG相關的政策及有效的緩解計劃，ESG目標得以實現。

本集團的ESG方針

自2017年起，飛毛腿電子已在負責任商業聯盟（「RBA」）在線平台註冊。於2020年8月，飛毛腿電子通過RBA行為準則審核。多年來，飛毛腿電子一直遵守RBA行為準則，推進及實施企業社會責任（「企業社會責任」）法規，並對相關供應商進行審核，以確保彼等亦遵守本集團的可持續發展政策及RBA行為準則。本集團的RBA管理指引於2014年7月首次發佈。經多次修訂後，本集團於2019年開始全面實施最新版RBA管理指引，以履行企業社會責任。

ESG REPORT

環境、社會及管治報告

Furthermore, the Group sets specific and measurable RBA targets to better evaluate progress and drive good performance. Internal audits for labour, ethics, health and safety, environment, and management systems are conducted within Scud Electronics in accordance with RBA standards to ensure compliance with CSR policies and guidelines.

The Group upholds principles of fairness, honesty, and integrity when conducting business. The Group has formulated the Code of Business Conduct and Ethics as an internal management procedure. The Code of Business Conduct and Ethics stipulates preventive measures, penalties and grievance procedure for unethical conduct and sets forth penalties for violation of the Code of Conduct and the grievance channels for reporting any violation.

THE GROUP'S SUSTAINABILITY MISSION AND VISION

The Group unswervingly adheres to the path of sustainable development. The Group is dedicated to strengthening operational risk management, maximising business growth while achieving sustainability development.

The Group endeavours to fulfil CSR through close linkage with the RBA, and by rolling out policies and initiatives to conserve the environment and facilitate staff development.

The Group strives to meet the needs and expectations of the stakeholders. To this end, the Group listens carefully to the opinions of the employees and actively adopts any feasible solutions proposed by the employees to improve the workplace environment and working processes.

此外，本集團設定了特定及可計量的RBA目標，以更好地評估進度及推動良好的表現。飛毛腿電子根據RBA標準對勞工、道德、健康及安全、環境及管理體系進行內部審核，以確保符合企業社會責任制度及指引。

本集團在開展業務時秉承公平、誠信及正直原則。本集團已制定商業行為及道德守則作為內部管理程序。商業行為及道德守則規定了對不道德行為的預防措施、處罰及投訴程序，並訂明了對違反行為守則的處罰及舉報任何違規行為的投訴渠道。

本集團可持續發展使命及願景

本集團堅定不移地走可持續發展之路。本集團致力於加強營運風險管理，在實現可持續發展的同時實現業務增長最大化。

本集團通過與RBA的緊密聯繫，並透過制定政策及措施保護環境及促進員工發展，竭力履行企業社會責任。

本集團盡力滿足持份者的需求及期望。為此，本集團認真聽取員工的意見，並積極採納員工提出的任何可行解決方案，以改善工作環境及工作程序。

ESG REPORT 環境、社會及管治報告

ACCREDITATIONS AND CERTIFICATIONS

The Group's constant pursuit of product excellence and remarkable achievements in workplace safety, environmental protection and CSR are recognised by local government authorities and international organisations. The Group has been awarded the following certifications:

認證及證明

本集團對卓越產品的不斷追求以及在工作場所安全、環境保護及企業社會責任方面的突出成就獲得當地政府部門及國際組織的認可。本集團已獲授以下認證：

Certifications 認證		Awarded Units 獲授予單位	
		Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
Quality Assurance	質量保證		
ISO 9001 Quality Management System	ISO 9001質量管理體系	✓	✓
TL 9000 Quality Management System for Telecommunications	TL 9000電信質量管理體系	✓	
Industrial Transformation and Upgrading	行業轉型及升級		
GB/T 23000 – Integration of Informatisation and Industrialisation Management System Requirements	GB/T 23000—信息化與工業化融合管理體系規定		✓
Workplace Safety	工作場所安全		
ISO 45001 Occupational Health and Safety Management System	ISO 45001職業健康與安全管理體系	✓	✓
Certificate for Safety Production Standardisation – Level 3	安全生產標準化證書—三級	✓	✓
Environmental Protection	環保		
ISO 14001 Environmental Management System	ISO 14001環境管理體系	✓	✓
IECQ QC080000 Hazardous Substance Process Management (HSPM) System	IECQ QC080000有害物質過程管理（危險物品進程管理系統要求）體系	✓	
Corporate Social Responsibility	企業社會責任		
Responsible Business Alliance Standard	負責任商業聯盟標準	✓	

In fact, Scud Electronics is currently involved in the drafting of the SAC/TC 28 China National Information Technology Standardisation. Scud Battery has also met the requirements of information technology standard, i.e. GB/T 35590 Information Technology – General Specification for Portable Digital Equipment Used Power Bank. Products of Scud Battery have passed strict reliability tests, including crack-proof, short-circuit protection, material flame-retardant, electricity leakage protection, wear resistance and shockproof, for quality assurance.

實際上，飛毛腿電子目前正參與SAC/TC 28中國國家信息技術標準化的起草工作。飛毛腿電池亦已滿足信息技術標準的要求，即GB/T 35590信息技術—便攜式數字設備用移動電源通用規範。飛毛腿電池產品已通過防裂、短路保護、材料阻燃、漏電保護、耐磨性及防震性等嚴格的可靠性測試，以確保質量。

ESG REPORT

環境、社會及管治報告

A. ENVIRONMENTAL

In line with the Group's sustainability missions and visions, the Group continuously improves its environmental performance with contributions and support from its employees, business partners, the public and other stakeholders. The Group has been certified with the ISO 14001 Environmental Management System certification since 2004. Regular internal and external assessments are conducted on the system's effectiveness in ensuring continual improvement. During the Reporting Period, the Group complied with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to:

- GB/T 12348-2008 Emission Standard for Industrial Enterprises Noise at Boundary;
- Measures for the Administration of Environmental Impact Assessment of Construction Projects;
- GB 13690-2009 General Rules for Classification and Hazard Communication of Chemicals;
- Environmental Protection Regulations of Fujian Province; and
- Measures for the Control of Pollution from Electronic Information Products.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas (the "GHG") emissions, discharges into water and land, and generation of hazardous and non-hazardous waste has been identified during the Reporting Period.

A. 環境

本集團秉持可持續發展使命及願景，在其員工、業務合作夥伴、公眾及其他持份者的貢獻及支持下，不斷提高其環境表現。自2004年起，本集團已獲得ISO 14001環境管理體系認證。定期對該體系的有效性進行內部及外部評估，以確保持續改進。於報告期間，本集團遵守國家及地方有關環境保護及污染控制的法律法規，包括但不限於：

- GB/T 12348-2008工業企業廠界環境噪聲排放標準；
- 建設項目環境影響後評價管理辦法；
- GB 13690-2009化學品分類和危險性公示通則；
- 福建省環境保護條例；及
- 電子信息產品污染控制管理辦法。

於報告期間，概無發現任何違反對本集團有重大影響且與空氣和溫室氣體(「溫室氣體」)排放、向水和土地的排放以及產生有害和無害廢棄物有關的法律及法規的情況。

ESG REPORT 環境、社會及管治報告

A1. Emissions

A1.1 Air Emissions

Gaseous Fuel Consumption

The business operations of the Group did not combust gaseous fuels (e.g. town gas and liquefied petroleum gas) during the Reporting Period, hence no emission data in relation to gaseous fuel consumption is presented in this report.

Vehicle Operation

The Group-owned fossil-fuelled vehicles, including light goods, medium goods and heavy goods vehicles, were used for daily business operations during the Reporting Period, which contributed to the emission of nitrogen oxides (“NOx”), sulphur oxides (“SOx”) and respiratory suspended particles (“RSP”).

A1. 排放

A1.1 廢氣排放

氣體燃料消耗

於報告期間，本集團的業務營運不燃燒氣體燃料(如煤氣及液化石油氣)，因此本報告中未列報與氣體燃料消耗相關的排放數據。

車輛運行

於報告期間，本集團擁有的化石燃料汽車(如輕型、中型及重型汽車)用於日常業務營運，導致氮氧化物(「氮氧化物」)、硫氧化物(「硫氧化物」)及呼吸懸浮顆粒物(「呼吸懸浮顆粒物」)的排放。

Air emissions (non-GHG) from vehicle operations 車輛運行產生的廢氣排放(非溫室氣體)

Mobile source 車輛燃料來源	NOx (kg) 氮氧化物 (千克)	RSP (kg) 呼吸懸浮顆粒物 (千克)	SOx (kg) 硫氧化物 (千克)
Petrol and diesel 汽油及柴油	422.27	8.83	0.88

Note: Emission factors for calculations on environmental parameters throughout this report were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise.

附註：除另有說明外，本報告中計算環境參數使用的排放係數乃根據主板上市規則附錄二十七及其參考文件披露。

A1.2 Greenhouse Gas Emissions

During the Reporting Period, the Group’s business operations contributed to the GHG emission of 21,343.6 tonnes of carbon dioxide equivalent (“tCO₂eq.”), mainly carbon dioxide, methane and nitrous oxide. The overall intensity of the GHG emissions by the Group was 0.33 tCO₂eq./m² with reference to the total floor area of the Group’s business operations, or 90.79 tCO₂eq. with reference to million pieces of sold products.

A1.2 溫室氣體排放

於報告期間，本集團的業務營運導致溫室氣體排放21,343.6噸二氧化碳當量(「噸二氧化碳當量」)，主要為二氧化碳、甲烷及一氧化二氮。根據本集團業務運營的總建築面積，本集團的總體溫室氣體排放密度為每平方米0.33噸二氧化碳當量，或根據百萬件已售產品計算，為90.79噸二氧化碳當量。

ESG REPORT

環境、社會及管治報告

The reported GHG emissions were attributed to the following activities:

- Direct (scope 1) GHG emissions from consumption of petrol and diesel, and release of refrigerants;
- Energy indirect (scope 2) GHG emissions from purchased electricity; and
- Other indirect (scope 3) GHG emissions from business air travel, municipal freshwater and sewage processing, and paper waste disposal at landfills.

所報告溫室氣體排放歸因於以下活動：

- 汽油及柴油消耗以及製冷劑釋放的直接(範圍1)溫室氣體排放；
- 購電產生的能源間接(範圍2)溫室氣體排放；及
- 航空商務差旅、城市淡水及污水加工，以及處理垃圾場填埋廢紙產生的其他間接(範圍3)溫室氣體排放。

Scope of GHG emissions 溫室氣體排放範圍	Emission sources 排放來源		GHG	Total GHG	
			Emissions (tCO ₂ eq.) 溫室 氣體排放 (噸二氧化 碳當量)	Sub-total (tCO ₂ eq.) 小計 (噸二氧化 碳當量)	emissions (%) 溫室氣體排 放總量 (%)
Scope 1 Direct emission 範圍1直接排放	Combustion of fuels in mobiles sources ¹ 車輛燃料燃燒來源 ¹	Diesel 柴油	84.2	564.5	3%
		Petrol 汽油	65.9		
		Refrigerants ² 製冷劑 ²	414.4		
Scope 2 Energy indirect emission 範圍2能源間接排放	Purchased electricity ³ 購電 ³		20,593.8	20,593.8	96%
Scope 3 Other indirect emission 範圍3其他間接排放	Paper waste disposal 廢紙處理		34.8	185.3	1%
		Electricity used for freshwater treatment by government 政府用於加工淡水的電力	75.6		
		Electricity used for sewage treatment by government 政府用於污水處理的電力	35.7		
		Business air travel by employees ⁴ 僱員航空商務差旅 ⁴	39.2		
Total	總計		21,343.6		100%

ESG REPORT 環境、社會及管治報告

Note 1: Emission factors were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise.

附註1：除另有說明外，排放係數乃根據主板上市規則附錄二十七及其參考文件披露。

Note 2: The quantities of refrigerants were estimated according to the refrigerant replacement rate for all refrigerant-consuming equipment. The 100-year Global Warming Potential (GWP 100) values of R22 and R410 were made references to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

附註2：製冷劑之數量乃根據所有製冷劑消耗設備的製冷劑更換率估計。R22及R410的100年全球變暖潛力(GWP 100)值乃參考政府間氣候變化專門委員會的第五次評估報告(AR5)。

Note 3: Emission factor of 0.79 tCO₂/MWh was used for purchased electricity in Fujian Province of the PRC.

附註3：中國福建省購電採用排放係數每兆瓦時0.79噸二氧化碳。

Note 4: CO₂ emissions from the Group's business air travels were reported in accordance with the International Civil Aviation Organisation (ICAO) Carbon Emission Calculator.

附註4：本集團航空商務差旅產生之二氧化碳排放量乃根據國際民航組織(ICAO)碳排放計算方法報告。

A1.3 Hazardous Waste

During the Reporting Period, the Group generated a total of 14.97 tonnes of hazardous waste. The intensity was 0.06 tonnes per million pieces of sold products, representing a 59% rise compared with the Last Reporting Period. Hazardous wastes generated mainly comprised of waste containing organic solvents, lubricating oil, waste ink and paints.

A1.3 有害廢棄物

於報告期間，本集團共產生14.97噸有害廢棄物。密度為每百萬件已售產品0.06噸，較上一報告期間增加59%。所產生的有害廢棄物主要包括含有機溶劑的廢棄物、潤滑油、廢墨及廢油漆。

Hazardous waste generated during the Reporting Period

於報告期間產生的有害廢棄物

Types of Hazardous Wastes	有害廢棄物類別	Waste Generated (tonnes) 所產生廢棄物(噸)
Organic solvent-containing waste (e.g., organic solvents, waste cloth, containers)	含有機溶劑的廢棄物(如有機溶劑、廢布、容器)	11.80
Waste with lubricating oil	沾有潤滑油的廢棄物	0.08
Waste ink and paints	廢墨及廢油漆	1.13
Batteries	電池	1.24
Waste resin powder	廢松香粉	0.67
Electronic waste (e.g., printer cartridges)	電子廢棄物(如打印機墨盒)	0.04
Medical wastes	醫療廢棄物	0.01

ESG REPORT

環境、社會及管治報告

A1.4 Non-hazardous Waste

During the Reporting Period, the Group generated a total of 629.06 tonnes of non-hazardous waste. The intensity was 2.68 tonnes per million pieces of sold products, representing a 23% reduction compared with the Last Reporting Period. Non-hazardous industrial waste, such as plastic and metals, was generated from production activities. Non-hazardous waste was collected by designated handlers for downstream recycling and incineration.

Non-hazardous waste generated during the Reporting Period

Types of Non-hazardous Wastes	無害廢棄物類別	Waste Generated (tonnes) 所產生廢棄物(噸)
Non-office paper (e.g., newspapers, carton boxes)	非辦公紙張 (如報紙、紙箱)	316.46
Plastic	塑料	286.56
Metal	金屬	21.81
Glass	玻璃	3.40
Food waste	廚餘	0.83

A1.5 Measures to Mitigate Emissions

The Group continues its dedication to limiting the usage of ozone-depleting substances and reducing emissions in the business operations. The Group has established a 10-year Group-wise emission reduction target to reduce emissions by 10% by fiscal year 2030. Emissions are expected to be mitigated through control measures, which include:

- replacing traditional chemicals with non-toxic and non-polluting chemicals;
- reinforcing regular inspections, cleansing and maintenance of air-conditioning system, plant equipment and vehicles owned by the Group;
- encouraging employees to quit smoking through publicity posters, campaigns and seminars;
- prohibiting smoking in the workplaces except in designated smoking areas;

A1.4 無害廢棄物

於報告期間，本集團共產生629.06噸無害廢棄物。密度為每百萬件已售產品2.68噸，較上一報告期間減少23%。無害工業廢棄物(如塑料及金屬)主要產生於生產活動。無害廢棄物由指定處理方收集以進行下游回收及焚燒。

於報告期間產生的無害廢棄物

A1.5 減低排放量措施

本集團繼續致力於限制使用消耗臭氧層的物质及減少業務運營中的排放。本集團已制定10年集團減排目標，以於2030財政年度之前減排10%。預期將通過控制措施減少排放，有關措施包括：

- 用無毒及無污染的化學藥品代替傳統化學藥品；
- 加強對本集團擁有的空調系統、工廠設備及車輛的定期檢查、清潔及維護；
- 通過宣傳告示、活動及研討會鼓勵員工戒煙；
- 除指定吸煙區外，禁止在工作場所吸煙；

ESG REPORT 環境、社會及管治報告

- promoting the use of public transportation and car-pooling;
- using telephone and video conferencing;
- regulating the uses and enforcing speed limits of the Group-owned vehicles; and
- placing plants around the office areas.
- 推廣使用公共交通及拼車；
- 使用電話及視頻會議；
- 規範本集團自有車輛的使用及加強速度限制；及
- 在辦公區域周圍放置植物。

A1.6 Waste Handling and Reduction Initiatives

The Group handles solid wastes in accordance with the procedures stipulated in the environmental management system pertaining to sorting, internal transfer, storage and disposal of wastes. All the hazardous wastes are managed according to the requirements of the GB18597-2001 Standard for Pollution Control on Hazardous Waste Storage for safe handling of hazardous waste. The Group is considering the formulation of a waste reduction management policy for achieving effective waste reduction and recycling.

Hazardous wastes stored in secured containers are temporarily placed in the warehouse and then collected by external qualified waste handlers. Non-hazardous wastes and recyclables are sorted and processed according to types. Tin slag is collected by a designated waste recycling company in Shenzhen for recycling. By signing an agreement with the waste recycling company, the Group ensures tin slag waste is handled, stored, and treated in an environmentally benign and safe manner. Besides, waste batteries are transferred to a technology company in Shenzhen for handling. Other recyclables including metal, plastic and paper waste are sent to designated collectors for recycling. During the Reporting Period, the Group generated 64% less non-hazardous waste compared with the Last Reporting Period.

A1.6 廢棄物處理及減廢措施

本集團按照與廢棄物分類、內部轉移、貯存及處置有關的環境管理體系規定的程序處理固體廢棄物。所有有害廢棄物均按照GB18597-2001危險廢物貯存污染控制標準的要求進行管理，以對有害廢棄物進行安全處理。本集團正考慮制定減廢管理政策，以實現有效減廢及循環利用。

儲存在安全容器中的有害廢棄物會暫時放置在倉庫中，然後由外部合資格廢棄物處理員收集。無害廢棄物及可回收廢料根據廢棄物的類型進行分類及處理。錫渣由深圳一家指定的廢棄物回收公司收集，以進行循環再造。通過與廢棄物回收公司簽訂協議，本集團確保以環保且安全的方式處理、儲存及處置錫渣廢棄物。此外，廢棄電池會轉交深圳的一家技術公司處理。其他可回收廢料，包括金屬、塑料及紙質廢棄物交由指定收集員回收。於報告期間，本集團產生的無害廢棄物較上一報告期間減少64%。

ESG REPORT 環境、社會及管治報告

The Group pledges to promote eco-friendly behaviours among employees. Adhering to the principle of turning waste into treasure, the Group has adopted the 3Rs waste reduction approach in waste management.

本集團承諾在僱員中提倡生態保護行為。本集團遵循變廢為寶的原則，在廢棄物管理中採用3R減廢方法。

Level 層級	Waste management strategies adopted in the various operations 於各項運營中採取的廢棄物管理策略
1 • Reduce 減廢	<p>Offices 辦公室</p> <ul style="list-style-type: none"> • adoption of double-sided printings across all internal office documentations 所有內部辦公文件採用雙面打印 • wide application of Ding Talk for a paperless and green office 廣泛應用釘釘，實現無紙化及綠色辦公 <p>Staff canteen 員工食堂</p> <ul style="list-style-type: none"> • meal planning to avoid food wastage 膳食規劃，避免食物浪費
2 • Reuse 再用	<p>Offices 辦公室</p> <ul style="list-style-type: none"> • reuse of single-sided printouts as draft paper 將單面打印輸出紙張作為草稿紙重複使用 <p>Staff canteen 員工食堂</p> <ul style="list-style-type: none"> • ban on the use of disposable tableware 禁止使用一次性餐具
3 • Recycle 循環再造	<p>Offices and production lines 辦公室及生產線</p> <ul style="list-style-type: none"> • waste separation before treatment 於處理前進行廢棄物分離 • appointment of designated recycling companies for waste collections and handling 委任指定的回收公司進行廢棄物收集及處理 • utilisation of recyclable packaging materials such as paper, plastic and expanded polyethylene (“EPE”) foams 利用可回收包裝材料，例如紙張、塑料及發泡聚乙烯(「EPE」)泡沫

ESG REPORT 環境、社會及管治報告

A2. Use of Resources

The Group's energy and resource management policy formulates approaches to rational and efficient resource management relating to energy, water and other raw materials.

A2.1 Energy Consumption

The total energy consumption by the Group was 26,538,171 Kilowatt-hour ("kWh"), with an overall energy intensity of 407.4 kWh/m², representing a reduction by 19% compared to the Last Reporting Period. The energy intensity was 9,668.7 kWh per million pieces of production. Types of energy consumed included electricity, petrol and diesel.

A2. 資源使用

本集團的能源及資源管理政策已訂明有關能源、水及其他原材料的合理及高效資源管理方法。

A2.1 能源消耗

本集團的總能源消耗為26,538,171 千瓦時(「千瓦時」)，整體能源密度為407.4 千瓦時/平方米，較上一報告期間減少19%。能源密度為每百萬件產量9,668.7 千瓦時。所消耗的能源類型包括電力、汽油及柴油。

Electricity consumption		Consumption (kWh) 耗電量 (千瓦時)
Scud Electronics	飛毛腿電子	18,199,300
Scud Battery	飛毛腿電池	7,799,700
Group total	本集團總計	25,999,000
Electricity Intensity (kWh/m²)	電力密度 (千瓦時/平方米)	399.1
Electricity Intensity (kWh/million pieces of production)	電力密度 (千瓦時/百萬件產量)	9,472.3

Energy consumption	Direct consumption (Liter)	Consumption (kWh)	Consumption Intensity (kWh/m ²) 消耗密度 (千瓦時/平方米)	Consumption Intensity (kWh/million pieces of production) 消耗密度 (千瓦時/百萬件產量)
能源消耗	直接消耗量 (升)	消耗量 (千瓦時)		
Petrol	汽油	24,792	3.4	80.0
Diesel	柴油	31,951	4.9	116.4
Group total	本集團總計	539,171		

Note: Conversion factors were used pursuant to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

附註：轉換係數乃根據IEA能源統計手冊及2006年IPCC國家溫室氣體清單指南予以採用。

ESG REPORT

環境、社會及管治報告

A2.2 Water Consumption

The total water consumption by the Group was 178,337 m³, with an overall water intensity of 2.74 m³/m², and 758.61 m³ per million pieces of sold products during the Reporting Period. Freshwater sourced from the municipal water supply system is consumed for manufacturing and domestic activities. No issues in sourcing water were reported during the Reporting Period.

Operational sites

經營場所

Scud Electronics	飛毛腿電子
Scud Battery	飛毛腿電池
Group total	本集團總計

A2.2 耗水量

於報告期間，本集團的總耗水量為178,337立方米，整體用水密度為2.74立方米／平方米，而每百萬件已售產品為758.61立方米。來自市政供水系統的淡水用於製造及居家活動。於報告期間，並無有關水源問題的報告。

	Water consumption (m ³) 耗水量 (立方米)	Intensity (m ³ /m ²) 密度 (立方米／平方米)
Scud Electronics	124,836	2.49
Scud Battery	53,501	3.59
Group total	178,337	

Wastewater

Wastewater undergoes decentralised treatment before discharging to the centralised treatment plant. The Group constantly monitors the performance of the wastewater treatment facility. During the Reporting Period, the parameters of treated effluent (i.e., pH values, suspended solids, ammonia nitrogen, biochemical oxygen demand, and chemical oxygen demand) met the permitted discharge limits as set out in the GB8978-1996 Integrated Wastewater Discharge Standard.

廢水

廢水先進行分散處理，然後排放至集中處理廠。本集團持續監察廢水處理設施的表現。於報告期間，已處理廢水的參數(即pH值、懸浮固體、氨氮、生化需氧量及化學需氧量)符合GB8978-1996污水綜合排放標準中規定的允許排放限值。

A2.3 Energy Use Efficiency Initiatives

The Group has taken various measures to improve overall energy and resource efficiency. General energy-saving initiatives implemented by the offices include switching off the power source to all air-conditioners, lighting and office equipment after office hours, and controlling the use of air-conditioners and heating systems. The Group has installed a negative pressure system, saving a substantial amount of electricity of up to 54,912 kWh per month.

A2.3 能源使用效益計劃

本集團已採取各種措施提高整體能源及資源效益。辦公室實施的一般節能措施包括在辦公時間後關閉所有空調、照明及辦公設備的電源，並控制空調及供暖系統的使用。本集團已安裝負壓系統，可節省大量電力，每月節省高達54,912千瓦時。

At the same time, the Group has formulated environmental targets and kept track of performance to minimise its energy usage and carbon emissions. In early 2021, the Group has decided to upgrade its compressed air systems and equipment in a bid to improve overall energy efficiency. This improvement work is expected to save approximately 2.5 million kWh of electricity annually.

同時，本集團已制定環境目標並追蹤表現，以實現能源利用及碳排放最小化。於2021年初，本集團已決定升級其壓縮空氣系統及設備，以提升整體能源效率。此項改善工作預計每年可節省電力約250萬千瓦時。

ESG REPORT 環境、社會及管治報告

A2.4 Water Use Efficiency Initiatives

The Group continuously conserves water resources and has implemented initiatives to minimise water consumption, such as:

- prohibiting the use of potable water for non-potable purposes, e.g., cleaning work;
- educating cleaning workers the economic use of water in daily cleaning work;
- watering plants with unwanted water; and
- enhancing maintenance and repairs of pipelines, valves, joints and fixtures to improve water usage efficiency.

With the outbreak of COVID-19, the demand for disinfection of the Group's facilities and public spaces has increased drastically, leading to an increased water demand during the Reporting Period. Overall, during the Reporting Period, the Group consumed 8% more water compared to the Last Reporting Period. The Group is considering the formulation of a new water resources management policy for promoting sustainable use of water resources.

A2.5 Packaging Material

During the Reporting Period, the Group consumed a total of 1,908 tonnes of packaging materials for product packaging and protection, mainly comprised of paper, wood and plastic-based materials. The consumption intensity was 0.69 tonnes per million pieces of production.

A2.4 用水效益計劃

本集團持續保護水資源，並已實施措施盡可能減少用水量，例如：

- 禁止將飲用水用於非飲用水目的，如清潔工作；
- 教育清潔工人於日常清潔工作中節約用水；
- 用多餘的水給植物澆水；及
- 加強管道、閥門、接頭及固定裝置的維護及維修，以提高用水效率。

隨著新冠疫情爆發，本集團設施及公共區域消毒的需求劇增，導致報告期間的需水量增加。整體而言，於報告期間，本集團的用水量較上一報告期間增加8%。本集團正考慮制定一項新的水資源管理政策，以促進水資源的可持續利用。

A2.5 包裝材料

於報告期間，本集團共耗用1,908噸包裝材料用於產品包裝及保護，主要包括紙質、木質及塑料材料。消耗密度為每百萬件產量0.69噸。

Operational sites 經營場所		Total amount (tonnes) 總量 (噸)	Intensity (tonnes/ million pieces of production) 密度 (噸/百萬件產量)
Scud Electronics	飛毛腿電子	1,871	23.25
Scud Battery	飛毛腿電池	37	0.01
Group total	本集團總計	1,908	

ESG REPORT

環境、社會及管治報告

A3. The Environment and Natural Resources

A3.1 Significant Impacts of Activities on the Environment and Natural Resources

The Group's business activities do not pose significant adverse impacts on the environment and natural resources, except for minor impacts arisen from consumption of natural resources (e.g. water and energy) and emissions. Being aware of its impacts on the environment, the Group actively manages and assesses its environmental impacts through policy controls and decisive action to prevent environmental damages.

Besides, the Group strives for on-going improvements in resource efficiency by minimising the use of materials, water and energy, and the production of waste, pollution and carbon emissions. The Group has set targets on electricity, water and fuel consumption and waste recycling rate. The Department of Operations Management is responsible for collecting and analysing monthly usage data, determining quarterly conservation measures, and assessing the target achievement rates in periodic management reviews for continuous excellence.

With electricity use being the largest source of the Group's GHG emissions, the Group has specifically adopted management measures for reduction of electricity consumption. For instances, the Group has provided education to employees to raise their awareness of energy conservation, restricted the use of air-conditioners at an ambient temperature below 28°C and affixed energy conservation reminder stickers near the light switches.

As ozone-depleting substances are found in the commonly used chemicals and appliances (such as pesticides, detergents, aerosol products, air-conditioners and fire extinguishers) in the manufacturing processes, the Group has switched to non-ozone-depleting substances to reduce the use of ozone-depleting substances.

A3. 環境及天然資源

A3.1 業務活動對環境及天然資源的重大影響

本集團的業務活動不會對環境及天然資源造成重大不利影響，惟消耗天然資源(例如水及能源)及排放產生的輕微影響除外。本集團認識到其對環境的影響，並通過政策控制及果斷行動積極應對及評估其對環境的影響，以防止破壞環境。

此外，本集團透過盡量減少使用材料、水及能源以及產生廢棄物、污染及碳排放，竭力持續提高資源效率。本集團已制定電力、水及燃料消耗及廢棄物回收率目標。運營管理部負責收集及分析每月用量數據，釐定季度保護措施，並在定期管理層審查中評估達標率，以確保持續卓越。

用電是本集團溫室氣體排放的最大來源，本集團特別採取管理措施以減少耗電量。例如，本集團已教育員工提高其節能意識，限制在周圍溫度低於28°C的環境下使用空調，並在電燈開關附近貼上節能提醒標籤。

由於在生產過程中常用的化學品及器具中發現消耗臭氧層物質(例如農藥、清潔劑、氣霧劑產品、空調及滅火器)，因此本集團已改用非臭氧層消耗物質，以減少使用臭氧層消耗物質。

ESG REPORT 環境、社會及管治報告

B. SOCIAL

1. Employment and labour practices

The Group is dedicated to ensuring fairness and equity and promoting workplace health and well-being in its operations. As a people-oriented company, the Group provides diverse educational opportunities for employees' growth and development, and frequently listens to their concerns and expectations.

B1. Employment

The Group strictly complies with national and local laws and regulations concerning employment and labour practices, including but not limited to:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Law of the PRC on the Protection of Minors;
- Law of the PRC on the Protection of Disabled Persons;
- Trade Union Law of the PRC;
- Social Insurance Law of the PRC;
- Special Rules on the Labour Protection of Female Employees;
- Regulation on Paid Annual Leave for Employees; and
- Provisions on the Prohibition of Using Child Labour.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare has been identified during the Reporting Period.

B. 社會

1. 僱傭及勞工常規

本集團致力於在業務營運中確保公平公正，並促進工作場所的健康及福祉。作為一家以人為本的公司，本集團為僱員的成長及發展提供各種教育機會，並經常傾聽彼等的擔憂及期望。

B1. 僱傭

本集團嚴格遵守有關僱傭及勞工常規的國家及地方法律法規，包括但不限於：

- 中國勞動法；
- 中國勞動合同法；
- 中國婦女權益保障法；
- 中國未成年人保護法；
- 中國殘疾人保障法；
- 中國工會法；
- 中國社會保險法；
- 女職工勞動保護特別規定；
- 職工帶薪年休假條例；及
- 禁止使用童工規定。

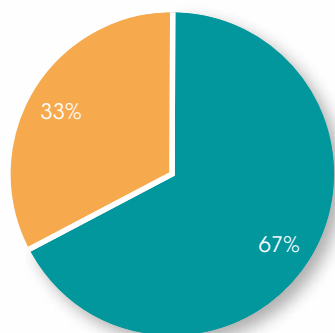
於報告期間，概無違反對本集團有重大影響且與補償及解僱、招聘及晉升、工作時間、休息時間、平等機會、多樣性、反歧視以及其他福利及待遇有關的法律及法規。

ESG REPORT 環境、社會及管治報告

The Group had a total number of 3,086 employees as of 31 December 2020, all of which were full-time employees. More than 99% of employees were from Mainland China and the remaining employees were from Taiwan, Korea and Hong Kong.

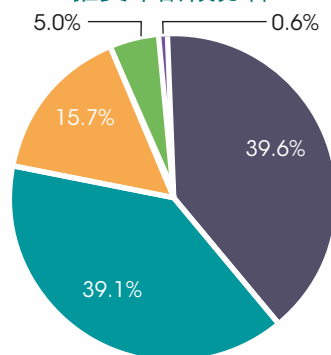
截至2020年12月31日，本集團共有3,086名僱員。所有僱員均為全職僱員。超過99%的僱員來自中國內地，剩餘僱員來自台灣、韓國及香港。

Distribution of Employees by Gender
僱員性別分佈



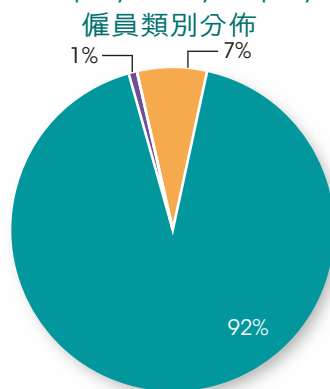
■ Male 男性 ■ Female 女性

Distribution of Employees by Age Group
僱員年齡段分佈



■ 18-25 歲 ■ 26-35 歲 ■ 36-45 歲 ■ 46-55 歲
■ 56 or above 56 歲或以上

Distribution of Employees by Employee Category
僱員類別分佈



■ Senior Management 高級管理層 ■ Middle Management 中級管理層 ■ Frontline and Other Staff 前線及其他員工

The Group's Employee Manual outlines detailed policies regarding recruitment and dismissal, remuneration and compensation, appraisal and promotion, attendance, compensation leaves, reward and penalty system, development and training, internal communication, and occupational health and safety. There were no updates to the Employee Manual during the Reporting Period.

本集團的員工手冊已概述有關招聘及解僱、薪酬及補償、考評及晉升、考勤、帶薪假、獎懲制度、發展及培訓、內部溝通以及職業健康與安全的詳細政策。於報告期間，員工手冊並無更新。

ESG REPORT 環境、社會及管治報告

Competitive Compensation and Benefits Package

The Group values human resources and regards their employees as the most valuable assets. The Group continues to offer competitive remuneration packages to their employees. Apart from basic salary, employees are also eligible for performance bonus and overtime allowance. The Group provides social insurance, subsidies, holidays and other benefits according to the statutory requirements. On top of statutory holidays, employees are entitled to a variety of leaves and benefits, including annual leave, sick leave, compensation leave, marriage leave, maternity leave, paternity leave, injury leave, breastfeeding breaks, meals and accommodation. Trade union is established to protect employees' rights and enhance employee engagement.

Performance Review and Promotion

The Group conducts appraisals on employees' performances and attitudes at work. According to the promotion policy, employees are eligible for career advancement within the Group based on their competencies and suitability for higher-ranking positions.

Equal Opportunity

The Group upholds the principles of equality and non-discrimination in its business operations. Employees are provided with equal opportunities regardless of their gender, age, nationality, ethnic background, religion, political affiliation, marital status, pregnancy status, veteran status, and physical disability. To cater for the needs of employees, the Group's canteen offers diversified food choices such as serving halal food to Muslim employees. The Group also caters for the nutritional needs of pregnant employees by providing extra food or supplements where needed.

具有競爭力的酬勞及福利待遇

本集團重視人力資源，並將員工視為最寶貴的資產。本集團繼續向僱員提供具競爭力的薪酬待遇。除基本工資外，僱員亦有資格獲得績效花紅及加班津貼。本集團根據法定要求提供社會保險、補貼、假期及其他福利。除法定節假日外，僱員有權享受各種假期及福利，包括年假、病假、補償假、婚假、產假、陪產假、工傷假、母乳餵養假、食宿。本集團已建立工會，以保護員工的權利及增強員工參與度。

表現評估及晉升

本集團對僱員的表現及工作態度進行評估。根據晉升政策，僱員有資格根據自身的能力及是否適合擔任更高職位在集團內獲得晉升。

機會均等

本集團在其業務營運中秉持平等及無歧視原則。不論性別、年齡、國籍、種族背景、宗教、政治背景、婚姻狀況、懷孕狀況、兵役狀況及身體殘疾，僱員均享有平等機會。為滿足僱員的需求，本集團的食堂提供多樣化食物選擇，例如為穆斯林僱員提供清真食品。本集團亦通過在需要時提供額外食物或補品滿足懷孕僱員的營養需求。

ESG REPORT

環境、社會及管治報告

The Group has in place policies regarding the prevention of workplace discrimination, bullying and harassment. The Group ensures that:

- employees are not discriminated against or deprived of opportunities due to their diverse profiles;
- employees' rights are protected irrespective of their ethnic groups, social class, nationality, religion, disability, gender, sexual orientation, trade union membership, and political affiliation;
- equal opportunity is provided to each employee in all aspects of employment, benefits and welfare, performance appraisal, promotion, training and development;
- employees are not treated unfavourably in case of pregnancy, and reasonable adjustments are made to the working conditions or hours of work for female workers during pregnancy;
- hepatitis B virus surface antigen carriers are not discriminated against employment right because of their medical conditions; and
- all forms of sexual harassment in and outside of the workplace are strictly prohibited, including sexual discrimination, sexual harassment, sexual assault, sexual coercion, sexual exploitation, relationship violence, stalking and/or acts perpetrated against a person's will or when a person is incapable of giving consent.

Upon violation or alleged violation of the aforesaid situations, the employee shall report directly to the trade union representatives, department heads, or senior management of the Group.

本集團已實施防止工作場所歧視、欺凌及騷擾的政策。本集團確保：

- 僱員不會因為其多元化的背景而受到歧視或被剝奪機會；
- 僱員的權利受到保護，而不論其種族群體、社會階層、國籍、宗教信仰、殘疾、性別、性取向、工會會員身份及政治背景；
- 在招聘、福利待遇、績效評估、晉升、培訓及發展的所有方面向每位僱員提供平等機會；
- 僱員在懷孕期間不會受到不利對待，並會對懷孕女工的工作條件或工作時間作出合理調整；
- 乙型肝炎病毒表面抗原攜帶者不會因其醫療狀況而受到就業權歧視；及
- 嚴禁在工作場所內外進行任何形式的性騷擾，包括性別歧視、性騷擾、性侵犯、性脅迫、性剝削、關係暴力、跟蹤及／或違背個人意願或在個人無法給予同意時實施的行為。

違反或被指控違反上述情形時，僱員應直接向工會代表、部門負責人或本集團高級管理層報告。

ESG REPORT 環境、社會及管治報告

Employee Relations

The Group is committed to creating a warm and rewarding workplace that fosters a strong sense of belonging of its employees. The Group has developed a policy for employee communication and created a record form and complaint register to maintain complaint records for later review.

The Human Resources (the “HR”) and Administration Department communicates with employees on a weekly basis and maintains proper records of their personal needs, concerns and job expectations. Employees are encouraged to provide suggestions to the Group via communication channels, including suggestion boxes, emails, hotline and Ding Talk. A designated hotline is set up in Ding Talk, one of the commonly used social media platforms, to collect and respond to employees’ opinions in a timely manner. The Group conducts employee satisfaction surveys every quarter to measure employee satisfaction. During the Reporting Period, the overall employee satisfaction rate was 97.3%.

During the Reporting Period, the Group organised various company events, team building activities and sports competitions to create a positive work culture. To enrich the cultural life of employees, the Group organised cultural activities at traditional festivals including International Women’s Day, Dragon Boat Festival and Mid-Autumn Festival. The sports incentive program encourages employees’ participation in sports events as a way to promote mental and physical fitness.

Turnover

To better retain employees, the HR and Administration Department conducts exit interviews with the resigned employees on their work experiences to gain valuable feedback. By identifying the causes of employee turnover, the Group is able to address the problems through meaningful retention strategies to retain key talents, and to increase employee satisfaction and commitment.

僱員關係

本集團致力於創造一個溫暖而有所回報的工作場所，培養僱員強烈的歸屬感。本集團已制定僱員溝通政策，並建立記錄表及投訴登記冊，以保留投訴記錄供日後查閱。

人力資源(「人力資源」)及行政部每星期與僱員進行溝通，並妥善記錄其個人需求、關注及工作預期。鼓勵僱員透過溝通渠道向本集團提出建議，溝通渠道包括意見箱、電郵、熱線電話及釘釘。在常用社交媒體平台「釘釘」上設立指定熱線，以及時收集並回應員工的意見。本集團每季度進行一次員工滿意度調查，以評估員工滿意度。於報告期間，僱員總體滿意率為97.3%。

於報告期間，本集團組織了各種公司活動、團隊建設活動及體育比賽，以營造積極的工作文化。為豐富僱員的文化生活，本集團於國際婦女節、端午節及中秋節等傳統節日組織文化活動。體育激勵計劃鼓勵僱員參加體育賽事，以此促進身心健康。

人員流失

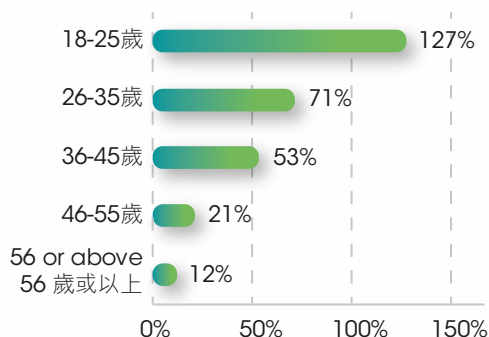
為更好地留住僱員，人力資源及行政部會就離職員工的工作經歷與其進行離職面談，以獲得有價值的反饋意見。通過識別僱員流失的原因，本集團能夠通過有意義的挽留策略解決問題，以留住主要人才，並提高僱員的滿意度及奉獻精神。

ESG REPORT 環境、社會及管治報告

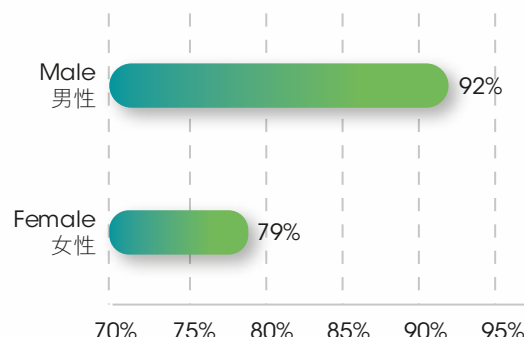
During the Reporting Period, a total of 2,701 employees left the Group, who were all from Mainland China. The annual turnover rate was 88%, representing a reduction of 24 percentage points compared to the Last Reporting Period. The average monthly turnover rate was 6.27%¹. The Group will continue providing better benefits and more developmental opportunities to attract and retain talents.

於報告期間，共有2,701名僱員離開本集團，彼等均來自中國內地。年流失率為88%，較上一報告期間下降24個百分點。平均月流失率為6.27%¹。本集團將繼續提供更好福利及更多發展機會，以吸引及挽留人才。

Turnover Rate by Age Group (%)
按年齡段劃分的流失率(%)



Turnover Rate by Gender (%)
按性別劃分的流失率(%)



¹ The average monthly turnover rate is calculated by averaging the monthly turnover rates during the Reporting Period. Monthly turnover rate is calculated by the number of employees who left the Group in a specific month/total number of employees in the previous month*100%.

¹ 平均月流失率乃按計算報告期間內每月流失率的平均值計算。每月流失率乃按特定月份離開本集團的僱員人數/上個月的僱員總數*100%計算。

ESG REPORT 環境、社會及管治報告

B2. Employee Health and Safety

The health and safety of employees is of paramount importance to the Group. Personal protection equipment (“PPE”) is provided to frontline workers based on the job tasks and workplace hazards.

B2. 僱員健康及安全

僱員的健康及安全對本集團至關重要。本集團根據工作任務及工作場所的危害向前線工人提供個人防護設備（「個人防護設備」）。

PPE distributed 分發個人防護設備	Applications of the PPE 使用個人防護設備	Distribution frequency 分發頻率
Anti-static glove 防靜電手套	Required for every standard operating procedure (“SOP”) process 每個標準作業程序（「標準作業程序」） 流程所需	Monthly or based on needs 每月或根據需要
Activated carbon mask 活性炭口罩	Working with organic solvents 使用有機溶劑工作時	Based on needs 根據需要
Rubber finger cot 橡膠指套	Required for every SOP process 每個標準作業程序流程所需	Based on needs 根據需要
Anti-static gown 防靜電服	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static hat 防靜電帽	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Anti-static shoes 防靜電鞋	Working with static electricity hazards 在有靜電危害的環境中工作時	Distributed when on board, or based on needs 在任職時分發，或根據需要
Earplugs 耳塞	Exposure to high levels of noise 暴露於高噪音環境時	Based on needs 根據需要
Welding goggles 焊工護目鏡	During welding processes 於焊接過程中	Provided when on duty 當班時提供
Chemical-resistant gloves 耐化學手套	Working with corrosive chemicals 工作接觸腐蝕性化學品時	Re-distributed before expiry date 到期日前再次分發
Chemical-resistant apron 耐化學圍裙	Working with corrosive chemicals 工作接觸腐蝕性化學品時	Re-distributed before expiry date 到期日前再次分發
Insulating gloves 絕緣手套	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date 到期日前再次分發
Insulating boots 絕緣靴	Working with electrical hazards 在有電氣危險的環境中工作時	Re-distributed before expiry date/Replaced at the end of the PPE’s life expectancy 到期日前再次分發／於個人防護設備的使用壽命結束時更換
Safety shoes 安全鞋	General use 通用	Distributed when on board, or based on needs 在任職時分發，或根據需要

ESG REPORT

環境、社會及管治報告

During the Reporting Period, the Group invested a total of RMB4 million in occupational safety to establish a cleaner and safer working environment. The focus areas included:

- maintenance of PPE and safety facilities;
- upgrading emergency equipment and increasing expenditure on emergency management;
- hazard assessment, monitoring and rectification;
- consultation, evaluation and standardisation of production procedures;
- safety educations, training and emergency drills;
- replacement of PPE for frontline workers;
- investment in new safety standards, technologies and equipment;
- inspection of safety facilities; and
- increased investment in safety production.

Workplace safety is enforced pursuant to the Regulations for the Prevention and Control of Occupational Diseases Management. Risk, health and safety (the "RHS") supervisors oversee the occupational safety of daily operations and workers' observance of safety standards. RHS supervisors are responsible for tracking target achievement rates for continuous excellence. The occupational noise level registered during the Reporting Period met the Emission Standard for Industrial Enterprises Noise at Boundary (GB/T 12348-2008).

All employees are required to attend training sessions on the prevention of occupational diseases and basic health knowledge. Frontline workers are trained to be familiar with the production process and to master the use of machinery and equipment. Employees in key and special positions must possess valid licenses before attending work. The Group arranges medical check-ups for relevant employees every half year, so as to assess their physical conditions and to ensure physical fitness for certain jobs.

於報告期間，本集團在職業安全方面共投入資金人民幣4,000,000元，以建立更清潔、更安全的工作環境。重點領域包括：

- 維護個人防護設備及安全設施；
- 升級應急設備及增加應急管理支出；
- 危害評估、監測及糾正；
- 生產程序的諮詢、評估及標準化；
- 安全教育、培訓及應急演習；
- 為前線工人更換個人防護設備；
- 投資新安全標準、技術及設備；
- 檢查安全設施；及
- 增加安全生產投資。

工作場所安全乃根據《職業病防控管理規定》強制執行。風險、健康及安全(「風險、健康及安全」)主管監督日常營運的職業安全及工人遵守安全標準的情況。風險、健康及安全主管負責追蹤達標率，以實現持續卓越。於報告期間登記的職業噪聲水平符合《工業企業廠界環境噪聲排放標準》(GB/T 12348-2008)。

所有僱員均須參加有關職業病預防及基本健康知識的培訓課程。對前線工人進行培訓，使其熟悉生產流程及掌握機械及設備的使用。擔任關鍵及特殊職務的僱員必須持有有效許可證方可上崗。本集團每半年為相關僱員安排一次體檢，以評估彼等的身體狀況及確保身體素質適合某些工作。

ESG REPORT 環境、社會及管治報告

The Group carries out fire drills and chemical spillage drills at least once a year to improve fire safety knowledge and practices among employees and maintains documentation on emergency response and preparedness. Regarding the safety and hygiene of dormitory, the Group has strengthened personal safety management and has established a dormitory management regulation to supervise employee dormitories. The security department is responsible for ensuring the safety and security of the dormitories.

The Group strictly follows relevant laws and regulations such as Law of the PRC on the Prevention and Control of Occupational Diseases, and the Production Safety Law of the PRC. There was no material non-compliance with relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protecting employees from occupational hazards.

Mental Health

To take care of the mental health of employees, the Group has established a staff care centre that provides professional counselling service to employees via face-to-face consultations and a hotline handled by a designated team of employees. The dedicated team consists of employees who have been professionally trained to become counsellors, which aims to provide immediate support to employees in need of help on life, career, family and employee relations issues at the earliest stage. The Group also provides life counselling and legal supports where needed. Meanwhile, such centre is named National Employees' Education and Training Role Model by the All-China Federation of Trade Unions.

Dormitory cleanliness

To ensure health and safety at the employee dormitory, the Group conducts a monthly on-site inspection to ensure the cleanliness of the premises and residents' observance of the rule of conduct. Residents are encouraged to use resources properly and to maintain a healthy lifestyle after working hours. Outstanding dormitories in compliance with the Group's health and safety standards are awarded with prizes.

本集團每年至少進行一次消防演習及化學洩漏演習，以提高僱員的消防安全知識及實務，並保存有關應急反應及準備的文件記錄。關於宿舍的安全及衛生，本集團加強個人安全管理，並制定宿舍管理條例，對職工宿舍進行監督。安保部門負責確保宿舍的安全及安保。

本集團嚴格遵守中國職業病防治法及中國安全生產法等相關法律及法規。並無嚴重違反對本集團有重大影響且與提供安全工作環境及保護僱員不受職業危害有關的法律及法規。

心理健康

為照顧僱員的心理健康，本集團已設立員工關愛中心，通過面對面的諮詢及指定僱員團隊處理的熱線為僱員提供專業的諮詢服務。組成該專責僱員團隊的僱員經過專業培訓方成為諮詢師，旨在盡早為在生活、工作、家庭及僱員關係議題上需要幫助的僱員提供即時支持。本集團亦根據需要提供生活諮詢及法律援助。同時，該中心被中華全國總工會評為「全國職工教育培訓示範點」。

宿舍清潔

為確保員工宿舍的健康及安全，本集團每月進行一次現場檢查，以確保場所的清潔及居住人員遵守行為準則。鼓勵居住人員在下班後適當使用資源及保持健康的生活方式。符合本集團健康及安全標準的優秀宿舍會獲得獎勵。

ESG REPORT

環境、社會及管治報告

Food Health and Safety

The Group sources quality ingredients from qualified food suppliers. To promote a healthy diet, the staff canteens offer nutritionally balanced meals and a vegetarian menu with fresh fruits and fibre-rich vegetables. The Canteens Management Sub-Committee oversees the operation and service of the staff canteens. The Group ensures food safety and food samples are kept for up to 48 hours. Tableware is thoroughly cleaned and sterilised at high temperature for hygiene assurance and prevention of food contamination.

During the Reporting Period, a total of 175 working days were lost due to self-reported work-related injury cases. No fatalities of the Group's employees have been recorded in the last three reporting years. The concerned employees were provided with immediate medical attention. The Group carried out incident investigations and implemented rectification measures. For instances, enhanced inspections and training were provided to reinforce employees' safety awareness and their abilities in dealing with emergencies.

食品健康及安全

本集團向合資格食品供應商採購優質食材。為倡導健康飲食，員工食堂提供營養均衡的膳食以及包括新鮮水果及富含纖維的蔬菜的素食菜單。食堂管理分委員會負責監督員工食堂的運營及服務。本集團確保食品安全，食品樣本最多保存48小時。餐具經過徹底清潔及高溫消毒，以確保衛生及防止食品污染。

於報告期間，因自行報告工傷事故損失175個工作日。過去三個報告年度，本集團未錄得僱員死亡事故。相關僱員得到及時醫療照護。本集團已展開事故調查，並採取整改措施。例如，加強檢查及培訓，以增強員工的安全意識及應對緊急情況的能力。

Occupational Health and Safety Statistics**職業健康與安全統計數據****Scud Electronics****飛毛腿電子****Scud Battery****飛毛腿電池**

Number of work-related fatalities 因工死亡事故數量	0	0
Number of work injuries (sick leave > 3 days) 工傷事故數量(病假>3天)	2	0
Number of work injuries (sick leave ≤ 3 days) 工傷事故數量(病假≤3天)	1	0
Lost days due to work injury 因工傷損失工作天數	175	0

ESG REPORT 環境、社會及管治報告

B3. Development and Training

The Group continuously invests in employee development to cultivate talents and meet various training needs of employees. The Group follows internal regulations on the planning, development, monitoring and evaluation of training programmes. The Group assesses employees' work performance through examinations to ensure that the intended training outcomes are achieved.

During the Reporting Period, the Group conducted general and technical trainings on topics such as communication skills, management skills, workplace safety and handling of hazardous chemicals. Some customised training courses were also held as per clients' requirements.

Training programs provided to employees vary by job nature and ranking. The following table lists out training courses that were attended by the Group's engineers:

Job positions 工作職位	Training topics 培訓主題	Seniority levels 年資級別			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Mechanical engineer 機械工程師	• Operation, maintenance and calibration of equipment 設備操作、維護及校準		✓		
	• Quality improvement processes and data analysis methods, e.g.: 質量改進過程及數據分析方法，例如：			✓	
	– the seven tools of quality control; 七種質量控制方法；				
	– Design Failure Mode and Effects Analysis ("DFMEA"); 設計失效模式及後果分析（「DFMEA」）；				
	– Process Failure Mode and Effects Analysis ("PFMEA"); 過程失效模式及後果分析（「PFMEA」）；				
	– Process Capability ("Cp"); 過程能力（「Cp」）；				
	– Quality Control Circle ("QCC"); 品管圈（「QCC」）；				
• New Product Introduction ("NPI") Process 新產品導入（「NPI」）過程；				✓	
• Electrostatic Discharge ("ESD") - related topics 靜電放電（「ESD」）相關主題				✓	
• Quality and environmental management system 質量及環境管理體系				✓	
• Product lifecycle management software 產品生命週期管理軟件				✓	

B3. 發展及培訓

本集團持續投資僱員發展，以培養人才並滿足僱員的各種培訓需求。本集團遵循有關培訓課程的規劃、制定、監督及評估的內部規定。本集團通過考試評估僱員的工作表現，以確保實現預期的培訓成果。

於報告期間，本集團已就溝通技巧、管理技巧、工作場所安全及危險化學品處理等主題進行一般及技術培訓。另根據客戶要求開辦若干定制培訓課程。

提供予僱員的培訓課程因工作性質及級別而異。下表列示本集團工程師參加的培訓課程：

ESG REPORT

環境、社會及管治報告

Job positions 工作職位	Training topics 培訓主題	Seniority levels 年資級別			
		Assistant 助理	Junior 初級	Intermediate 中級	Senior 高級
Industrial engineer 工業工程師	• Lean manufacturing 精益製造	✓	✓		
	• 6 sigma 六標準差	✓	✓		
	• Just-in-time ("JIT") Production Learning 準時化(JIT)生產學習	✓	✓		
	• Ergonomics 人體工程學	✓	✓		
	• Operations research 運籌學			✓	
	• Application of systems engineering 系統工程應用			✓	
	• Systematic resource allocation 系統資源分配				✓
	• Logistics stimulation 物流仿真				✓
	• Enterprise resource planning 企業資源規劃				✓
Structural and electrical engineer 結構及電子工程師	Equipment operation, maintenance and calibration 設備操作、維護及校準		✓	✓	✓
Structural and electrical engineer 結構及電子工程師	Analysis and treatment of mal-functioning equipment 故障設備的分析與處理		✓	✓	✓
Product engineer 產品工程師	Basic knowledge of electronic devices and circuits 電子設備及電路的基礎知識		✓		
	Development of test equipment 試驗設備的研製			✓	
	Development and management of test equipment 試驗設備的研製及管理				✓
Manufacturing quality engineer 製造質量工程師	• Working principle of a battery 電池的工作原理		✓	✓	✓
	• The five steps of problem solving 解決問題的五個步驟		✓	✓	✓

The Group pledges to create a corporate culture of life-long learning and encourages employees to pursue further studies provided by various educational institutions, such as Fujian Institute of Education, Fujian Polytechnic of Information Technology, The Open University of Fujian, Dalian University of Technology, and Minnan University of Science and Technology.

本集團承諾營造終身學習的企業文化，並鼓勵僱員繼續接受各種教育機構提供的進修課程，有關機構包括福建教育學院、福建信息職業技術學院、福建開放大學、大連理工大學及閩南科技學院。

ESG REPORT 環境、社會及管治報告

During the Reporting Period, a total of 2,484 employees received training (exclusive of employees who have left the Group), with a monthly average training rate of 20%. The total training hours and the average training hours per employee were 38,298 hours and 12.4 hours per employee respectively.

於報告期間，共有2,484名僱員接受培訓(不包括已離開本集團的僱員)，月平均培訓率為20%。總培訓時數及每名僱員的平均培訓時數分別為38,298小時及每名僱員12.4小時。

Training percentage by gender

按性別劃分的培訓百分比

Male: 79% Female: 84%
男性：79% 女性：84%

Average training hours by gender

按性別劃分的平均培訓時數

Male: 12.2 hours Female: 12.9 hours
男性：12.2小時 女性：12.9小時

Training percentage by employee category

按僱員類別劃分的培訓百分比

Frontline employees: 77%
前線僱員：77%

Middle management: 88%
中級管理層：88%

Senior management: 52%
高級管理層：52%

Average training hours by employee category

按僱員類別劃分的平均培訓時數

Frontline employees: 11.5 hours
前線僱員：11.5小時

Middle management: 24.4 hours
中級管理層：24.4小時

Senior management: 10.4 hours
高級管理層：10.4小時

B4. Labour Standards

There was no child labour nor forced labour employed within the Group during the Reporting Period. The Group strictly abides by the Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour and internal policies on eliminating child and forced labour in all operational sites.

The HR Management Policy prohibits all forms of child and forced labour, which clearly defines the responsibilities of relevant personnel in the entire recruitment process. Before entering into contracts, the Group verify the identity and employment eligibility of candidates against records available on the database system, ensuring that no children under the age of 16 are employed. After hiring and having obtained employees' consents, the Group conducts background checks on credentials and qualifications of new hires with third-party screening agency and former employers. The Group provides training on labour standards for all new hires. The staff care centre will take necessary disciplinary action for any confirmed non-compliances.

B4. 勞工準則

於報告期間，本集團並無僱傭童工及強迫勞動。本集團嚴格遵守《中華人民共和國勞動法》、《禁止使用童工規定》以及本集團在所有經營場所禁止僱傭童工及強迫勞動的內部政策。

人力資源管理政策禁止一切形式的童工及強迫勞動，其中明確規定相關人員在整個招聘過程中的責任。在訂立合約前，本集團會通過數據庫系統中的可用記錄驗證候選人的身份及聘用資格，確保不僱用16歲以下的兒童。在聘用並獲得僱員同意後，本集團會與第三方審查機構及新僱員的前僱主進行背景調查，以核查新僱員的證書及資格。本集團為所有新僱員提供有關勞工準則的培訓。員工關愛中心將對任何確認違規行為採取必要的紀律行動。

ESG REPORT

環境、社會及管治報告

No major risks associated with child and forced labour within the operational sites of the Group and no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to preventing child and forced labour have been identified during the Reporting Period.

2. Operating Practices

The Group is committed to providing customers with superior product quality and reliable service, and conducting its business and affairs with honesty and integrity. With the extended efforts towards promoting a responsible supply chain, the Group aims to grow sustainably together with the suppliers.

B5. Supply Chain Management

The Group had sourced its major materials from 29 suppliers from the PRC during the Reporting Period. The Group gives preference to suppliers who have a shared commitment to sustainability. Under the Supplier Corporate Social Responsibility (“CSR”) Management Measures, the Group gives priority to environmentally friendly products and services, and fully considers suppliers’ social responsibility and environmental performance when engaging suppliers, with focuses on labour practices, health and safety, environment, employee rights and compensation.

Suppliers are required to abide by local regulations, and adhere to the RBA Code of Conduct and the requirements of various management standards (e.g., SA 8000, ISO 45001, ISO 14001, etc.). The Group requires suppliers to sign relevant statements to ensure compliance with CSR requirements. By signing the statements, the supplier agrees to acknowledge the social and environmental standards laid down in the statements and take appropriate measures to address supply risks.

於報告期間，本集團並無發現與童工及強迫勞動有關的重大風險，亦未發現違反任何對本集團有重大影響且與防止童工及強迫勞動有關的法律及法規的情況。

2. 營運慣例

本集團致力於為客戶提供優質的產品及可靠的服務，並誠實守信地開展業務及公司事務。通過長期努力促進負責任的供應鏈發展，本集團旨在與供應商一起實現可持續發展。

B5. 供應鏈管理

於報告期間，本集團向中國29家供應商採購主要原材料。本集團優先選擇對可持續性有共同承諾的供應商。根據供應商企業社會責任（「企業社會責任」）管理措施，本集團優先考慮環保產品及服務，並在聘用供應商時充分考慮供應商的社會責任及環境表現，重點是勞工常規、健康與安全、環境、僱員權利及報酬。

供應商須遵守當地法規，並遵守RBA行為準則及各種管理標準（例如SA 8000、ISO 45001、ISO 14001等）的要求。本集團要求供應商簽署相關聲明，以確保符合企業社會責任要求。通過簽署聲明，供應商同意承認聲明中規定的社會及環境標準，並採取適當措施應對供應風險。

ESG REPORT 環境、社會及管治報告

To safeguard against environmental and social risks in supply chain, the Group has implemented management measures for new and existing suppliers and adopted the RBA Code of Conduct as a standard for supplier self-assessment questionnaire. The CSR performance of suppliers is managed through a supplier approval process and periodic supplier evaluation. The Group sets measurable key performance indicators objectives to measure and track supplier compliance. Specifically, suppliers are required to attain the goals of zero discrimination case, zero occupational disease and zero major injury, and fulfil requirements concerning paid leave entitlements and fire drills. Regular inspections and performance reviews are conducted to ensure that adequate management measures are implemented. The Group also analyses environmental statistics on the website of the Institute of Public and Environmental Affairs to evaluate environmental performance of suppliers.

B6. Product Responsibility

The Group takes full responsibility for its products and services, and follows all regulatory requirements, industry guidelines and internal procedures on safeguarding customer health and safety, promoting responsible marketing and ensuring privacy of information related to the Group and its business partners.

Product Labelling, Health and Safety, and Advertising

To ensure product health and safety, the Group adheres to industry standards and best practices governing product safety, such as the Safety Specification and Test Method for Lithium Batteries and Chargers (YD/T 1268-2003) and Safety of Primary and Secondary Lithium Cells and Batteries during Transport (IEC 62281). All the product labelling and advertising activities strictly follow relevant laws and regulations including the Trademark Law of the PRC and the Anti-Unfair Competition Law of the PRC.

No product was recalled due to safety and health reasons and no non-compliance with relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress has been identified during the Reporting Period.

為防範供應鏈中的環境及社會風險，本集團實施新老供應商管理措施，並採用RBA行為準則作為供應商自我評估問卷調查的標準。供應商的企業社會責任表現通過供應商批准流程及定期供應商評估進行管理。本集團制定可計量關鍵績效指標目標，以衡量及跟踪供應商的合規情況。具體而言，供應商須實現零歧視案件、零職業病及零重大傷害的目標，並滿足有關帶薪休假權利及消防演習的要求。進行定期檢查及表現評估，以確保實施適當的管理措施。本集團亦分析公眾環境研究中心網站上的環境統計數據，以評估供應商的環境表現。

B6. 產品責任

本集團對其產品及服務負全部責任，並遵守所有監管要求、行業指引及內部程序，以維護客戶健康及安全，促進負責任的市場營銷以及確保與本集團及其業務合作夥伴有關的信息的私密性。

產品標籤、健康及安全以及廣告

為確保產品健康及安全，本集團遵守規管產品安全的行業標準及最佳實踐，例如，移動通信手持機鋰電池及充電器的安全要求和試驗方法(YD/T 1268-2003)以及在運輸過程中一次及二次鋰電池及電池組的安全性(IEC 62281)。所有產品標籤及廣告活動均嚴格遵守相關法律法規，包括《中華人民共和國商標法》及《中華人民共和國反不正當競爭法》。

於報告期間，並無因安全及健康原因導致產品召回，且本集團概無違反對本集團有重大影響且與健康及安全、廣告、標籤及與產品及所提供服務相關的隱私事宜及補救方法相關的法律及法規。

ESG REPORT

環境、社會及管治報告

Quality Assurance

The Group conducts lot-by-lot inspection for incoming materials according to the Sampling Procedures for Inspection by Attributes (GB/T2828-2003). The Control of Non-conforming Product Procedure is in place to safeguard quality standards and ensure that all non-conformities are properly documented and traceable.

As a result of the Group's continuous efforts to improve service quality and enhance the efficiency of work processes, the Group has received the ISO 9001 standard certification since 1999. The Group has also obtained various certifications for its products. The following table sets out the major certifications in respect of the Group's products:

質量保證

本集團根據計數抽樣檢驗程序(GB/T2828-2003)對進料進行逐批檢驗。實施不合格產品控制程序維護質量標準，並確保所有不合格產品均獲適當記錄及可追溯。

由於本集團持續努力改善服務質量及提高工作流程的效率，自1999年起，本集團已獲得ISO 9001標準認證。本集團亦為其產品獲得各種認證。下表載列有關本集團產品的主要認證：

Product certifications 產品認證	Awarded Units 獲授予單位	
	Scud Electronics 飛毛腿電子	Scud Battery 飛毛腿電池
• CE Marking ("CE"); CE標誌(「CE」);	✓	✓
• China Quality Certification ("CQC"); 中國質量認證(「CQC」);	✓	✓
• Korea Certification ("KC"); 韓國認證(「KC」);	✓	✓
• CB Scheme Certification ("CB"); CB體系認證(「CB」);	✓	✓
• China Compulsory Certificate ("CCC"); 中國強制認證(「CCC」);	✓	✓
• Restriction of Hazardous Substances Directive ("ROHS") 危害性物質限制指令(「ROHS」);	✓	✓
• TL 9000 Quality Management System for Telecommunications; TL 9000電信質量管理體系;	✓	
• RBA – Code of Conduct Certificate; RBA—行為準則證書;	✓	
• Product Safety of Electrical Appliance & Material ("PSE") certificate 電子設備及物料產品安全(「PSE」)證書	✓	
• CQC Certification on High Density Lithium-ion Battery for iPhone 6S plus iPhone 6S plus高密度鋰離子電池CQC認證		✓

ESG REPORT 環境、社會及管治報告

Customer Services and Product Recall

The Group aims to build long-term relationships with its customers. The Group has developed effective mechanisms and handling procedures for dealing with customer complaints and product recalls. The procedures clearly set out the roles, responsibilities and processes for the consistent and accountable management of customer complaints across the Group. Any complaints received are formally investigated and any necessary follow-up actions are taken in a timely manner.

During the Reporting Period, the Group received 17 complaints with regard to product performance. The Group has stepped up efforts to improve product quality, including providing skills training to employees and strengthening quality control of finished products.

No material non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to customer services was recorded during the Reporting Period.

Privacy and Data Protection

The Group has put in place policies and measures for the protection of customer data and confidential information of the Group. The Confidentiality Policy provides clear guidelines for the Group's employees to understand how sensitive information should be collected, handled and used to safeguard confidentiality. In addition, the Group restricts access to confidential information and trade secrets, except to authorised persons permitted by the Group. No non-compliance with laws and regulations in relation to confidentiality and data protection that have a significant impact on the Group was recorded during the Reporting Period.

Employees are required to sign the Non-Competition and Confidentiality Agreement, which prohibits them from using for any purpose or disclosing to any person or entity any confidential information acquired during the course of employment with the Group. Regular reviews and revisions of the Group's personal data and privacy protection practices are conducted to ensure compliance with relevant laws and to identify improvement actions as needed. Individuals who breach customer privacy obligations will be subject to disciplinary action, which may include termination of employment.

客戶服務及產品召回

本集團力求與客戶建立長期關係。本集團已建立有效機制及處理程序處理客戶投訴及產品召回。程序明確規定在本集團範圍內對客戶投訴進行統一及負責任管理的角色、職責及流程。收到的任何投訴會進行正式調查，並及時採取任何必要的跟進行動。

於報告期間，本集團共收到17宗有關產品性能的投訴。本集團加大力度改善產品質量，包括向僱員提供技能培訓及加強製成品的質量控制。

於報告期間，並無報告嚴重違反對本集團有重大影響且與客戶服務有關的法律及法規的情況。

私隱及數據保護

本集團已制定政策及措施保護本集團的客戶數據及機密資料。保密政策為本集團僱員了解應如何收集、處理及使用敏感資料提供明確指引，以維護機密性。此外，本集團限制接觸機密資料及商業秘密，惟經本集團允許的授權人士除外。於報告期間，並無報告嚴重違反對本集團有重大影響且與機密性及資料保護有關的法律及法規的情況。

僱員必須簽署不競爭與保密協議，該協議禁止彼等出於任何目的使用或向任何個人或實體披露在本集團任職過程中獲得的任何機密資料。定期對本集團的個人資料及私隱保護常規進行檢討及修訂，以確保遵守相關法律及識別需要採取的改進措施。違反客戶私隱義務的個人將受到紀律處分，其中可能包括被解僱。

ESG REPORT

環境、社會及管治報告

To safeguard information security, the Group has adopted the Computer Information and Network Security Management Method to manage matters relating to information security within the Group. The Group has conducted a specific security risk assessment to determine threats and vulnerabilities and identify risk mitigation measures.

To prevent data loss caused by system failures, the Information Technology (“IT”) Department performs regular data backups and maintains backups securely on external servers. The IT personnel also carries out monthly recovery test to verify how well the system recovers after failure or disaster. To enhance network stability, the IT personnel performs routine maintenance on IT infrastructures, and checks against the environmental conditions (particularly temperature and humidity) of the equipment rooms on a weekly basis.

The Group has developed a suite of management rules to protect employees, business partners and other stakeholders from risks arising from potential cyber security breaches and data loss:

- Management Measures for the Use of Electronic Mailboxes;
- Computer Rooms and Servers Management Rules;
- Management Regulations for the Use of Computer Software and Hardware;
- Data Security Management Measures; and
- Regulations for the Management of Network Usage.

為保障資料安全，本集團已採用《計算機信息和網絡安全管理辦法》管理與本集團內資料安全有關的事項。本集團已進行特定安全風險評估，以釐定威脅及漏洞並識別風險緩解措施。

為防止因系統故障導致數據丟失，信息技術(「IT」)部執行常規數據備份，並在外部伺服器上安全地維護備份。IT人員亦執行每月恢復測試，以驗證系統在發生故障或災難後的恢復情況。為增強網絡穩定性，IT人員定期維護IT基礎設施，並每週檢查一次機房的環境狀況(尤其是溫度及濕度)。

本集團已制定一套管理規則，以保護員工、業務合作夥伴及其他持份者免受潛在網絡安全漏洞及數據丟失所帶來的風險：

- 電子郵箱使用管理辦法；
- 機房與伺服器管理規範；
- 計算機軟硬件使用管理規定；
- 數據安全管理細則；及
- 網絡使用管理規定。

ESG REPORT 環境、社會及管治報告

Intellectual Property Rights

The Group actively engages in protecting the novel technologies and intellectual property (“IP”) used in its operations. The Control Procedures for the Evaluation and Protection of Intellectual Property provides important guidance for employees to safeguard proprietary information including patents, trademarks, copyrights, trade secrets and employee know-how. The Group also strictly observes IP rights laws and regulations including the Enterprise Intellectual Property Management Standard (GB/T 29490-2013), Trademark Law of the PRC and Patent Law of the PRC. The Group conducts regular reviews of the internal policies and systems to ensure the efficacy and proper implementation of IP measures.

The Group provides internal training for employees to enhance their awareness of IP rights protection. Action is taken immediately if scamming or infringing articles or materials in relation to the Group are discovered. In cases of suspected criminal offences, a report will be made to the relevant authorities. The Group has consistently registered IP rights for new inventions and technologies at the State Intellectual Property Office of the PRC since the early stages of its establishment. As of 31 December 2020, the Group has obtained 207 officially registered trademarks and a total of 51 issued patents. During the Reporting Period, the Group has successfully registered 1 trademark and was granted a total of 8 new patents, including 3 new utility model patents and 5 design patents.

知識產權

本集團積極致力於保護其營運中使用的新技術及知識產權(「知識產權」)。知識產權評估及保護控制程序為僱員保護專利、商標、版權、商業秘密及僱員專有技術等專屬資料提供重要指引。本集團亦嚴格遵守知識產權法律法規，包括企業知識產權管理規範(GB/T 29490-2013)、《中華人民共和國商標法》及《中華人民共和國專利法》。本集團定期對內部政策及制度進行檢討，以確保知識產權措施的有效性及其妥善實施。

本集團為僱員提供內部培訓，以提高彼等的知識產權保護意識。若發現與本集團有關的欺詐或侵權物品或材料，將立即採取行動。如涉嫌刑事犯罪，將向有關當局報告。自成立之初起，本集團一直在中國國家知識產權局註冊新發明及技術的知識產權。於2020年12月31日，本集團已獲得207個正式註冊商標及合共51項已授權專利。於報告期間，本集團已成功註冊1個商標及獲授予合共8項新專利，包括3項實用新型專利及5項外觀設計專利。

ESG REPORT

環境、社會及管治報告

B7. Anti-corruption

The Group adopts a zero-tolerance approach against all forms of corruption and bribery. The Anti-corruption Policy and Code of Business Conduct and Ethics set out the Group's expectations for ethical behaviours and the Group's approach to address ethics violations. Corruption, bribery, embezzlement or improper activities are strictly prohibited within the Group. The Group's employees and its business partners shall avoid corrupt acts that reflect adversely upon the integrity and reputation of the Group, such as the offer and acceptance of both monetary (e.g., cash, commissions, securities, etc.) and non-monetary (e.g., gifts, meals, entertainment, premises, travels, undue advantages, etc.) gifts.

Employees are required to conduct themselves with integrity, in an ethical and proper manner, and in compliance with all applicable laws and regulations, including the Law of the PRC Against Unfair Competition, Criminal Law of the PRC, and other applicable laws and regulations relevant to countering bribery and corruption. To keep the Group's employees vigilant against corruption risk, the Group offered internal training on anti-corruption laws and practices to a total of 38 employees during the Reporting Period.

To fight corruption in the supply chain, the Group oversees the entire procurement life cycle and performs compliance checks on procurement activities. Any attempt to manipulate the procurement process is strictly prohibited. Any violation of the probity requirements may result in the invalidation of the tenders submitted or termination of the contracts concerned, and subject to civil liabilities.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to corruption, bribery, extortion, fraud and money laundering has been identified during the Reporting Period. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

B7. 反貪污

本集團對一切形式的貪污及賄賂採取零容忍態度。反貪污政策以及商業行為及道德守則載明本集團對道德行為的期望及本集團處理違反道德行為的方針。本集團嚴禁貪污、賄賂、挪用公款或不正當活動。本集團的僱員及其業務合作夥伴應避免對本集團的誠信及聲譽產生不利影響的貪腐行為，例如提供及接收金錢（例如現金、佣金、證券等）及非金錢（例如禮物、飯局、娛樂、房屋、旅行、不正當利益等）禮物。

僱員的操守須正直，並以合乎道德及適當的方式行事，以及遵守所有適用法律法規，包括《中華人民共和國反不正當競爭法》、《中華人民共和國刑法》以及其他與反賄賂及反貪污有關的適用法律法規。為使本集團的僱員警惕腐敗風險，本集團於報告期間向合共38名僱員提供了有關反貪污法律及常規的內部培訓。

為打擊供應鏈腐敗，本集團監督整個採購生命週期，並對採購活動進行合規檢查。嚴格禁止任何試圖操縱採購程序的行為。任何違反誠信要求的行為均可能導致所提交的投標書無效或有關合約終止，並承擔民事責任。

於報告期間，概無發現未遵守對本集團有重大影響且與貪污、賄賂、敲詐、欺詐及洗錢有關的法律及法規的情況。於報告期間，概無發生針對本集團或其僱員的貪污行為的已定案法律案件。

ESG REPORT 環境、社會及管治報告

Whistle-blowing Mechanism

The Group takes a serious view of employees' complaints of discrimination, harassment, and unethical or unfair conduct. A Whistle-blowing Policy is in place to encourage employees to report to the Group of any suspected cases of misconduct, malpractice, impropriety, unethical or unfair treatment. Whistle-blowers can make anonymous reports through grievance channels such as the whistle-blowing hotline (0591-63159773), email (coso@vesonhldg.com), suggestion box or by post.

All reports and the identities of whistle-blowers are handled with strict confidentiality by the Administrative Department and subject to a non-retaliation policy. Anyone bullying or acting against the whistleblower could be potentially liable to disciplinary action or legal action. After thorough investigations, the whistle-blower will be notified of the intended actions to be taken by the Group. The Group also offers monetary rewards to whistleblowers who provide helpful evidence of fraud and unlawful activities.

B8. Community Investment

Since its establishment, the Group has been undertaking a variety of social contribution activities to facilitate local development and fulfil its social responsibility as a corporate citizen. The Group has implemented a thoughtfully planned programme to understand the needs of the communities where it operates in and to ensure its activities take into consideration the communities' interests. Donations to the society and schools are the major focus areas of the Group's community engagement.

The Group has been supporting disadvantaged students with basic necessities of life and tuition fees since 2013. As of 31 December 2020, the Group has already offered bursaries of over RMB30 million benefiting over 1,700 students from the Scud Technician College.

舉報機制

本集團嚴肅對待僱員關於歧視、騷擾及不道德或不公平行為的投訴。本集團已制定舉報政策以鼓勵僱員向本集團報告任何涉嫌行為不端、瀆職、不正當、不道德或不公平對待的案件。舉報人可以通過各種舉報渠道進行匿名舉報，例如舉報熱線(0591-63159773)、電郵(coso@vesonhldg.com)、意見箱或以郵寄方式。

所有舉報及舉報人的身份將由行政部處理，並嚴格保密，杜絕打擊報復。任何人欺凌或反對舉報人，均可能遭受紀律行動或法律訴訟。於徹底調查後，舉報人將被告知本集團擬將採取的措施。本集團亦將向提供欺詐及非法活動的有用證據的舉報人提供金錢獎勵。

B8. 社區投資

自成立以來，本集團一直開展各種社會公益活動，以促進當地發展及履行其作為企業公民的社會責任。本集團已實施一項經周密規劃的計劃，以了解其營運所在社區的需求，並確保其活動考慮社區的利益。向社會及學校捐贈是本集團參與社區活動的主要重點領域。

自2013年以來，本集團一直為貧困學生提供基本生活必需品及學費。截至2020年12月31日，本集團已提供逾人民幣30,000,000元助學金，令飛毛腿技師學院的逾1,700名學生受惠。

ESG REPORT

環境、社會及管治報告

In line with Central Government policies, the Group has extended its efforts into poverty alleviation projects in designated regions of the PRC. During the Reporting Period, the Group carried out aid projects for poverty alleviation in Minning Town. With the assistance of the Guyuan City Government, Yuanzhou District Government as well as all other authorities in the Ningxia Hui Autonomous Region, the Scud Technician College developed special programmes on skills, knowledge and employability for local residents to help alleviate poverty and support rural villagers in Minning Town.

The Group also assists in alleviating financial burdens of needy students and improving educational experience for students and teachers. Each year, the Group offers full-tuition scholarships of no less than RMB2 million for students in Yuanzhou District. During the Reporting Period, the Group invested more than RMB5 million in the schools of Yuanzhou District for upgrading software and teacher qualifications.

In September 2020, the Group's party committee members and Scud Technician College organised volunteer activities for residents in the community. A total of 30 employees participated in the volunteer activities which contributed to a total of 75 service hours.

根據中央政府的政策，本集團已加大力度於中國指定地區推進扶貧項目。於報告期間，本集團在閩寧鎮開展扶貧救助項目。在固原市政府、原州區政府及寧夏回族自治州所有其他部門的協助下，飛毛腿技師學院為當地居民制定有關技能、知識及就業能力的特別課程，以幫助閩寧鎮減輕貧困及支持農村村民。

本集團亦協助減輕貧困學生的財務負擔，並改善學生及教師的教育經驗。本集團每年為原州區的學生提供不少於人民幣2,000,000元的全額獎學金。於報告期間，本集團對原州區的學校投資超過人民幣5,000,000元，用於升級軟件及教師資格。

於2020年9月，本集團的黨委委員及飛毛腿技師學院為社區居民組織了志願者活動。共有30名僱員參加了志願者活動，貢獻了合共75個小時服務。



VESON HOLDINGS LIMITED
銳信控股有限公司

SCUD Industrial Park
Fuzhou Pilot Free Trade Zone
No. 98 Jiangbin East Avenue
Mawei District, Fuzhou
Fujian Province, PRC

中國福建省
福州市馬尾區
江濱東大道98號
福州自貿試驗區
飛毛腿工業園

Tel 電話 : (86) 591-63158888
Fax 傳真 : (86) 591-87307773

Room 1017, 10/F Leighton Centre
77 Leighton Road, Causeway Bay
Hong Kong

香港銅鑼灣禮頓道77號
禮頓中心10樓1017室

Tel 電話 : (852) 28057888
Fax 傳真 : (852) 28021777

www.vesonhldg.com