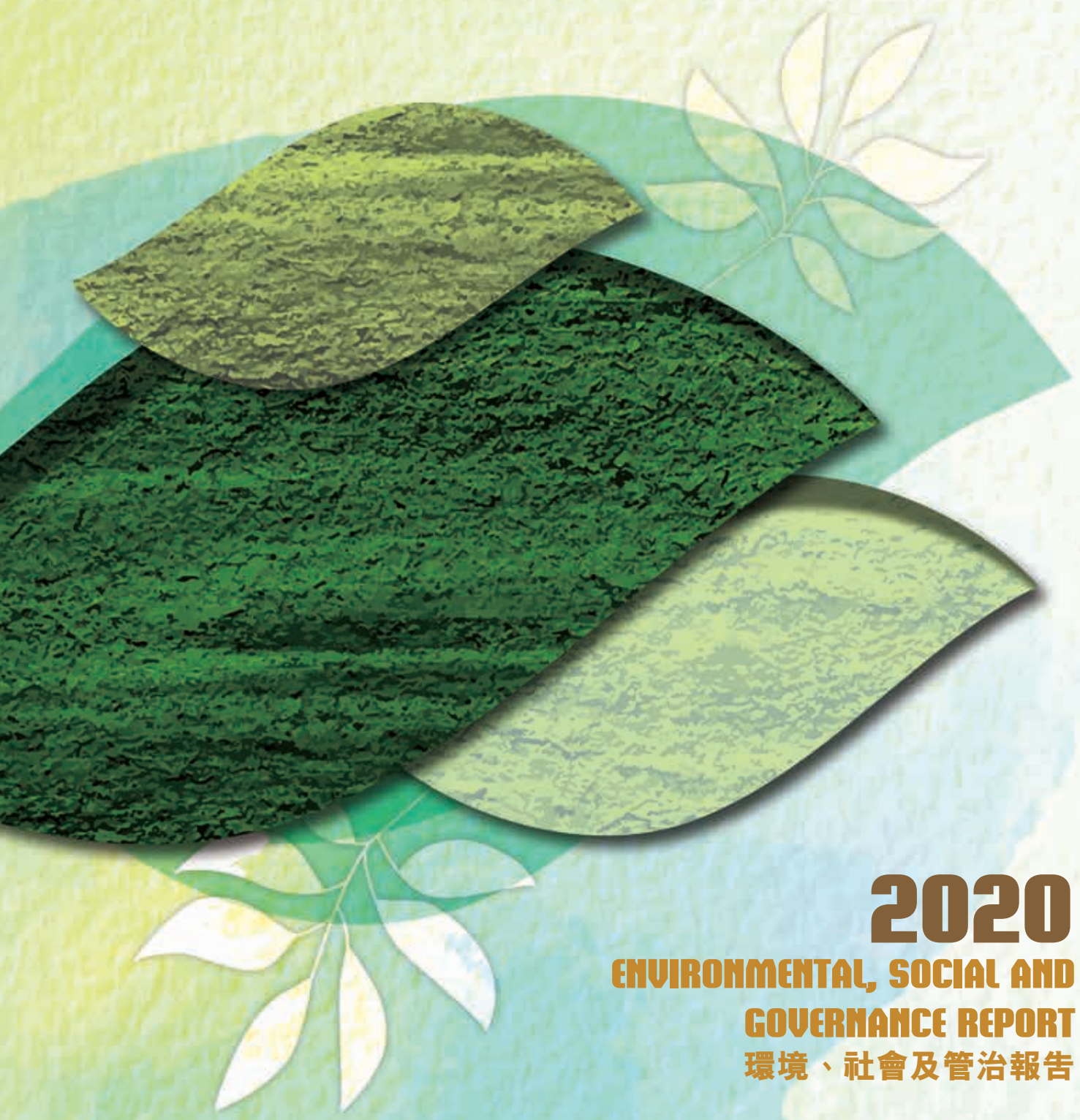


NEW UNIVERSE ENVIRONMENTAL GROUP LIMITED 新宇環保集團有限公司

(incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 436



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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2020

二零二零年環境、社會及管治報告

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About this Report

This is the sixth ESG report of New Universe Environmental Group Limited (the “Company”) and its key operations (collectively referred to as the “Group”), highlighting its Environmental, Social, and Governance (the “ESG”) performance, with disclosure reference made 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 “Listing Rules”).

Reporting Boundary

This ESG report covers the Group’s overall performance in two subject areas, namely, Environmental and Social of its key business operations (“Key Operations” as listed below, that contribute to 100% of the Group’s consolidated revenue in 2020, totalling HK\$789,341,000) in Jiangsu Province, Mainland China from 1 January 2020 to 31 December 2020 (“Reporting Year”), unless otherwise stated.

Key Operations:

- Zhenjiang Sinotech Eco-Electroplating Development Co. Ltd, which owns an industrial park zone and is responsible for operating its centralised industrial sewage filtering plant and centralised sludge treatment centre, to collect, store and handle industrial sewage and sludge waste discharged within the zone (“Eco-Plating Specialised Zone”)
- Zhenjiang New Universe Solid Waste Disposal Co. Ltd, which owns hazardous waste warehouses, detoxification machinery, and incinerators, to collect, store and handle industrial hazardous waste and regulated medical waste (“Zhenjiang New Universe”)
- Yancheng NUHF Environmental Technology Ltd, which owns hazardous waste warehouses, detoxification machinery, incinerators, and landfill, to collect, store and handle industrial hazardous waste and regulated medical waste (“Yancheng NUHF”)
- Xiangshui New Universe Environmental Technology Ltd, which owns hazardous waste warehouses, detoxification machinery, and incinerators, to collect, store and handle industrial hazardous waste (“Xiangshui New Universe”)
- Suqian New Universe Solid Waste Disposal Co. Ltd, which owns hazardous waste warehouses, detoxification machinery and incinerators, to collect, store and handle industrial hazardous waste and general industrial waste (“Suqian New Universe”)

關於本報告

此乃新宇環保集團有限公司(「本公司」)及其主要業務(統稱「本集團」)第六份參照《香港聯合交易所有限公司證券上市規則》(「上市規則」)附錄二十七所載的《環境、社會及管治報告指引》作出披露，並以其環境、社會及管治(「環境、社會及管治」)表現為重點的環境、社會及管治報告。

匯報範圍

除另有說明外，本環境、社會及管治報告涵蓋二零二零年一月一日至二零二零年十二月三十一日(「報告年度」)本集團在中國內地江蘇省的主要業務運作(「主要業務運作」，見下文所列，於二零二零年為本集團綜合收益貢獻約100%，總額為789,341,000港元)在環境及社會兩個主要範疇之整體表現。

主要業務運作：

- 鎮江華科生態電鍍科技發展有限公司，擁有一個工業園區並負責營運其集中式污泥處理廠及集中式污泥處理中心以收集、貯存及處理在園區(「環保電鍍專業區」)內排放的工業污水及污泥
- 鎮江新宇固體廢物處置有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物及受管制醫療廢物(「鎮江新宇」)
- 鹽城新宇輝豐環保科技有限公司，擁有危險廢物倉庫、無害化機器、焚燒設施及填埋場以收集、貯存及處理工業危險廢物及受管制醫療廢物(「鹽城新宇輝豐」)
- 響水新宇環保科技有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物(「響水新宇」)
- 宿遷新宇固體廢物處置有限公司，擁有危險廢物倉庫、無害化機器及焚燒設施以收集、貯存及處理工業危險廢物及一般工業廢物(「宿遷新宇」)

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- Jiangsu New Universe Environmental Engineering Management Limited, which provides all-inclusive technical and engineering consultancy services, covering design and development, set-up, continuous optimisation, repairs, and maintenance for incineration and waste management facilities (“Jiangsu New Universe Engineering”)
- Jiangsu Xin Yu Environmental Technologies Ltd, which is authorised by the Company to carry out daily operational management of all the above subsidiaries (“Jiangsu Xin Yu”)
- 江蘇宇新環保工程管理有限公司，提供全方位的技術及工程諮詢服務，涵蓋焚燒及廢物管理設施的設計開發、設置、持續優化、維修及保養（「江蘇宇新工程」）。
- 江蘇新宇環保科技有限公司，獲本公司授權對以上所有附屬公司進行日常營運的管理（「江蘇新宇」）

Changes

Major changes during the Reporting Year included:

- Inclusion of Jiangsu New Universe Engineering, a wholly owned company based in Zhenjiang city that provides technical and engineering services for waste treating operations, in the reporting scope.

The general information of the Key Operations during the Reporting Year and the comparative figures for previous two years are as follows:

變動

報告年度內發生的主要變動包括：

- 在報告範圍內納入江蘇宇新工程（一間以鎮江市為基地的全資公司，為廢物處理業務提供技術及工程服務）。

報告年度主要業務運作概況以及前兩年的比較數字如下：

	2020 二零二零年	2019 二零一九年	2018 二零一八年
Turnover of key operations (HK\$'000) 主要業務運作的營業額(千港元)	789,341	563,998	493,932
Total building area (m ²) 廠區及辦公室總面積(平方米)	339,640	326,338	322,493
Hazardous waste landfill site area (m ²) 危險廢物填埋場佔地面積(平方米)	87,695	87,695	87,695
Total hazardous, industrial, and medical waste collected during the reporting year (tonnes) 報告年度內收集的危險、工業及醫療廢物總量(噸)	110,042	84,173	80,056
Total hazardous, industrial, and medical waste* treated and handled during the reporting year (tonnes) 報告年度內經處置及處理的危險、工業及醫療廢物*總量(噸)	118,776	90,872	69,727
Total industrial wastewater collected during the reporting year (m ³) 報告年度內收集的工業廢水總量(立方米)	450,295	478,396	527,877
Total industrial wastewater^ treated and handled during the reporting year (m ³) 報告年度內經處置及處理的工業廢水^總量(立方米)	449,621	481,455	640,674
Total industrial sludge^ treated and handled during the reporting year (m ³) 報告年度內經處置及處理的工業污泥^總量(立方米)	6,404	6,199	7,709

* industrial waste, regulated medical waste, and other hazardous waste, hereinafter “solid waste”, refers to hazardous waste treated by Zhenjiang New Universe, Yancheng NUHF, Xiangshui New Universe, and Suqian New Universe, together as the “solid waste treatment operations”

* 工業廢物、受管制醫療廢物及其他危險廢物，以下簡稱「固體廢物」，是指由鎮江新宇、鹽城新宇輝豐、響水新宇及宿遷新宇所處理的危險廢物，統稱「固體廢物處理業務」

^ industrial wastewater and industrial sludge, hereinafter “wastewater”, refers to electroplating wastewater discharged from manufacturing clients within the Eco-plating Specialised Zone and treated by the Group-operated centralised sewage and sludge treatment plant in the Zone

^ 工業廢水及工業污泥，以下簡稱「廢水」，指環保電鍍專業區內製造業客戶排放的電鍍廢水，並由本集團在園區內營運的集中式污水及污泥處理廠進行處理。

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Reporting Principles

The preparation of the ESG Report has applied the following principles:

Materiality – materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, process, and results of the engagement of which are presented in the section “Stakeholder Communication” in the Report.

Quantitative – key performance indicators (“KPI”s) have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

Consistency – consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

The Company’s Mission and Vision on Sustainability Commitment

Key Achievements in 2020

- Began operating Class A temporary hazardous waste storage warehouses which abide by the highest fire safety standards at the hazardous waste treatment plants
- Completed Yancheng NUHF’s anti-seepage and anti-leakage improvement work for its landfill for treated waste, which would reduce at least 85% of seepage and leakage
- Upgraded facilities in the hazardous waste warehouses and wastewater treatment plant to reduce air and dust pollution
- Recycled and reused at least 30% of water at the Eco-Plating Specialised Zone
- Provided job opportunities to youths during the COVID-19 pandemic by making use of online recruitment
- Improved, increased, and made specified training on health and safety awareness, and strengthened prevention and reactions against accidents and hazardous events

匯報原則

在編撰環境、社會及管治報告時，本集團已應用下列原則：

重要性：評估重要性，以識別對投資者及其他利益相關者構成重大影響的重要環境及社會議題，本報告「利益相關者溝通」一節陳述重要利益相關者、參與過程及結果。

量化：訂下關鍵績效指標，可予計量並適用於在適當條件下進行有效比較。有關標準、方法、假設、所使用的計算工具、所使用的轉換系數來源等資料，已于適用情況下披露。

一致性：就關鍵績效指標使用一致的統計方法及呈報形式，令相關數據日後可作有意義的比較。

本公司可持續發展承諾的使命及願景

二零二零年的主要成就

- 開始於危險廢物處理廠運營符合最高消防安全標準的甲級危險廢物臨時儲存倉庫
- 完成鹽城新宇輝豐之經處理廢物的填埋場進行防滲及防漏改善工程，可減少至少85%的滲漏量
- 更新危險廢物倉庫及廢水處理廠的設施，減少空氣及粉塵污染
- 環保電鍍專業區至少30%的水得以回收及再利用
- 在COVID-19疫情期間，利用網上招聘為年青人提供工作機會
- 改進、增加及明確健康及安全意識的培訓，加強對事故及危險事件的預防與反應

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Mission

Having been participating in the environmental industry since 2007, the Company's business operations and customers have expanded to a greater area across the Jiangsu Province in Mainland China. The Group has become the most trustworthy business partner of more than 1,500 enterprises in the Jiangsu Province.

The Group is mainly engaged in the collection, handling, treatment, and disposal of clients' hazardous waste, the majority of which are industrial and medical waste. With the primary principle of incinerating such waste safely, the Group hopes its efforts would contribute to minimising negative impacts on the environment and preventing the spread of infectious diseases induced by improper disposal. The Group also owns and manages an Eco-Plating Specialised Zone in Zhenjiang, which consists of sewage and sludge treatment plants specialised for treating electroplating chemicals discharged from factory buildings, office buildings, and infrastructure of water, steam, and electricity supplies.

The Group strives to ensure lean and effective management, exceed expectations of shareholders, optimise integrated strength of business units, and assure missions on environmental support to avoid hazardous waste pollution.

The Board understands that it is responsible for evaluating and determining ESG related risks within the Group. It also ensures that appropriate and effective risk management and internal control systems are in place. A third-party consultant has been engaged to give advice on and assist with establishing measures that address key ESG issues. Management has provided confirmation to the Board on the effectiveness of these systems.

Strategies for 2021 and Beyond

Over the past years, the Group has been aligning with the country's direction to develop sustainably. The country's plan on focusing on environmental management and cleaner energy has provided a solid guide and foundation for the Group to keep raising addressing sustainability issues in relation to its operations. It has even inspired and motivated the Group to set ambitious goals and take steps in undertaking its contribution to society and environment. The key ESG strategies of the Group in the upcoming years are as follows:

使命

本公司自二零零七年起從事環保行業，業務運作及客戶已擴展至遍及中國內地江蘇省更廣大地區。本集團已成為江蘇省超過1,500間企業的最值得信賴的業務夥伴。

本集團主要從事收集、搬運、處理及處置客戶的危險廢物，其中大部分為工業及醫療廢物。本著安全焚燒的原則，本集團希望自行努力將對環境的負面影響降至最低，並防止因處置不當而引發的傳染病傳播。本集團亦擁有及管理鎮江市內的環保電鍍專業區，當中包括專為處理工廠樓房所排放的電鍍化學品而設的污水及污泥處理廠、辦公樓，以及供應水、蒸汽及電力的基礎設施。

本集團致力確保採取精簡而有效的管理，超越股東期望，優化業務單元的綜合實力，並避免危險廢物污染，落實支持環保的使命。

董事會明白其有責任評估及釐定本集團內有關環境、社會及管治的風險，亦有責任確保設有合適及有效的風險管理及內部監控系統。本集團已聘請第三方顧問，就制訂措施解決在環境、社會及管治方面的主要問題上提供意見及協助。管理層已向董事會確認此等系統行之有效。

二零二一年及以後的策略

多年來，本集團一直配合國家進行可持續發展的方向邁進。國家以環境管理及更清潔能源作為重點的規劃，為本集團持續提升其營運可持續發展事宜上的意識提供穩固的指導及基礎，且更啟迪和推動本集團訂定宏大目標，並採取舉措為社會及環境作出貢獻。本集團未來幾年的主要環境、社會及管治策略如下：

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Environmental 環境	Emission reductions 減排	<ul style="list-style-type: none"> Explore energy efficiency improvement opportunities 探索提升能源效益的機會 Reduce business travels 減少商務出差 Retire and replace high energy-consuming mobile machinery and vehicles with variable-frequency drives or vehicles that meet the “National V” standards 使用符合「國五」標準的變頻驅動電機或車輛，淘汰及替代高耗能的移動機械及車輛。
	Resources recovery 資源回收	<ul style="list-style-type: none"> Increase steam recovery and water reuse rate 提高蒸汽回收率及水再利用率 Adopt waste heat recovery in more operations 在更多業務中採用餘熱回收
Social 社會	Sense of belonging and work satisfaction 歸屬感與工作滿足感	<ul style="list-style-type: none"> Identify potential occupational safety risks and provide corresponding training 識別潛在的職業安全風險，並提供相應培訓 Utilise intelligent control administrative systems to reduce redundant work and streamline management process 利用智能控制行政管理系統，減少冗餘工作，簡化管理流程 Provide training for career development and improved management 提供職業發展及改進管理的培訓
Governance 管治	Legal compliance 守法	<ul style="list-style-type: none"> Include more comprehensive anti-corruption terms and supply chain management in various contracts 在各種合約中納入更全面的反貪腐條款與供應鏈管理
	Governing Structure 管治架構	<ul style="list-style-type: none"> Set up an ESG Committee for clear and consistent policies 成立環境、社會及管治委員會，制定明確與一致的政策

The Company expects that achieving such strategies will minimise any unfavourable or unexpected impacts that might be brought about by its operations to the environment, society, and well-being of its employees, to ensure healthy and long-term returns to its shareholders.

本公司預期，藉著該等策略的實踐，本集團將可令其業務營運對環境、社會及僱員身心健康所帶來的任何潛在不利或意外影響減至最低，從而確保為其股東帶來穩健及長期回報。

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Stakeholder Engagement and Materiality

Considering the importance of stakeholders to the Group's businesses, the Company maintains close communication through various channels with stakeholders to understand their concerns and expectations, and significant issues which may pose risks to the business operations. The Group's key internal and external stakeholders include, shareholders, employees, suppliers, business partners, government and regulators, customers, and local communities.

During the Reporting Year, the Group has specifically engaged members of the Board, senior management, frontline employees, suppliers, regulators, and external consultant to gain further insights on material aspects and challenges via meetings, focus groups and questionnaires. Following the stakeholder engagement, a materiality assessment was undergone for the Group to better identify, prioritise, and address issues that stakeholders feel important. Results from the materiality assessment are as follow:

利益相關者的參與及重要性

考慮到利益相關者對本集團業務的重要性，本公司通過各種渠道與利益相關者保持緊密溝通，從而了解彼等的關切事項及期望，以及可能對業務營運構成風險的重大事宜。本集團的主要內部及外部利益相關者包括股東、僱員、供應商、業務夥伴、政府及監管機關、客戶及當地社區。

於報告年度內，本集團特別委任董事會成員、高級管理層、前線僱員、供應商、監管機構及外部顧問透過會議、焦點小組及問卷調查進一步獲得對重大事項及挑戰的見解。經過利益相關者的參與後，作出了重要性評估，以便本集團更好地識別、優選及處理利益相關者認為重要的事宜。重要性評估的結果如下：

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Environmental 環境

- 1 Energy
能源
- 2 Water
水資源
- 3 Air Emission
廢氣排放
- 4 Waste and Effluent
廢物及污水
- 5 Other Raw Materials Consumption
其他原材料消耗
- 6 Environmental Protection Measures
環境保護措施

Social 社會

- 7 Employees Welfare
僱員福利
- 8 Occupational Health and Safety
職業健康及安全
- 9 Development and Training
發展及培訓
- 10 Labour Standards
勞工準則
- 11 Supply Chain Management
供應鏈管理
- 12 Intellectual Property
知識產權
- 13 Data Protection
資料保護
- 14 Customer Service
客戶服務
- 15 Product/Service Quality
產品／服務質量
- 16 Anti-corruption
反貪污
- 17 Community Investment
社區投資

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From the matrix, the five most material issues are,

1. Occupational Health and Safety
2. Environmental Protection Measures
3. Employees Welfare
4. Air Emission
5. Waste and Effluent

Material topics identified closely align with those that management had expected and planned to address as indicated in Strategies for 2021 and Beyond.

In the upcoming year, the Group strives to utilise intelligent administrative systems to assist with monitoring environmental parameters and remaining alert to workplace accidents or hazards. It will actively interact and share knowledge with professionals and its peer in the industry to address issues identified and achieve mutual benefit.

The Board is committed to closely monitoring the above aspects and will continue to identify areas for improvement. Regular communication and involvement of stakeholders in its decision-making processes is believed to be beneficial for the Group's management and performance on ESG-related risks and strategy.

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on its environmental, social and governance approach and performance. Any stakeholder is welcome to give suggestions or share views with the Group via email at comsec@nuegl.com or newuniverse@prchina.com.hk.

從上表中最重要的五個事宜為：

1. 職業健康及安全
2. 環境保護措施
3. 僱員福利
4. 廢氣排放
5. 廢氣物及污水

所確定的重大課題與管理層在《二零二一年及以後的策略》中所預期及規劃的解決課題緊密結合。

來年，本集團將致力利用智能行政管理系統，協助監控環境參數及保持警剔工作場所意外或危險事件。本集團將積極與專業人士及同業交流、分享知識，以解決已識別的問題，實現互利共贏。

董事會致力密切留意以上層面，並將繼續識別需要改善的地方。在決策過程中與利益相關者保持的定期溝通與參，相信能惠及本集團在環境、社會及管治相關風險與策略方面的管理與績效。

利益相關者的意見反饋

本集團歡迎各利益相關者就其環境、社會及管治方針與表現發表意見。任何利益相關人士如欲向本集團提供建議或分享意見，請發電郵至 comsec@nuegl.com 或 newuniverse@prchina.com.hk。

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A. Environmental

As at the end of the Reporting Year, the Environmental Protection Bureau, China, had licenced the solid waste treatment operations to treat and handle about 39 categories of industrial and medical waste categorised as national hazardous waste. The annual capacity permitted was as follows:

A. 環境

於報告年度末，中國環境保護部頒發固定廢物處理的經營許可證，可處置及處理約39種歸類為國家危險廢物類別的工業及醫療廢物。本集團獲許可的年處置能力如下：

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Annualised capacity (tonnes) 年度化處置能力(噸)		
Valid operating permission licences at the end of the reporting year: 於報告年度末的有效經營許可證：			
Regulated medical hazardous waste HW01 受規管醫療危險廢物HW01	3,300	3,300	3,300
Regulated medical hazardous waste HW01 (incineration) 受規管醫療危險廢物HW01(焚燒)	6,080	6,080	6,080
Hazardous waste HW02 to HW49 (incineration) 危險廢物HW02至HW49(焚燒)	138,400	138,400	98,400

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A1. Emissions

During the Reporting Year, the Group did not note any cases of material non-compliance relating to air and greenhouse gas (“GHG”) emissions, discharge into water and land, and the generation of hazardous and non-hazardous waste as required by the applicable laws and regulations. The Group adopts environmental management system and strictly complies with national and local laws and regulations related to environmental protection and pollution control, including but not limited to the followings:

- Environmental Protection Law of the People’s Republic of China (“PRC”)
- Air Pollution Prevention and Control Law of the PRC
- Water Pollution Prevention and Control Law of the PRC
- Law of the PRC on Prevention and Control of Environmental Pollution by Solid Wastes
- Law of the PRC on Prevention and Control of Pollution by Environmental Noise
- Standard for Pollution Control on Hazardous Waste Incineration (GB 18484)
- Standard for Pollution Control on Hazardous Waste Storage
- Standard for Pollution Control on Hazardous Waste Landfill (GB 18598)
- Integrated wastewater discharge standard (GB 8978)
- Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348)
- Emission Standard of Pollutants for Electroplating (GB 21900-2008) Table 3

To monitor the impacts of activities on the environment and natural resources, the Key Operations of the Group regularly engages qualified professionals to conduct environmental assessment and provide monitoring reports. Data measured include, surface water quality, groundwater quality, drinking water quality, soil quality, waste gas emission, wastewater discharge, residue content from incineration, and noise pollution, to ensure compliance with standards and emission limits.

A1. 排放物

於報告年度內，按照適用法律及規例的規定，本集團並無發現任何有關廢氣及溫室氣體（「溫室氣體」）排放、向水及土地的排污及有害及非危險廢物的產生的重大違規情況。本集團採納環境管理制度，並嚴格遵守國家及地方有關環境保護及污染控制的法律及規例，包括但不限於下列各項：

- 中華人民共和國（「中國」）環境保護法
- 中國大氣污染防治法
- 中國水污染防治法
- 中國固體廢物污染環境防治法
- 中國環境噪聲污染防治法
- 危險廢物焚燒污染控制標準(GB 18484)
- 危險廢物貯存污染控制標準
- 危險廢物填埋污染控制標準(GB 18598)
- 廢水綜合排放標準(GB 8978)
- 工業企業廠界環境噪聲排放標準(GB 12348)。
- 電鍍污染物排放標準(GB 21900-2008)表3

為監測業務對環境及天然資源造成的影響，本集團的主要業務運作定期聘請合資格專業人士進行環境評估及提交監測報告。測量的數據包括地表水質、地下水水質、飲用水水質、土壤質素、廢氣排放量、廢水排放量、焚燒殘渣成份及噪音污染量，以確保符合標準及排放限值。

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A1.1 Types of Emissions

During the Reporting Year, nitrogen oxides (NO_x), sulphur oxides (SO_x) and respiratory suspended particles (PM) were emitted from incinerators that consumed natural gas and Group-owned vehicles that consumed petrol and diesel (such as passenger cars, light goods vehicles, and other mobile machinery). The Group will continue taking steps in further decreasing the dependence on fossil fuels and reduce air emissions.

A1.1 排放物的種類

於報告年度內，消耗天然氣的焚燒設施及集團消耗汽油及柴油的自有車輛(例如載客車輛、輕型貨車及其他移動機械)排放出氮氧化物、硫氧化物及可吸入懸浮顆粒。本集團將繼續採取步驟進一步減低對化石燃料的依賴及減少廢氣排放。

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Emissions (kg) 排放量(千克)		
NO_x	2,566	3,579	2,694
氮氧化物			
Gaseous fuel consumption	374	294	627
氣體燃料消耗			
Vehicle operation	2,192	3,285	3,067
車輛運行			
SO_x	5	6	11
硫氧化物			
Gaseous fuel consumption	1	2	3
氣體燃料消耗			
Vehicle operation	4	4	8
車輛運行			
PM	63	95	68
懸浮顆粒			

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A1.2 Greenhouse Gas Emissions

While the scale of the Key Operations continues to expand gradually, the Group is establishing better channels to collect, trace, and monitor the total amount of GHG emission emitted. During the Reporting Year, 39,061 tonnes of carbon dioxide equivalent (tCO₂e), which included carbon dioxide, methane, nitrous oxide, and hydrofluorocarbons, was emitted. The intensity was 0.12 tCO₂e/m², or 63.41 tCO₂e/employee.

A1.2 溫室氣體排放

因應主要業務運作的規模持續逐漸擴張，本集團正在構建更完善的渠道以採集、追蹤及監察溫室氣體的總排放量。於報告年度內，包括二氧化碳、甲烷、氧化亞氮及氫氟碳化合物等的排放量為39,061噸二氧化碳當量，而排放強度為每平方米0.12噸二氧化碳當量，或每名僱員63.41噸二氧化碳當量。

		2020 二零二零年	2019 二零一九年	2018 二零一八年	
		Emissions (tCO ₂ e) 排放量 (噸二氧化碳當量)			
Scope 1 Direct Emission 範圍1 直接排放	Combustion of fuel for stationary source 固定源的燃料燃燒	Natural Gas 天然氣	5,335	3,622	6,158
		Diesel 柴油	4,970	2,400	1,675
		Fuel oil 燃油	45	1,970	2,004
	Combustion of fuel for mobile sources 流動源的燃料燃燒	Diesel 柴油	571	622	407
		Petrol 汽油	117	145	1,034
		Refrigerants 製冷劑	17	26	62
	Assimilation of CO ₂ through tree planting 植樹吸收二氧化碳	-2	/	/	
Scope 2 Indirect Emission 範圍2 間接排放	Purchased electricity 外購電力	27,655	24,990	19,360	
Scope 3 Other Indirect Emission 範圍3 其他間接排放	Electricity used for processing fresh water and wastewater by third parties 第三方處理食水及廢水所用電力	341	759	585	
	Business air travel 商務航空差旅	1	15	13	
	Paper waste disposed at landfills 在填埋場棄置的廢紙	11	9	10	
Total 總計		39,061	34,558	31,308	
GHG emission intensity (per m² of building area) 溫室氣體排放強度 (每平方米廠區)		0.12	0.11	0.10	
GHG emission intensity (per employee) 溫室氣體排放強度 (每名僱員)		63	64	58	

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Note 1: Emission factors were made reference to Appendix 27 of the Listing Rules and their referred documentation as set out by the Stock Exchange, unless stated otherwise.

Note 2: An update in consumption data and unified recording method of purchased electricity and water processed by third parties had contributed to a difference in the 2019 and 2018 figures in Scope 2 and 3 GHG emission from previous reports.

Note 3: Emission factor for purchased electricity in Mainland China was 0.7921 tCO₂/MWh in 2020 and 0.8046 tCO₂/MWh in 2018 and 2019.

Note 4: Emission for the combustion of natural gas, fuel oil and diesel for stationary source were calculated with reference to the emission factors provided by the Greenhouse Gas Protocol Tool for Energy Consumption in China.

Note 5: 10 kg of R-410A were used for air-conditioning systems in Yancheng NUHF during the Reporting Year

附註1：除另有說明外，排放系數乃參照聯交所所載上市規則附錄二十七及其參考文件得出。

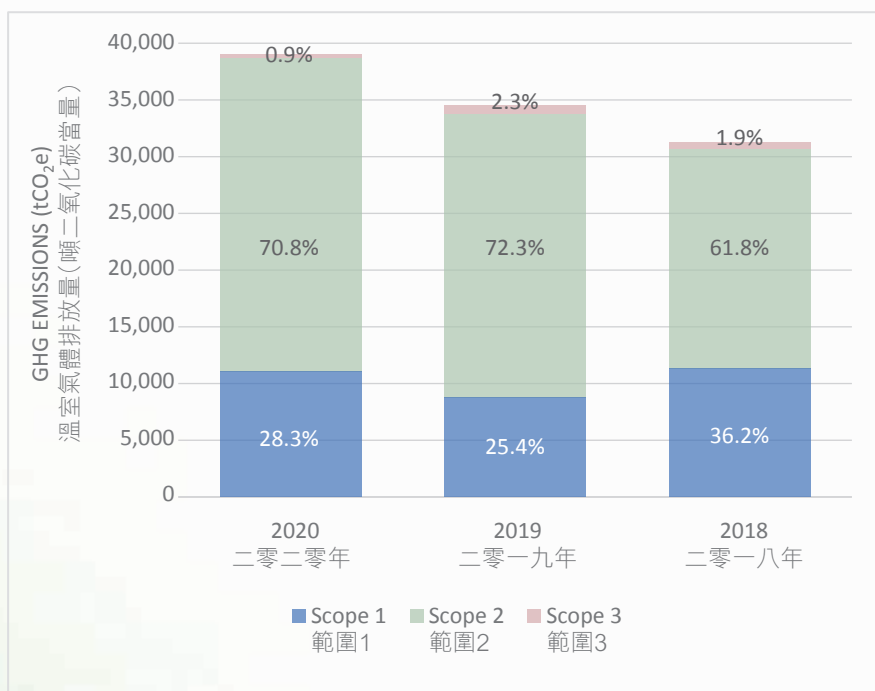
附註2：外購電力與第三方處理水的消耗數據更新，加上記錄方法統一，導致二零一九年及二零一八年範圍2與範圍3的溫室氣體排放量與以前的報告有差異。

附註3：在中國內地的外購電力所採用排放系數於二零二零年為每兆瓦時0.7921噸二氧化碳當量，而二零一八年及二零一九年則為0.8046噸二氧化碳當量。

附註4：固定源的自然氣、燃油及柴油燃燒排放量乃根據中國的能源消耗引起的溫室氣體排放計算工具提供的排放系數計算。

附註5：於報告年度內，鹽城新宇輝豐的空調系統使用了10千克R-410A。

CONTRIBUTIONS OF GREENHOUSE GAS EMISSIONS 溫室氣體排放來源



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A1.3 Hazardous Waste Produced

Hazardous waste from the Key Operations of the Group included residue from incineration, residue and sludge from electroplating and on-site wastewater treatment facilities, and other miscellaneous waste (such as contaminated activated carbon, solutions bottles and filters, heat-resistant materials, etc). A total of 56,091 tonnes of hazardous waste, with an intensity of 0.17 tonne/m², or 91.06 tonne/employee, was generated during the Reporting Year.

A1.3 所產生危險廢物

本集團主要業務運作產生的危險廢物包括焚燒殘渣、電鍍及現場廢水處理設施產生的殘渣及污泥，以及其他一般廢物（例如受污染的活性炭、試劑瓶及濾芯、耐熱物料等）。於報告年度內產生的危險廢物總量為56,091噸，強度為每平方米0.17噸或每名僱員91.06噸。

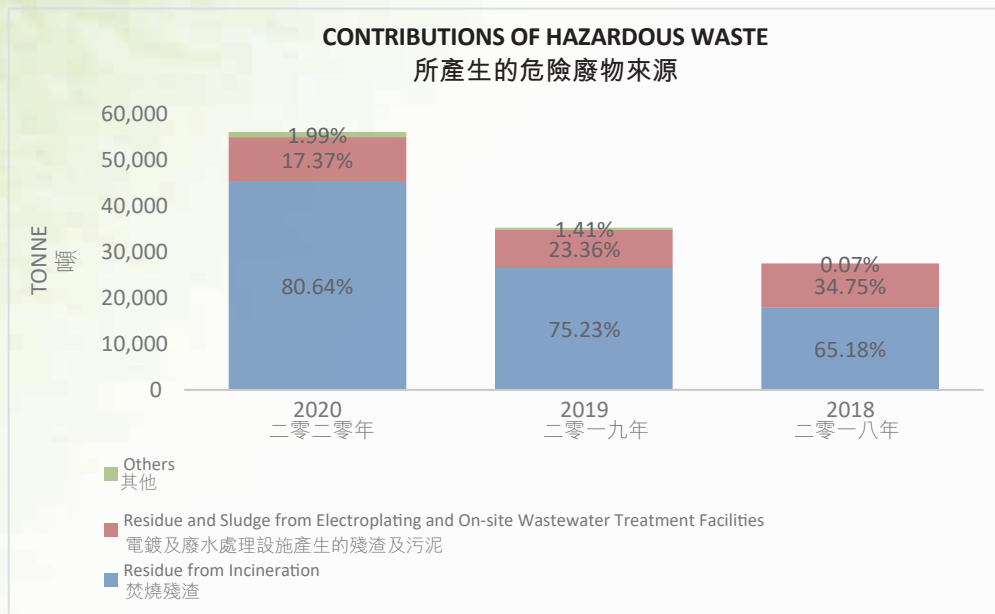
	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Volume (tonnes) 產量(噸)		
Hazardous waste generated			
所產生的危險廢物	56,091	35,269	27,159
Residue from incineration			
焚燒殘渣	45,232	26,532	17,908
Residue and sludge from electroplating and wastewater treatment facilities			
電鍍及廢水處理設施產生的殘渣及污泥	9,743	8,240	9,240
Others			
其他	1,116	497	11
Hazardous waste intensity			
(per tonne of treated solid waste)			
危險廢物強度(每噸經處理固體廢物)	0.42	0.32	0.28
Hazardous waste intensity (per m³ of treated wastewater)			
危險廢物強度(每立方米經處理廢水)	0.01	0.01	0.01

Note 1: An update in the intensity calculation method of hazardous waste had contributed to a difference in the 2019 and 2018 figures from previous reports.

附註1：危險廢物的強度計算方法的更新，導致二零一九年及二零一八年的數據與以前的報告有差異。

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During the Reporting Year, 0.18% of hazardous waste was fed back to incineration devices at Group-owned sites and treated by the continuously upgraded facilities. The rest of the 99.82% were collected by qualified waste collectors. Most of which were disposed of at designated hazardous waste landfills, while the others were incinerated or recycled in some cases. The intensity of residue generation from incineration had increased during the year, it was mainly due to a change in composition of solid waste treated, which would generate more fly ash and slag.

於報告年度內，0.18%的危險廢物被送回到現場的焚燒設備，以不斷升級的設施處理。其餘99.82%由合資格的廢物收集商收集，當中大部份在指定的危險廢物填埋場棄置，其餘則被焚燒，或在某些情況下被回收。年內焚燒殘渣強度有所增加，主要是由於所處理危險廢物的成分發生變化，產生更多的飛灰及爐渣。

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A1.4 Non-hazardous Waste Produced

A total amount of 4,798 tonnes of non-hazardous waste, an intensity of 0.01 tonne/m², or 7.79 tonne/employee was generated from the Key Operations. It was mainly domestic waste, consisting of commercial waste from office and employee residence, as well as disinfected and shredded medical waste. Compared to the previous reporting period, non-hazardous waste generated has dropped by 30%.

A1.4 所產生非危險廢物

主要業務運作產生的非危險廢物總量為4,798噸，強度為每平方米0.01噸或每名僱員7.79噸，主要性質為生活垃圾，當中包括來自辦公室及僱員宿舍的商業廢物，以及經消毒及切碎的醫療廢物。與上個報告期相比，非危險廢物的產生量下降30%。

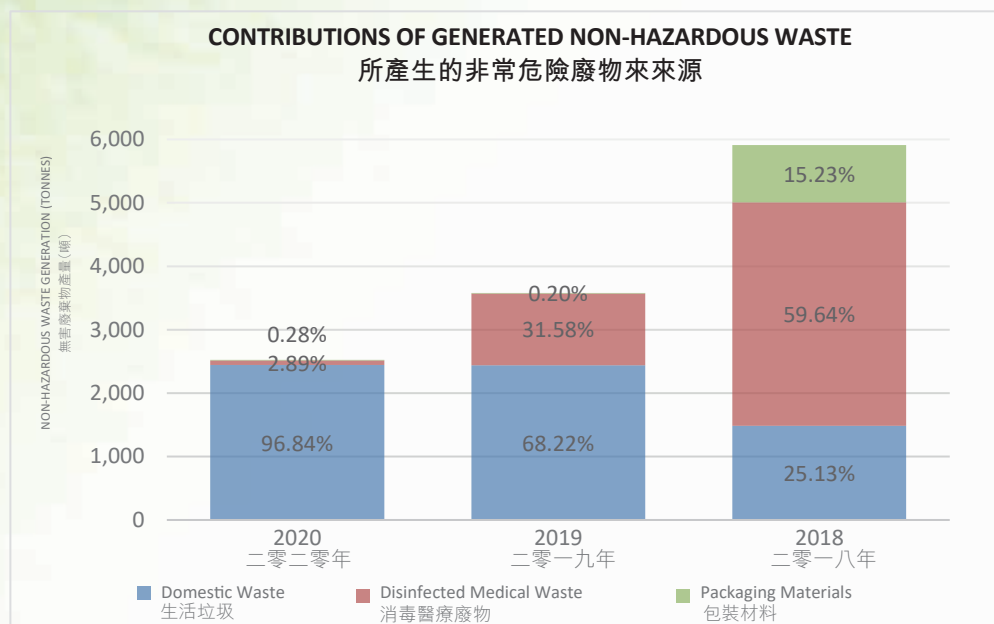
	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Volume (tonnes) 產量(噸)		
Non-hazardous waste generated			
所產生的非危險廢物	2,523	3,578	5,909
Domestic Waste			
生活垃圾	2,443	2,441	1,485
Disinfected Medical Waste			
消毒醫療廢物	73	1,130	3,524
Packaging Materials			
包裝材料	7	7	900
Non-hazardous waste intensity (per m² of building area)			
非危險廢物強度(每平方米廠區)	0.01	0.01	0.02
Non-hazardous waste intensity (per employee)			
非危險廢物強度(每名僱員)	4	7	11

Note 1: An update in generation data and unified recording method of non-hazardous waste had contributed to a difference in the 2019 and 2018 figures from previous reports.

附註1：非危險廢物的產生數據更新加上統一記錄方法，導致二零一九年及二零一八年的數據與以前的報告有差異。

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Most non-hazardous waste was handled by qualified waste collectors and sent to nearby suppliers for incineration or landfilling; the rest was fed back to and incinerated by the Groups' waste treatment facilities.

大部分非危險廢物由合資格的廢物收集收集，並送往附近的供應商進行焚化或填埋；其餘則送回本集團的廢物處理設施進行焚化。

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A1.5 Measures to Mitigate Emissions

The Key Operations continuously sets out strategies to control emissions. The three main approaches are: replacing high-emitting fuel and vehicles with less-emitting ones, upgrading existing facilities to minimise fugitive emissions, and reducing travels.

A1.5 減少廢氣排放的措施

主要業務不斷制定控制排放的策略。三個主要辦法是：用排放較少的燃料及車輛取代高排放燃料及車輛，升級現有設施以儘量減少散逸性排放，以及減少出差。

Long-term Strategy 長期策略	2020 Achievement 二零二零年的成就
Energy Generation 能源發電	
<ul style="list-style-type: none"> Adopt cleaner fuel, such as natural gas, to replace conventional fossil fuel 採用天然氣等更清潔的燃料代替傳統的化石燃料 Extend energy recovery practices to electricity 將能源回收做法推廣到電力領域 	<ul style="list-style-type: none"> ✓ GHG emission reduction by using more natural gas to reduce diesel or fuel oil usage in all its waste treatment plants* 在所有廢物處理廠使用更多天然氣以減少柴油或燃油的使用，減少溫室氣體排放* ✓ Residue-heat recovery in all waste treatment sites, excess steam sold to neighbouring companies to save raw resources that would be combusted otherwise 回收所有廢物處理場的餘熱，多餘的蒸汽賣給鄰近公司，以節省本來要燃燒的原材料。
Mobile Vehicles 機動車輛	
<ul style="list-style-type: none"> Consider parameters such as vehicle emission standards, fuel efficiency, and cost effectiveness for vehicles procured 當採購車輛時，考慮車輛廢氣排放標準、燃油效率及成本效益等參數。 Gradually retire National III and IV standard vehicles and replace with National V vehicles 國三、國四標準車輛逐步退役，改用國五車輛。 	<ul style="list-style-type: none"> ✓ Fuel consumption monitoring 燃料消耗監控 ✓ Routine maintenance on vehicles 車輛的日常維護 ✓ Reduction in passenger cars use 減少使用的載客車輛 ✓ Shuttle bus services for employees' daily commute 員工日常通勤安排穿梭巴士服務
Facilities Upgrade 設施升級	
<ul style="list-style-type: none"> Consider the environmental impacts of different incinerator designs[^] 考慮不同焚燒爐設計對環境的影響[^] Enhance electricity efficiency through technological investment and application 透過技術投資及應用提高電力效率 	<ul style="list-style-type: none"> ✓ Improvement in pipelines and production facilities for further airtightness and gas and dust treatment to minimise fugitive emissions 改進管道及生產設施，進一步提高密閉性及進行氣體與粉塵處理，減少散逸性排放 ✓ 50% reduction in smoke and dust emission- 減少50%的煙塵排放- ✓ Shut down all over-emitting electroplating companies[#] 關停所有過量排放的電鍍企業[#]
Transporting and Travelling 運輸及差旅	
<ul style="list-style-type: none"> Source and procure locally 當地採購 Select transporting vehicles and tools, and unloading location and method properly to prevent secondary handling 選擇運輸車輛和工具，正確選擇卸貨地點和方法，防止二次搬運 Replace business air travel by tele- or video conferencing when possible, and consider alternatives, such as trains and high-speed rail 在可能的情況下，以電話或視頻會議取代商務航空差旅，並考慮火車及高鐵等替代方式 	<ul style="list-style-type: none"> ✓ > 70% of construction materials used was produced within 500 km of the construction sites[^] >70%的建築材料是在建築工地500公里範圍內生產[^] ✓ Record on business travels taken 記錄商務差旅
<p>* Xiangshui New Universe has not switched to natural gas, due to a lack of accessibility to the resource 響水新宇由于無法獲得資源，尚未改用天然氣</p> <p>[^] Applicable to Jiangsu New Universe Engineering only 僅適用於江蘇新宇工程</p> <p>~ Applicable to Zhenjiang New Universe only, after the commencement of the low emission facility operation 僅適用於鎮江新宇，低排放設施投產後</p> <p>[#] The Eco-plating Specialised Zone ordered 4 manufacturing clients which undertake their plating-related operations inside the zone to shut down, as they had emitted over the emission standard 環保電鍍專業區內責令4家從事電鍍相關業務的生產客戶停產，因其排放超標</p>	

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A1.6 Waste Handling and Reduction Initiatives

The Key Operations continues to adopt various measure in order to properly handle and reduce waste.

Hazardous Waste

- Collects, stores, and handles waste by their categories to ensure that there is no cross contamination
- 3 core principles to reduce waste: source reduction, toxicity elimination, and recycling

Non-hazardous Waste

- Encourages duplex printing, and wastepaper and cardboards recycling
- Enterprise Resource Planning (ERP) system in place to improve management quality and work efficiency, so that paper waste is only generated when necessary
- Promotes the “Clear Your Plate” Campaign to reduce food waste, and provides reusable stainless-steel cutlery and utensils in staff canteen
- Partners with other companies to discuss on filters and packaging materials reuse possibilities
- 20% solid waste reduction target by the Eco-plating Specialised Zone

A1.6 廢物處理及減排措施

主要業務繼續採取各種措施，以妥善處理及減廢。

危險廢物

- 按類別收集、儲存及處理廢物，以確保杜絕交叉污染。
- 減少廢物的3個核心原則：源頭減廢、毒性消除及循環利用。

非危險廢物

- 鼓勵雙面打印，回收利用廢紙與紙板。
- 設置企業資源規劃(ERP)系統，以提高管理質素及工作效率，致使僅於有需要時才產生廢紙
- 推廣「光盤」運動，減少浪費食物，並在員工食堂提供可重複使用的不銹鋼餐具
- 與其他公司合作，研究再利用過濾及包裝物料的可能性
- 環保電鍍專業區達到固體廢物減少20%的目標

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A2. Use of Resources

The Group's operations involve the use of various resources, including energy, water, and other raw materials. The Group has various policies outlined to enhance resources use efficiency, taking into account into laws and regulations as abovementioned.

A2.1 Energy Consumption

A2. 資源使用

本集團的業務涉及使用多種資源，包括能源、水及其他原材料。本集團在考慮到上述法律及規例的情況下，制定各種政策以提高資源使用效益。

A2.1 能源消耗

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Consumption (kWh) 消耗量 (千瓦時)		
Energy consumption			
能源消耗量	80,472,025	69,049,889	74,966,170
Purchased electricity ¹			
外購電力 ¹	34,913,495	31,059,259	24,061,426
Natural gas			
天然氣	24,115,596	18,971,845	32,283,145
Fuel oil			
燃油	167,631	7,326,661	7,478,782
Diesel			
柴油	20,668,105	11,214,895	7,742,098
Petrol			
汽油	390,621	477,229	3,400,719
Recovered Steam			
回收蒸汽	216,577	/	/
Energy usage intensity			
(per tonne of treated solid waste)²			
能源使用強度 (每噸經處理固體廢物) ²	649	738	1,047
Energy usage intensity			
(per m³ of treated wastewater)³			
能源使用強度 (每噸經處理廢水立方米) ³	7	4	3
Energy usage intensity (per m² of office area)⁴			
能源使用強度 (每平方米辦公室面積) ⁴	40	30	/

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Note 1: An update in consumption data and unified recording scope for purchased electricity had contributed to a slight difference in the 2019 and 2018 data from previous reports.

Note 2: Energy usage intensity per tonne of treated solid waste = total kWh of energy used in solid waste treatment operations/total tonne of treated waste in the solid waste treatment operations. Energy used include all energy used under the solid waste treatment operations control, e.g., for all stationary machinery and mobile vehicles

Note 3: Energy usage intensity per tonne of treated wastewater = total kWh of energy used in the wastewater treatment plant in the Eco-plating Specialised Zone/total m³ of treated wastewater in the Eco-plating Specialised Zone. Energy used include all energy used under the Eco-plating Specialised Zone's control, e.g., for all stationary machinery and mobile vehicles

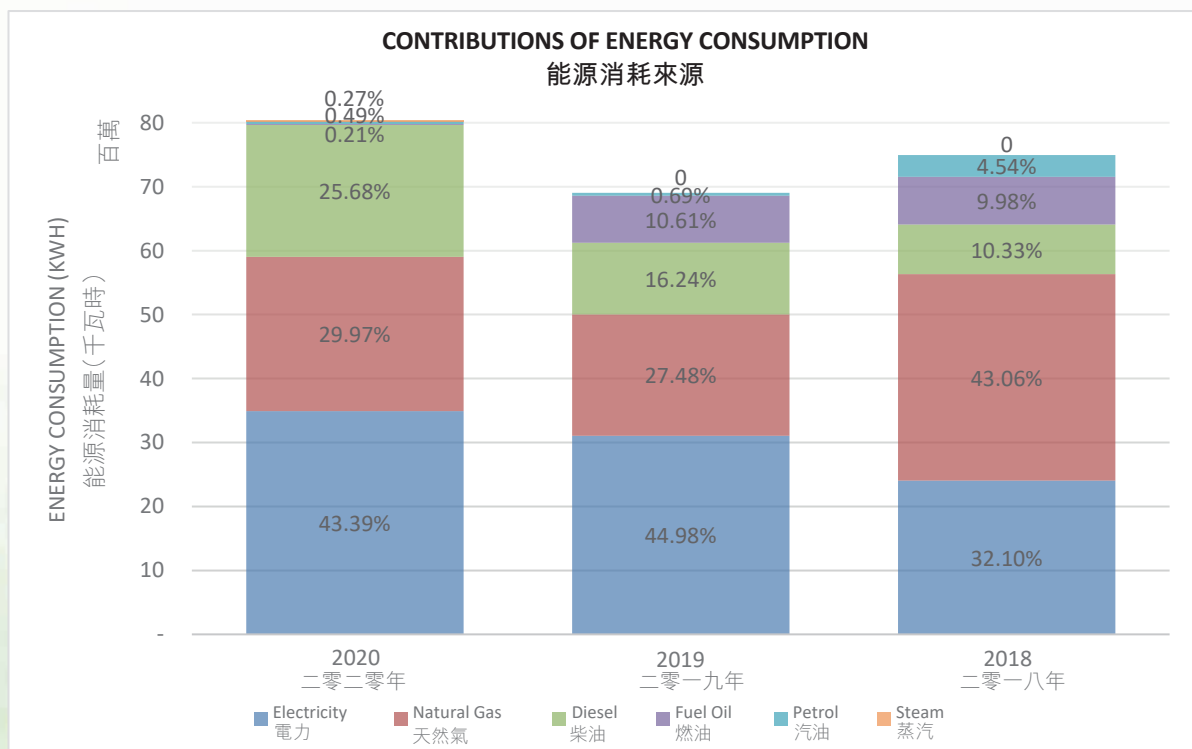
Note 4: Energy usage intensity per tonne of office area = total kWh of energy used in the Jiangsu New Universe and Jiangsu Xin Yu offices/total m² of office area of Jiangsu New Universe Engineering and Jiangsu Xin Yu. Jiangsu New Universe only commenced operations during the Reporting Year, and Jiangsu Xin Yu only commenced operations in the previous reporting year.

附註 1: 外購電力的消耗數據更新，加上記錄範圍統一，導致二零一九年及二零一八年的數據與以前的報告有差異。

附註 2: 每噸處理後的固體廢物的能源使用強度=固體廢物處理作業所使用的能源總千瓦時/固體廢物處理作業中所處理後廢物總噸數。所用能源包括固體廢物處理作業控制範圍內所使用的能源，如：所有固定機械及機動車輛的能源。

附註 3: 每噸經處理廢水的能源使用強度=環保電鍍專業區廢水處理廠能源使用總量千瓦時/環保電鍍專業區處理廢水總量立方米。所用能源包括環保電鍍專業區控制範圍內所使用的能源，如所有固定機械及機動車輛所使用的能源。

附註 4: 每噸辦公面積能源使用強度=江蘇宇新及江蘇新宇辦公室總用能千瓦時/江蘇宇新工程及江蘇新宇辦公面積總平方米。江蘇宇新於報告年度才開始運營，江蘇新宇僅在上一報告年度才開始運營。



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Direct Energy Consumption – Energy Powered by Combustion of Fuel

Stationary machinery and processes, such as, incinerators, stabilisation of incineration process, and control of hazardous emission consumed natural gas, fuel oil and diesel during the Reporting Year. Due to instability of fuel oil and improvement of technology, fuel oil consumption dropped significantly; other increase in fuel consumption suggests a move from high-emitting fuel. Passenger cars, light goods vehicles, and other mobile machinery (such as fork lifters) were utilised during the Reporting Year, consuming diesel and petrol. The Group continued to reduce its unnecessary vehicles use, contributing to reduction in mobile vehicle induced fuel consumption.

直接能源消耗－燃燒燃料發電

於報告年度內，焚燒設施、焚燒穩定化程序及危險排放物治理等固定機器及程序消耗天然氣、燃油及柴油。由於燃油的不穩定及技術改進，燃油的消耗量明顯下降；其他燃料消耗量的增加，說明燃料從高排放燃料轉向低排放燃料。於報告年度內，本集團使用消耗柴油及汽油的載客車輛、輕型貨車及其他移動機械（例如叉車）。本集團繼續減少不必要的車輛使用，為減少機動車輛引起的燃料消耗作出貢獻。

Table 1 Combustion of Fuel

表 1 外購電力

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Combustion (m³) 燃燒量 (立方米)		
Natural gas for stationary source 固定源的天然氣	2,400,335	1,919,822	3,266,836
	Combustion (litres) 燃燒量 (升)		
Fuel oil for stationary source 固定源的燃油	15,600	681,832	695,989
Diesel 柴油	2,067,154	1,121,676	774,338
Diesel for stationary source 固定源的柴油	1,856,985	896,738	625,646
Diesel for mobile sources 流動源的柴油	210,169	224,938	148,692
Petrol for mobile sources 流動源的汽油	44,080	53,853	383,857

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Indirect Energy Consumption – Purchased Electricity and Recovered Steam

The total electricity consumption by the Key Operations was 60,625,106 kWh during the Reporting Year. More electricity has consumed used due to higher treatment volume and installation of new facilities, such as air exhaust gas treatment facilities. The Key Operations also recovers heat from its production lines and recycles the steam for internal heating. During the Reporting Year, 216,578 kWh of steam was fed-back to other facilities for heating.

間接能源消耗－外購電力及回收蒸汽

報告年度內，主要業務的總耗電量為60,625,106千瓦時。由於處理量增加及安裝新設施（如廢氣處理設施），耗電量增加。主要業務亦從生產線回收熱量，並將蒸汽回收用作內部供暖。報告年度內，有216,578千瓦時的蒸汽送回其他設施供暖。

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Consumption (kWh) 消耗量(千瓦時)		
Purchased electricity¹			
外購電力 ¹			
For treatment of solid waste 供處理固體廢物	34,913,495	31,059,259	24,061,426
For treatment of wastewater 供處理廢水	31,569,027	29,122,559	22,158,509
For office operations 供經營辦公室	3,281,504	1,925,743	1,902,917
	62,964	10,957	/
Recovered Steam for heating²			
回收蒸汽作供暖 ²	216,578	/	/
<i>Note 1:</i> An update in recording scope for purchased electricity had contributed to a slight difference in the 2019 and 2018 data from previous reports.			<i>附註1:</i> 外購電力的記錄範圍已更新，導致二零一九年及二零一八年的數據與以前的報告略有差異。
<i>Note 2:</i> Information on recovered steam is solely from Yancheng NUHF.			<i>附註2:</i> 回收蒸汽的資料完全來自鹽城新宇輝豐。

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A2.2 Water Consumption

During the Reporting Year, a total of 595,816 m³ of fresh water was consumed by the Key Operations. The water intensity was 3.71 m³ per tonne of treated solid waste, 0.34 m³ per m³ of treated wastewater, and 0.31 m³ per m² of office operation at Jiangsu Xin Yu.

Table 2 Water Consumption

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Volume (m ³) 消耗量 (立方米)		
Water consumption ^{1, 2} 耗水量 ^{1, 2}	595,816	1,038,977	836,639
Water usage intensity (per tonne of treated solid waste) ³ 用水強度 (每噸經處理固體廢物) ³	3.71	5.67	5.08
Water usage intensity (per m ³ of treated wastewater) ⁴ 用水強度 (每立方米經處理廢水) ⁴	0.34	1.09	0.76
Water usage intensity (per tonne of m ² office area) ⁵ 用水量 (每噸每平方米辦公室面積) ⁵	0.31	0.39	/

Note 1: The calculation method of water consumption has been unified, contributing to a slight difference in 2019 and 2018 data from previously reports.

Note 2: The upgrade work of water and waste treatment facilities across the Group in 2018 and 2019 had contributed to a higher demand for water in the plants within the period. Hence, the consumption level was higher than average in 2018 and 2019. As the construction works gradually finished in 2020, water consumption in had resumed to normal level, hence experienced a drop in both consumption and intensity.

Note 3: Water usage per tonne of treated solid waste = total m³ of water used in the solid waste treatment operations/total tonne of treated solid waste.

Note 4: Water usage per m³ of treated wastewater = total m³ of water used in the wastewater treatment plant in the Eco-plating Specialised Zone/total m³ of treated wastewater in the Eco-plating Specialised Zone. Only water used under the Group's control is reported.

Note 5: Water usage per m² of office area = total m³ of water used in Jiangsu Xin Yu/total m² of office area in Jiangsu Xin Yu. Water consumption in Jiangsu New Universe Engineering is not included as the water consumption and bills are covered by the property management.

A2.2 水資源消耗

於報告年度內，主要業務運作的食水消耗量合共為595,816立方米。每噸經處理固體廢物3.71立方米，用水強度為每立方米經處理廢水0.34立方米，每平方米江蘇新宇內辦公室營運0.31立方米。

表 2 水資源消耗量

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Volume (m ³) 消耗量 (立方米)		

附註 1: 耗水量的計算方法已經統一，導致二零一九年及二零一八年的數據與以前的報告有差異。

附註 2: 二零一八年及二零一九年本集團內水務及廢水處理設施的升級改造工程，導致期內各廠用水需求量較大。因此，二零一八年及二零一九年的用水水平較平均水平為高。隨著二零二零年建設工程逐步結束，本集團耗水量已恢復至正常水平，故用水量及用水強度均有所下降。

附註 3: 每噸處理固體廢物用水量=固體廢物處理作業用水總立方米/經處理固體廢物總噸數。

附註 4: 每立方米經處理廢水用水量=環保電鍍專業區廢水處理廠用水總量/環保電鍍專業區處理廢水總立方米。僅報告本集團控制的用水量。

附註 5: 每平方米辦公面積用水量=江蘇新宇用水量總立方米/江蘇新宇總辦公面積平方米。由於江蘇宇新工程的耗水量及水費由物業管理部門承擔，故不包括江蘇宇新的用水量。

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Wastewater Discharge

The Group is aware of the environmental impacts of improper wastewater treatment and discharge. The Key Operations makes sure their pipelines and facilities are protected with seepage and leakage prevention work, alongside regular monitoring over working procedures and relevant facilities, to prevent wastewater from negatively impacting the environment.

To minimise the potential risks associated with discharge of wastewater, all solid waste treatment plants are equipped with on-site treatment facilities to carry out pre-treatment prior to sending them off to qualified downstream treatment plants. As for the Eco-Plating Specialised Zone, which is a wastewater treatment site for manufacturing clients, it stringently complies with all national requirements before discharging treated water. Heavy metal and biochemical pollutants are two of the parameters that are strictly monitored during the process. Regular technical improvement works are carried out in order to maintain a stable and effective capacity to serve the growing demand from clients within the zone. In addition to the existing technologies on real-time monitoring of wastewater discharges and effective removal of chemical oxygen demand (COD) and heavy metals, the Group has finished upgrading the second phase of electroplating wastewater treatment during the Reporting Year. This technique makes use of the technology of reverse osmosis and is expected to further enhance the quality of treated wastewater and reduce the amount of sludge produced.

A2.3 Energy Use Efficiency Initiatives

The Key Operations of the Group regularly promotes energy-saving initiatives throughout operating areas, enforcing good practices in terms of maintenance of plants and equipment for better efficiency and productivity. The principles of reduction, replacement, and recovery are upheld for efficiency improvement.

Reduction

- Informatisation to assess, evaluate, manage, and control energy use and reduce wastage
- Installation of variable-frequency drives in motors for energy efficiency
- Control of air conditioning temperature during different season

廢水排放

本集團知悉廢水處理及排放不當會造成環境影響。主要業務藉防滲防漏工作保護管道及設施，並對工作程序及相關設施進行定期監控，以防止廢水對環境造成負面影響。

為盡量減低廢水排放涉及的潛在風險，所有固體廢物處理廠均配置現場處理設施預先處理廢水，然後才將廢水送往合資格的下游處理廠。至於環保電鍍專業區作為製造業客戶的廢水處理場，在排放經處理廢水之前，嚴格遵守國家的各項規定。重金屬與生化污染物是處理過程中嚴格監控的其中兩個參數。本集團定期進行技術升級工程，以保持穩定及有效的產能，務求滿足園區內客戶日益殷切的需求。除現有實時監測的廢水排放及有效去除化學需氧量(COD)及重金屬的技術外，本集團亦已於報告年度內完成第二期電鍍廢水處理升級工程。此工藝利用反滲透技術，預期可進一步提升經處理廢水的水質及減少污泥的產生。

A2.3 能源使用效率措施

本集團的主要業務運作定期於整個營運區域推廣節能措施，致力為機械及設備進行日常保養，從而提高效率及生產力。堅持減少、替換、回收的原則為改善效益。

減少

- 用信息化手段評估、評價、管理及控制能源使用情況，減少浪費
- 在電動機安裝變頻器，提高能源效率
- 控制不同季節的空調溫度

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- Consideration on energy efficiency before choosing which construction technology to adopt[^]

- Use of double effect evaporators, which allow boiling point to decrease, reducing steam and electricity consumption

Replacement

- Gradually retire National III and IV standard vehicles and replace with National V vehicles
- Priority for energy efficient and low environmental footprint electronic and electric equipment

Recovery

- Explore further energy recovery opportunities with reference to national standards
- Residue heat recovery for wheel dehumidifier, double effect evaporators, cleaning, deaerator, and selling
- Around 3000 tonnes of steam recovered sold to neighbouring company during the Reporting Year

[^] Applicable to Jiangsu New Universe Engineering only

- 在挑選建築技術前，先考慮能源效益[^]

- 使用雙效蒸發器，降低沸點，減少蒸汽與電力消耗。

替換

- 國三、國四標準車輛逐步退役，改用國五車輛
- 優先考慮高能源效益及低環境足跡的電子及電氣設備

回收

- 參照國家標準，進一步探索能源回收的機會
- 輪式除濕機、雙效蒸發器的餘熱回收、清洗、除氧器、銷售
- 報告年度內，回收約3,000噸蒸汽，售予鄰近公司

[^] 僅適用於江蘇宇新工程

A2.4 Water Use Efficiency Initiatives

Water was mainly supplied by private water supply companies or industrial parks where the Key Operations of the Group are situated. There was no issue in sourcing water fit for purpose. The Key Operations has provided clear instructions on water saving practice and shall continue to enforce water conservation measures in every major aspect in operations.

At all operations, water is reused whenever possible to maintain efficiency. For example, water used for cooling, steaming, and spraying would be recycled or recollected for repeated usage across facilities to help reduce freshwater consumption. Employees of the Group are also reminded to adopt water-saving practices. The Group targets to reuse at least 30% of water for enhanced water use efficiency and reduced wastage throughout all operation.

A2.4 水資源使用效率措施

水主要由私營供水公司或本集團主要業務運作所在的工業園提供。並無求取適用水源的問題。主要業務運作已提供清晰的指示如何實踐節約用水，並將繼續於每個主要的營運環節落實節水措施。

所有業務盡可能重覆使用水資源以維持效率。例如，用於冷卻、蒸汽及噴灑的水會回收或再收集供不同設施重覆使用，以助減少消耗食水。本集團亦提醒僱員實踐節約用水理念。本集團的目標是重複使用至少30%的水，以提高用水效益，減少所有作業的浪費。

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Case Study

In Jiangsu New Universe Engineering's sub contracted waste treatment facilities construction sites at client's premises, state-of-the-art technology is used for water efficiency; its temporary on-site water supply pipes are set up in the most straightforward way to lower risks of leakage and seepage during the process, minimising the chance of water wastage; rain collection pond and used water collection systems are set up to gather used water or non-municipal water source for procedures such as rinsing and cleaning of tools, facilities, and vehicles, and greening. It also sets a 30% water reuse target for water consumption at construction sites.

At the Eco-plating Specialised Zone, the facility upgrade at the first phase water treatment plant and the construction of the second phase water treatment site had completed. One of the results that the upgrades had brought was the enhanced water recycling rate, which had allowed the Zone to meet the 30% target during the Reporting Year.

個案研究

江蘇宇新工程的廢物處理設施外判施工現場採用最先進的技術提高用水效益；以最直接的方式設置其現場臨時供水管道，降低施工過程中漏水滲水的風險，減少水資源浪費的機會；設置雨水收集池及廢水收集系統，收集廢水或非市政水源，以用於工具、設施、車輛沖洗及綠化等工序，亦制定建築工地用水量當中30%的回用目標。

在環保電鍍專業區，一期水處理廠的設施升級及二期水處理場的建設已經完成。升級改造帶來的成果之一是提高水的循環利用率，使區內在報告年度達到30%的回用目標。



Figure 1 Water Recycling System at the Eco-plating Specialised Zone

圖1 環保電鍍專業區內的水循環系統

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A2.5 Packaging Material

During the Reporting Year, approximately 194,377 kg of packaging materials were used for transferring waste from customers to the Key Operations' plants and for storing treated residue (fly ash and slag). They were mainly drums and bags made of polypropylene, polyethylene, tetrafluoroethylene, polyvinyl chloride with some recycled contents. They cannot be recycled or reused as they have been contaminated by hazardous waste. Treatment of such packaging materials are responsible by the Group's downstream collectors, which usually incinerate or deposit such waste to designated hazardous waste landfill depending on the waste content. For non-contaminated packages such as corrugated boxes, they are reused internally as much as possible.

Table 3 Packaging Materials Consumed

	2020 二零二零年	2019 二零一九年	2018 二零一八年
	Weight (kg) 消耗量 (千瓦時)		
Packaging materials consumption 包裝材料消耗	194,377	61,113	25,199
Packaging materials intensity (per m ² of building area) 包裝材料強度 (每平方米廠區)	0.57	0.19	0.08
Packaging materials intensity (per employee) 包裝材料強度 (每名僱員)	316	114	46

A2.5 包裝材料

於報告年度內，將廢物從客戶移送至主要業務廠房前貯存經處理殘渣(如飛灰及爐渣)之前進行儲存所使用的包裝材料約達194,377千克。包裝材料主要為以聚丙烯、聚乙烯、四氟乙烯、聚氯乙烯製成的桶及袋子，內含若干回收成份。由於這些包裝物料已被危險廢物污染，因此不能回收或再利用。有關的處理由本集團的下游收集商負責，通常會根據廢物含量將其焚燒或送往指定的危險廢物填埋場。對於未受污染的包裝物，如瓦楞紙箱等，則盡可能在內部進行再利用。

表3 所消耗的包裝材料

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A3. The Environment and Natural Resources

The Group acknowledges that its operations may pose an impact to the environment. In particular, Jiangsu New Universe Engineering, which involves in designing waste treatment facilities, understands that its designs may largely affect the environmental performance of its clients during their operating stage. Therefore, Jiangsu New Universe considers various environmental standards when designing waste treatment facilities, and often targets to develop facilities that perform beyond the minimum requirements as stated in standards including the following,

- Directive 2000/76/EC of the European Parliament and of the Council of 4 December 2000 on the incineration of waste
- Standard for pollution control on hazardous waste incineration (GB18484-2001)
- Technical specifications for Centralized Incineration Facility (HJT 176-2005)

A3.1. Significant Impacts of Activities on the Environment

Through treating hazardous waste, the Group takes a role in lessening the burden of the industrial and medical industry on the environment. Local governments and surrounding communities are assisted by the Group in vigorously handling and treating waste that would otherwise pose threats to the environment. During the Reporting Year, the Group helped treat over 100,000 tonnes of hazardous medical and industrial solid waste, and over 450,000 m³ of wastewater and sludge. Contributing to the alleviation of hazardous waste stress in a responsible way, thus, is how the Group helps reduce environmental impacts.

A3. 環境及天然資源

本集團知悉，其業務運作可能對環境造成影響。特別是涉及設計廢物處理設施的江蘇宇新工程，瞭解其設計可能會在很大程度上影響其客戶在營運階段的環境表現。因此，江蘇宇新在設計廢物處理設施時，會考慮多項環境標準，並經常以超出下列標準所規定的最低要求為計設設施目標。

- 歐洲議會及理事會二零零零年十二月四日關於焚燒廢物的第2000/76/EC號指令。
- 危險廢物焚燒污染控制標準(GB18484-2001)
- 危險廢物集中焚燒處置工程建設技術規範(HJT 176-2005)

A3.1 業務對環境的重大影響

本集團藉著處理危險廢物，擔當減輕工業及醫療行業對環境所造成負擔的角色。本集團協助地方政府及週邊社區嚴格處理及處置會對環境造成威脅的廢物。於報告年度內，本集團協助處理超過100,000噸的危險醫療及工業固體廢物，以及超過450,000立方米的廢水及污泥。因此，以負責任的方式在緩解危險廢物壓力方面作出貢獻，是本集團幫助降低環境影響的方法。

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Having said that, the operations of the Group may still impose risks on the environment or public health if the Group is not rigorous enough in handling such waste. For example, water bodies, lands, and the air may be contaminated if there is leakage of wastewater, air pollutants, chemical or other hazardous wastes. Thus, to minimise the Key Operations' impacts on the environment and natural resources, environmental management objectives and targets are annually updated in accordance with the latest environmental laws and regulations. Implementation of management systems on personnel responsibility on pollution prevention and monitoring system on material environmental factors and activities are also regularly reviewed. Apart from avoiding leakage of hazardous wastes, the Group also actively pays effort in controlling its flue gas emission. It carries out round the clock online measures of its emissions at chimneys and takes immediate action in case the emissions level reaches an alarming level. This minimises the negative impacts that the operations could cause to the environment and makes the emissions far lower than the national standard.

Projects Undergone During the Reporting Year and Future Actions

During the Reporting Year, the ventilation and dust removal facilities have commenced operation in Xiangshui New Universe and the Eco-plating Specialised Zone. The facilities' main functions are smell and volatile organic compounds (VOCs) removal, and pH neutralisation of flue gas and air pollutants through UV through UV photolysis and adsorption and desorption. Dust and air pollution are expected to reduce with the operation of the facilities.

In various sites, construction of unloading halls and Class A temporary hazardous waste storage warehouse have also either been completed or begun. Outlining areas for unloading and storing different hazardous waste is expected to further prevent cross contamination and reduce safety and environmental risks.

然而，倘本集團在處理廢物時未夠嚴格，則本集團的業務仍可能對環境或公共健康帶來風險。例如，倘廢水、空氣污染物、化學或其他危險廢物洩漏，水體、土地及空氣可能會被污染。因此，為盡量減低主要業務運作對環境及天然資源的影響，本集團每年根據最新的環保法律及規例更新其環境管理宗旨及目標，並定期檢討人員防止污染責任管理系統及重大環境因素及活動監測系統的執行情況。除避免危險廢物洩漏外，本集團亦積極努力控制煙氣的排放。本集團進行全天候在線測量煙囪的廢氣排放量，並在排放量達到警誡水平的情況下即時採取行動。此舉減低制營運可能對環境造成的不利影響，並使本集團的排放量遠低於國家標準。

報告年度內進行的項目及未來行動

於報告年度內，響水新宇及環保電鍍專業區的通風除塵設施已投入運作。該設施的主要功能是去除異味及揮發性有機化合物(VOCs)，以及藉著紫外線光解及吸附解吸，對煙氣與空氣污染物進行pH中和。預計隨著設施的運作，粉塵與空氣污染將有所減少。

在多個場所，卸貨大廳與甲級危險廢物臨時儲存倉庫的建設亦已竣工或動工。劃定不同危險廢物的卸貨及儲存區，有望進一步防止交叉污染，降低安全及環境風險。

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In Yancheng NUHF, the anti-seepage and anti-leakage improvement work for its landfill for treated waste had been completed, awaiting permit approval for operation. The improvement work would bring a seepage and leakage reduction of 85% as compared to before, lowering the chance of waste permeating into soil and the risk of contamination to the environment.

在鹽城新宇輝豐，經處理廢物填埋場的防滲防漏改進工程已經竣工，正在等待許可批准投入運作。改善工程將使滲漏量比以前減少85%，降低廢物滲入土壤的機會與污染環境的風險。



Figure 2 Flue Gas Ventilation and Dust Removal Facilities at Xiangshui New Universe
圖2響水新宇烟氣通風除塵設施



Figure 3 Anti – Seepage and Leakage Improvement Work at Yancheng NUHF
圖3鹽城新宇輝豐防滲防漏改造工程

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Jiangsu New Universe Engineering worked on a total of 8 waste treatment facilities construction projects during the year. For all projects, Jiangsu New Universe strictly follows the “6 musts & 6 must-nots” to suppress dust and sand and minimise air pollution. The environmental friendliness of its incinerators and relevant facilities is also a key consideration when it designs. In general, variable frequency drivers are used in the facilities for energy efficiency; water reusing technology are incorporated to allow a recycling rate of at least 20%; quenching and desulphurisation is designed for its incinerators to enable a rapid and drastic drop in flue gas temperature and remove dioxin before flue gas are emitted; steam recovery is enabled to recover heat from waste heat boilers; and heavy metals from incinerated slag are retrieved for recycling.

於本年度內，江蘇宇新工程承建合共8個廢物處理設施建設項目。在所有項目中，江蘇宇新嚴格按照「六必須、六不准」以防塵防沙，減低空氣污染。在設計焚燒爐及相關設施時，環保性也是考慮重點。一般情況下，設施採用變頻驅動電機，提高能源效益；採用中水回用技術，使循環利用率至少達到20%；焚化爐採用淬火及脫硫設計，使其煙氣的溫度快速大幅下降及去除二噁英；採用蒸汽回收，回收餘熱鍋爐的熱量；焚燒爐渣中的重金屬可回收再利用。

6 Musts 六必須	6 Must-nots 六不准
<ul style="list-style-type: none"> • Provide hoarding 設置圍封 • Pave open areas with asphalt 用瀝青鋪設空地 • Provide rinsing facilities 設置沖洗設施 • Spray with water regularly 定時灑水 • Have sufficient cleaners standing by 部署足夠清潔工隨時待命 • Clean up regularly 定期清理 	<ul style="list-style-type: none"> • Vehicles leaving with mud on wheels 車輛沾滿泥濘離開施工場地 • Throw debris form height 高空拋撒建築渣土 • Mix concrete on-site 現場攪拌混凝土 • Pond 積水 • Burn waste 燃燒廢物 • Leave soil exposed 堆放未覆蓋的裸土

To meet future demands and standards that are expected to become stricter, the Group will continue to invest in better incinerating technology with higher standards and capacity. The Group will also continue to strengthen the control measures on air emissions from incineration and detoxication processes to meet the increasingly stringent pollutant emission standards and further minimise environmental impacts induced by its Key Operations.

為滿足未來需求及符合預期將更為嚴格的標準，本集團將繼續投資於更高標準及產能更優良的焚燒技術。本集團亦將繼續加強針對焚燒及無害化工序所排放廢氣的監控措施，從而符合越來越嚴格的污染物排放標準，並進一步將其主要業務運作所引起的環境影響降至最低。

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Emergency Events

The Group's business nature suggests a risk of explosion if hazardous waste was not properly placed or handled. After the 2019 Xiangshui chemical plant explosion, the hazardous solid waste treatment operations became even more aware of the importance of taking all necessary preventive measures and having an emergency plan. They now adopt the following policies:

- prioritising treatment of the most flammable and explosive hazardous waste
- increasing the safety distance between different categories of hazardous waste and materials
- outlining emergency plans and carrying out yearly drills
- constructing unloading halls and class A temporary hazardous waste storage warehouse, and limiting the maximum length of storage as 6 months

A4. Climate Change

Climate change is a challenge that everyone faces, as a business in the waste treating industry, the rise of tightening laws and regulations would be a change that affects the Group the most. The country's aim to reach peak emission before 2030, and become carbon neutral by 2060, are expected to bring about various tightening laws in the PRC. When emissions and air quality become a key focus of the country, it undoubtedly brings challenges to the Group's operations. To deal with the issue, the Group will keep on exploring energy efficiency and recovery opportunities to better manage its emissions.

緊急事件

本集團業務性質使然，倘若危險廢物放置或處理不當，就會有爆炸的風險。自二零一九年響水化工廠爆炸事故後，有害固體廢物處理運作更加意識到採取一切必要的預防措施及制定應急計劃的重要性，現時已採取下列政策：

- 優先處理最易燃易爆的危險廢物
- 增加不同類別的危險廢物及材料之間的安全距離
- 制定應急計劃，每年進行演習
- 建設卸貨大廳及甲級危險廢物臨時儲存倉庫，最長儲存時間限制為6個月

A4. 氣候轉變

氣候轉變是每個人都面臨的挑戰，身為廢物處理行業的一份子，法律及規例的收緊將是對本集團影響最大的轉變。國家的目標是在二零三零年前達到排放峰值，並在二零六零年前實現碳中和，預計中國將迎來收緊各種法律。當排放及空氣質素成為國家重點關注的項目時，無疑給本集團的業務運作帶來挑戰。為應對此命題，本集團將繼續探索能源效益與回收機會，把排放管理得更好。

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B. Social

1. Employment and Labour Practices

B1. Employment

The Group did not note any cases of material non-compliance in relation to employment during the Reporting Year, and strictly complies with national and local laws and regulations, including but not limited to the followings:

- Labour Law of the PRC
- Labour Contract Law of the PRC
- Employment Promotion Law of the PRC
- Social Insurance Law of the PRC
- Law of the PRC on the Prevention and Control of Occupational Diseases
- Regulations of Jiangsu Province on Wage Payment
- Special Rules on the Labour Protection of Female Employees

B1.1 Total Workforce

As of 31 December 2020, the Key Operations had a total of 615 employees, all of which were from mainland China. 100% of them were full-time employees. The composition of the workforce has remained similar throughout the previous years.

B. 社會

1. 僱傭及勞工常規

B1. 僱傭

本集團於報告年度內並無發現在僱傭方面發生任何重大違規情況，且嚴格遵守國家及地方法律及規例，包括但不限於下列各項：

- 中國勞動法
- 中國勞動合同法
- 中國就業促進法
- 中國社會保險法
- 中國職業病防治法
- 江蘇省工資支付條例
- 女職工勞動保護特別規定

B1.1 僱員總數

於二零二零年十二月三十一日，主要業務共有615名僱員，全部來自中國內地，當中100%為全職僱員。僱員人數維持過往年度的相若水平。

	2020 二零二零年	2019 二零一九年	2018 二零一八年
Number of employees			
僱員人數	615	536	543
Full-time: part-time (ratio)			
全職：兼職(比率)	/	53:1	108:1
Male: female (ratio)			
男性：女性(比率)	5:1	5:1	5:1
Frontline: Management (ratio)			
前線：管理層(比率)	4:1	4:1	4:1
18-25: 26-35: 36-45: 46-55: above 55			
18-25歲：26-35歲：36-45歲：46-55歲：55歲以上	1:7:6:6:1	1:8:6:6:1	1:8:6:6:1

Note 1: Number of employees were those working within the reporting scope at the end of the Reporting Year

附註1 僱員人數以報告年度末於報告範圍內工作的人員計算。

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B1.2 Turnover

The Group has been establishing mutual communication platforms between management and its employees, considering employees' feedback, and creating a friendlier corporate culture for staff retention. During the Reporting Year, 111 people left the Group's workforce, making the turnover rate 18%, decreasing slightly from the previous reporting year. To further lower their turnover rate and retain talents, the Key Operations will continue reviewing existing practices and strategies on staff salary and welfare, health and safety protection, and internal engagement and caring activities. The Key Operations hope that an improved sense of belonging and cohesion can be achieved when employees' expectations are met.

Employment Policies

During the Reporting Year, there was no major change in management measures relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination for all Key Operations. With the growing demand from clients and the municipal government, the Key Operations have adopted mobile application, face recognition security devices and other intelligent control administrative system to encourage better utilisation of information technology in human resources management.

Compensation and Benefits Package

Employees of the Key Operations are entitled to basic salary with various allowance and incentive bonus as per their job positions, responsibility, capability, contribution, performance, experience, and other attributes. The Group regularly reviews and adjusts employees' salary in accordance with its business growth and market price. The overall compensation is generally above market average. In cases when employees are required to work on national holidays, their compensation for the day is 300% of normal wages. Year-end bonuses are also provided based on performance.

B1.2 流失情況

本集團為管理層與其僱員建立互相溝通平台，考慮僱員回饋，並創造友善的企業文化，以挽留員工。於報告年度內，本集團共有111名員工離職，流失率為18%，較上個報告年度輕微減少。為進一步減少流失率及挽留人材，主要業務將持續檢討有關員工薪金與福利、健康與安全保護、內部參與及關懷活動的現行慣例及策略。主要業務部希望，當員工的期望得以實現時，可以提高員工的歸屬感與凝聚力。

僱傭政策

於報告年度內，所有主要業務運作在薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化及反歧視方面的管理措施並無重大變化。由於客戶及市政府的需求日益殷切，主要業務運作已採用流動應用程式、人臉識別保安裝置及其他智能監控管理系統，以鼓勵加強善用人力資源管理方面的資訊科技。

薪酬及福利待遇

主要業務運作的僱員享有基本薪金及根據其工作崗位、職責、能力、貢獻、表現、經驗及其他特質而提供的不同津貼及鼓勵性獎金。本集團定期檢討並根據其業務增長及市場價格調整僱員薪金。整體薪酬一般高於市場平均水平。每當僱員被要求於國定假期工作，當日的報酬為正常工資的300%。本集團基於表現發放年終獎金。

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Apart from monetary form of remuneration, non-monetary form of basic social insurance, including pension, medical, work-related injury, unemployment compensation and leaves are also offered for talents retainment. In terms of leaves, employees enjoy national holidays, marriage leaves, maternity leaves, funeral leaves, and annual leaves. Accommodation, canteen, convenience store, and shuttle buses are provided for employees working at remote plant locations. Gym equipment are provided in the Jiangsu Xin Yu office for stress relief. To create a sense of belonging and attachment to the Group, team building activities and outings are arranged regularly for enhanced communications between employees. A business account has also been created on WeChat to publish updates about the Group and establish a friendly culture with employees.

Internal Promotion and Dismissal

Internal promotion and job opportunities are offered to existing employees, and selection is based on monthly reviewal on working capability, attitude, and quality on a point scoring system. Employees are encouraged to discuss their goals regarding job advancement and career development with their up-line supervisors.

The Key Operations may terminate a contract if an employee is not performing up to standard. In such cases, the labour union is given 7 days to provide any feedback or opinions for the companies' consideration. If the employee wishes to make an appeal, the labour union will provide all necessary support and assistance according to the law.

Award and Penalty System

The Group has an "Award and Penalty System". Under this system, employees with excellent presentation, responsibility, discipline, contribution, attitude, newly acquired qualification, and who act as role models are to be recognised and rewarded with cash bonus along with certificates of compliment; on the contrary, disciplinary action and cash penalty are to be imposed if an employee has committed an act of serious misconduct or deceitful behaviours.

除金錢形式的薪酬外，本集團亦提供非金錢形式的基本社會保險，包括養老保險、醫療保險、工傷保險、失業賠償及休假，以挽留員工。就休假而言，僱員享有國定假期、婚假、產假、喪假及年假。對於在偏遠的廠區工作的僱員，本集團提供住宿、飯堂、便利店及穿梭巴士。江蘇新宇辦公室提供健身器材，為員工舒緩壓力。為營造對本集團的歸屬感與忠誠度，定期安排團隊建設活動及外出旅遊，加強員工之間的交流。同時在微信建立企業賬號，發佈本集團的最新動態，與員工共建友愛文化。

內部晉升及解僱

本集團向現有員工提供內部晉升及工作機會，甄選是以評分制度每月對工作能力、態度、素質方面的檢討為基礎。本集團鼓勵僱員與其上級主管討論他們對工作晉升及事業發展的目標。

如員工表現不能達標，主要業務運作可能終止合同。在這種情況下，工會有7天時間提供任何反饋或意見，供公司考慮。如果員工想提出申訴，工會將依法提供一切必要的支持與幫助。

獎罰制度

本集團設有「獎罰制度」。在此制度下，僱員如在表現、責任感、紀律、貢獻、態度方面良好、新獲取學歷並作為模範，將會獲嘉許及獲得現金獎金連同表揚證書獎賞；反之，倘僱員犯了嚴重失當行為或欺詐行為，便會遭到紀錄行動處理獎金及現金罰款。

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Equal Opportunity

The Key Operations strive to recruit talents who can create value for the Group. The Group provides equal opportunities for employees in respect of recruitment, training and development, job advancement, termination, compensation, and benefits. Recruitment channel by the Key Operations includes recruitment webpage, staff referral, platform on Department of Human Resources and Social Security. Employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnicity, religion, colour, age, marital status, family status, retirement, disability, pregnancy, or any other discrimination prohibited by applicable law. Grievance procedures are developed to ensure transparency and fairness at workplace.

In the future, the Group wishes that it can contribute more to promoting diversity and making the industry more widely acceptable, especially by women, to deconstruct the stereotypes and expectations imposed on certain categories of people.

Employment during COVID-19

When the coronavirus disease hit, the Group stood strong and endured through the challenges. The Key Operations did not dismiss employee for such reasons and kept all remuneration, benefits, and welfare the same. In fact, during the pandemic, the Group had made use of this chance to utilise online platforms to carry out recruitment. Cultured and hardworking young people who had basic knowledge in chemical engineering were among those recruited to work for the safety and environment and production teams. See COVID-19 Measures for the response against the pandemic outbreak.

平等機會

主要業務致力招聘能為本集團創造價值的人才。本集團向僱員提供平等的招聘、培訓及發展、工作晉升、解聘、薪酬與福利機會。主要業務運作的招聘渠道包括招聘網頁、員工介紹、人力資源及社會保障部的平台。僱員不會因性別、種族、宗教、膚色、年齡、婚姻狀況、家庭狀況、退休、殘疾、懷孕或適用法律禁止的任何其他歧視行為而遭受歧視或遭剝奪上述的機會。本公司訂有申訴程序以確保工作場所的透明度及公平性。

今後，本集團希望能夠致力促進多元性及使行業更廣泛地獲世人接納（特別是婦女），解除若干人士被強加的定型觀念與期望。

COVID-19期間的就業情況

當冠狀病毒疾病來襲，本集團經過重重挑戰，頑強地堅持下來。主要業務並未因為疫情而辭退員工，所有薪酬、福利及待遇都維持不變。事實上，在疫情期間，本集團就利用此契機，透過網絡平台進行招聘。具備化學工程基礎的年輕人，有教養、刻苦耐勞，紛紛被招聘到安全環保部及生產隊伍工作。有關應對疫情大流行的措施，詳見COVID-19措施一節。

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B2. Employee Health and Safety

During the Reporting Year, there were no major changes in policies related to providing safe working environment and protecting employees from occupational hazards. There was not any noted case of material non-compliance in relation to health and safety laws and regulations. The Group strictly complies with national and local laws and regulations, including but not limited to the followings:

- Law of the PRC on the Prevention and Control of Occupational Diseases
- Production Safety Law of the PRC
- Emergency Response Law of the PRC
- Provisions on the Supervision and Administration of Occupational Health at Work Sites

B2.1 Work-related Fatality

During the Reporting Year, there were no work-related fatalities.

B2.2 Lost Days Due to Work Injury

A total of 608.5 workdays combined were lost due to 14 cases of work-related injuries.

B2. 僱員健康及安全

於報告年度內，有關提供安全工作環境及保障僱員免受職業危害的政策並無重大變化，且並無發現有關健康及安全法律及規例的任何重大違規情況。本集團嚴格遵守國家及地方法律及規例，包括但不限於下列各項：

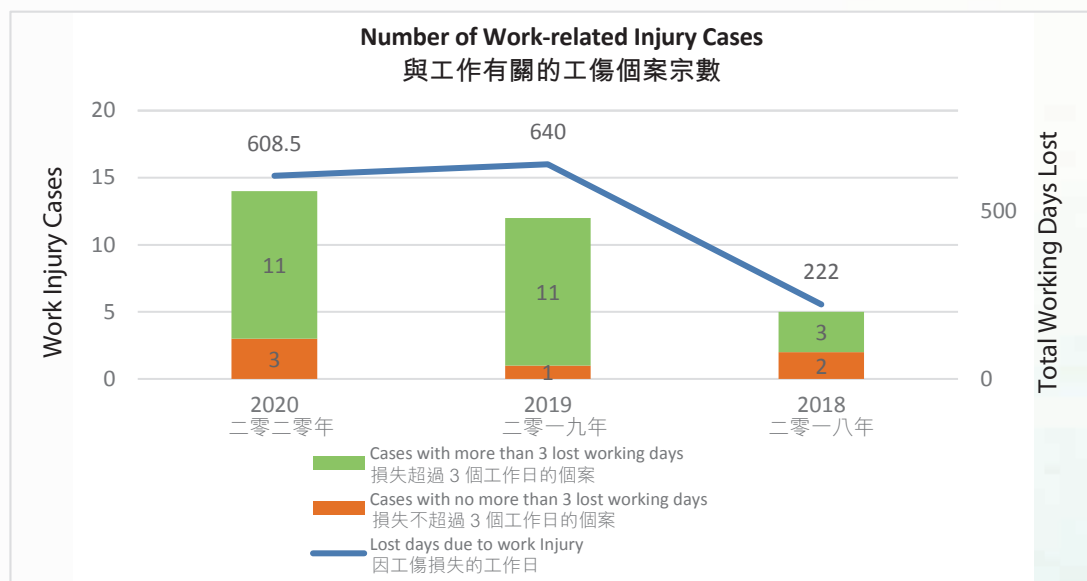
- 中國職業病防治法
- 中國安全生產法
- 中國突發事件應對法
- 作業場所職業衛生監督管理規定

B2.1 與工作有關的死亡事故

於報告年度內，並無發生任何與工作有關的死亡事故。

B2.2 因工傷損失工作日數

因14宗工傷而損失的工作日數合共為608.5日。



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The causes of injury cases ranged from falling objects from height, chemical reaction, human error, accident during commute to work, etc. As the Group holds a strong belief that “safety is efficiency”, the Safety Department is appointed to carry out thorough investigations for every injury case to find out the cause and taken relevant corrective measures. Whenever an investigation is finished, the Group delivers seminars or training to inform its employees of the reasons that caused the accidents and emphasise on the appropriate safety measures that shall be taken. If it is found that the design of machine had contributed to certain accidents, modifications will be made such that they become more user-friendly and can lower the chance of another accident.

B2.3 Group's Health and Safety Policy

The Key Operations puts significant effort into improving the safety of working environments and carries out regular reviews to minimise chances of incidents. The Group strives to improve its standards and lower risks by arranging more training for its employees.

Management

As the Key Operations of the Group receive and handle various types of hazardous, infectious, and toxic waste daily, a range of measures is taken to ensure the health of employees. Leadership that oversees the occupational health and safety (OHS) promotion throughout the workplaces is identified. It is responsible for establishing OHS management systems and operational procedures according to laws, regulations, guidelines, and standard documents as promulgated. It works with Jiangsu Xin Yu to standardise safety guidelines, identify potential risks, and ensure the effective implementation of the following practices.

受傷個案的原因包括物件從高處墮下、化學反應、人為錯誤、上班途中發生意外等。由於本集團堅信「安全就是效率」，故指派安全部就每宗受傷個案進行徹底調查，以發現事故原因及提供相關糾正措施。每當調查完畢後，本集團會舉行座談會及培訓，將導致意外的原因告知其僱員，並強調工作時應採取適當的安全措施。倘發現機器的設計導致若干意外發生，本集團便會作出改良，使機器更加易用，從而降低再發生意外的機會。

B2.3 本集團的健康及安全政策

主要業務致力於改善工作環境的安全，並定期進行檢討，以減少事故發生的機會。本集團安排更多員工培訓，努力提高標準，降低風險。

管理

由於本集團的主要業務運作每日接收及處理各種危險、有傳染性及毒性的廢物，故本集團採取一系列措施確保僱員健康。本集團確定監督整個工作場所的職業健康安全(OHS)促進工作的領導。負責根據頒佈的法律、規例、指引、標準文件，建立職業健康安全管理及操作規程。配合江蘇新宇規範安全準則、排查潛在風險及確保以下措施的有效實施。

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Identification of OHS Risks and Hazards

- Regular examination on site-specific emissions
- Pre-employment body checks (employ only those in good health condition)
- Annual and pre-departure health examinations and follow up
- Investigations on workplace injuries (and undertaking suitable corrective actions)
- Yearly third-party assessment and evaluation on the OHS level of the working environments
- Regular internal inspection on the level of various OHS parameters

Preventive Measures at Workplace

- Provision of all necessary personal protective equipment (PPE), e.g., dust- and toxicity-proof respirators, noise-proof ear plugs
- Labelling on hazardous waste according to standard procedures
- Standardised work procedures and rules for each stage of handling hazardous waste, including transferal, offloading, and storage
- Prohibition of storage of contaminated waste for over 6 months
- Construction of unloading area and class A warehouse (lowers OHS hazard risk)
- Daily disinfection of facilities that handle hazardous waste
- Shortened work duration of employees working in facilities with comparatively higher concentration of indoor pollutants

識別職業健康安全風險及危害

- 定期審查具體地點的排放情況
- 聘用前的身體檢查(只聘用健康狀況良好的職員)
- 年度和出差前的健康檢查與跟進行動
- 工傷調查(並採取適當的糾正行動)
- 每年由第三方對工作環境的職業健康安全水平進行評估及評價
- 定期對各種職業健康安全參數水平進行內部檢查

工作場所的預防措施

- 提供所有必要的個人防護裝備，如防塵及防毒面罩、防噪音耳塞
- 根據標準程序在危險廢物貼上標籤
- 規範每個危險廢物處理階段(包括轉移、卸載及存儲)的工作程序及規則
- 禁止將受污染的廢物儲存6個月以上
- 興設卸貨區及甲級倉庫(降低職業健康安全危害風險)
- 對處理危險廢物的設施進行日常消毒
- 縮短僱員在室內污染物濃度較高的設施工作的時間

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- Installation of air purifier, ventilation systems, and green plants if possible, for fresh air flow
- Upgrade of flue gas treatment facilities to filter pollutants and maintain satisfactory air quality
- Set up of a platform for employees to report on any potential OHS and fire risk

Training

- Regular OHS training and emergency drill for all employees
- Lessons on the most recent OHS laws and case studies for all new employees and those entering a new department
- Spontaneous training and seminars after any occurrence of work injury
- Competition and examination on OHS information taught to leave a stronger understanding
- Penalty for employees who fail to wear protective gears

Awareness Raising

- The Acknowledgement on Occupational Health Hazard for employees, to inform them of the OHS risks they are exposed, their rights to PPE, training, and medical support if injured, and their responsibilities of reporting malpractice or illegal activities
- Signages and labels on facilities or items that may induce OHS risks
- Notice boards at waste treatment sites to share OHS-related notifications, news and reminders

- 安裝空氣淨化器、通風系統及綠色盆栽(如可行),以保證新鮮空氣流動
- 更新煙氣處理設施,以過濾污染物並保持空氣品質
- 建立一個供員工報告任何潛在職業健康安全及火災風險的平台

訓練

- 定期對所有僱員進行職業健康安全培訓及應急演習
- 為所有新僱員及進入新部門的僱員提供最新的職業健康安全法及個案研究的課程
- 任何工傷事故發生後,進行自發培訓及研討
- 舉辦對所授傳職業健康安全資訊的比賽及考核,加深理解
- 處罰未佩戴防護用具的僱員

提高認識

- 為員工提供職業健康危害確認書,告知員工所面臨的職業健康風險,使用個人防護裝備用品、培訓、受傷後的醫療支持的權利,以及舉報不良行為或非法活動的責任
- 在可能引起職業健康安全風險的設施或物品上貼上標誌及標籤
- 廢物處理場的告示牌,分享與職業健康安全相關的通知、新聞及提示

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Crisis Preparation and Management

- Annual review of emergency contingency plans in preparation for service disruptions, be it caused by natural disasters or equipment failure
- Upgrade of the monitoring centre and emergency equipment, replacement of normal glass to tempered glass, and purchase of more protective gears and first-aid kits for combatting and rescuing in hazardous events
- Prompt reaction when upgrade needs are identified for facilities
- Training, footage-watching, drills, and examination to remind employees of the impacts of waste mistreatment

危機準備及管理

- 每年審查應急處理預案，無論是自然災害還是設備故障造成的服務中斷，都要做好服務中斷準備
- 升級監控中心及應急設備，將普通玻璃更換為鋼化玻璃，並購買更多的防護裝備及急救包，以備在危險事件中進行應急及救護
- 在確定設施升級需求時迅速作出反應
- 透過培訓、觀看錄影、演習及考核，提醒員工注意廢物錯誤處理的影響



Figure 4 Emergency Drill with the Fire Control Team at Yancheng NUHF

圖4鹽城新宇輝豐消防控制小組的應急演習情況

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Continuous Review

- Regular evaluation and assessment on the potential hazards in the working environment
- Annual update on OHS implementation plans
- Continuous review on training topics, work procedures, and the operating environment, and above measures

COVID-19 Measures

When the coronavirus disease broke out, the Group was highly cautious of the most up-to-date situations as employees' health and safety is the Group's priority. Emergency response teams on 24-hr standby were established to monitor the number of infection cases, follow government guidelines, and take lead in setting up preventive measures and arrangements for employees, some practices include:

- Adopting work suspension, home officing, and other distancing measures as appropriate
- Daily disinfection in offices, canteens, and public areas
- Requesting for health condition and potential virus-exposure information, and 14 days contact history from employees and visitors
- Strengthening health surveillance measures, such as, measuring body temperatures
- Raising awareness on virus prevention by providing training and putting up posters
- Sourcing and providing anti-virus supplies, such as surgical masks, sanitisers
- Encouraging online communication to reduce personal contact and logged visitor details if meeting at the Group's premises was inevitable

持續檢討

- 定期評價及評估工作環境中的潛在危險
- 每年更新職業健康安全實施計畫
- 持續檢討培訓主題、工作程序及作業環境，並採取上述措施

COVID-19 措施

由於僱員健康及安全乃本集團重中之重，當冠狀病毒病爆發時，本集團對疫情的最新情況極為警惕，成立24小時待命應急小組，監察感染病例，並遵循政府指引，帶頭制定預防措施及安排。集團成立了24小時待命的應急小組，監測感染病例數量，按照政府的指導意見，帶頭為員工制定預防措施和安排，具體做法包括：

- 採取停工、在家辦公及其他適當隔離措施
- 辦公室、食堂、公共區域進行日常消毒工作
- 要求提供健康狀況及潛在的病毒暴露資訊，以及向僱員及訪客索取14天的接觸史
- 加強健康監測措施，如測量體溫
- 培訓及張貼海報，提高對預防病毒的警覺性
- 採購及提供抗病毒用品，如外科口罩、消毒劑等
- 鼓勵線上交流，減少個人接觸，如無法避免在本集團處所舉行會議，則記錄訪客的詳細資料

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- Monitoring infection information in surrounding communities
- Communicating closely with authorities to obtain up-to-date information

The Group remained vigilant and released information promptly whenever any cases worthy of concern was identified. Such efforts have enabled the Group to achieve a zero-infection record within the Reporting Period.

- 監察周邊社區的感染資訊
- 與當局密切溝通，以獲得最新資訊

本集團保持警覺，每當發現任何值得關注的個案，均會迅速發放資訊。通過上述措施，本集團達致在報告期內實現零感染記錄。

B3. Development and Training

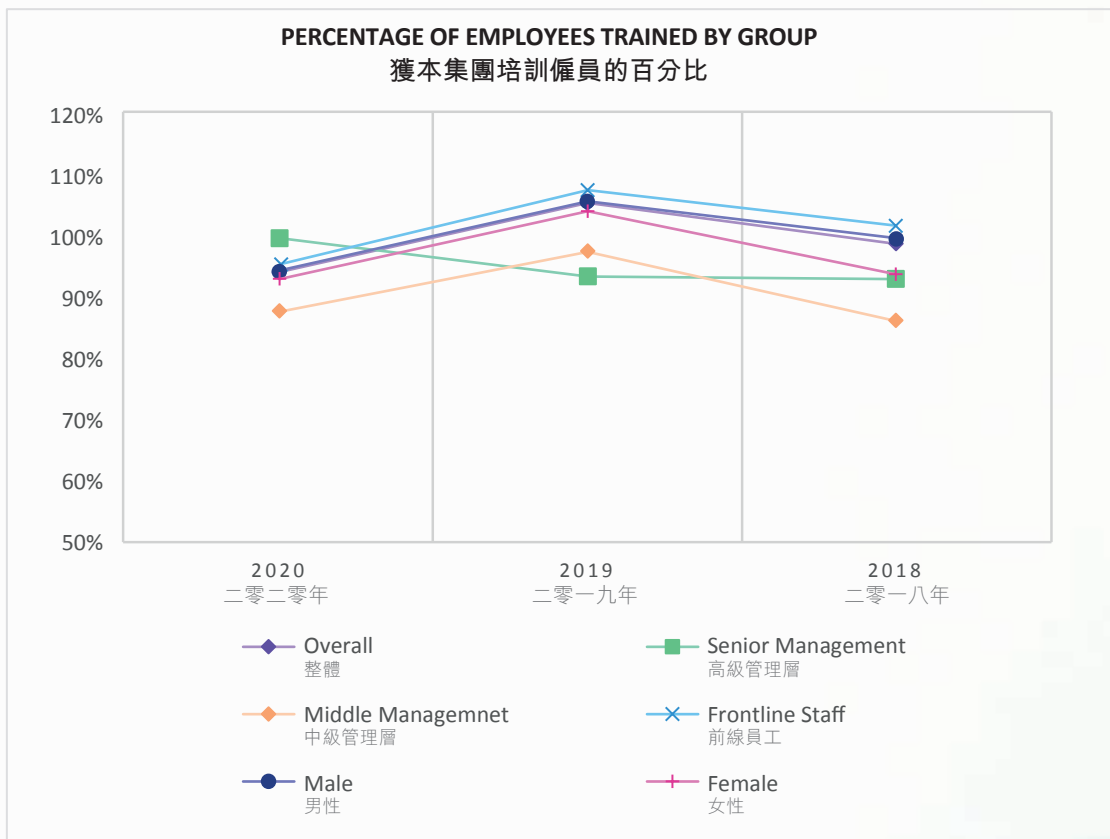
B3.1 Percentage of Employees Trained

During the Reporting Year, training was delivered to 94% of its employees.

B3. 發展及培訓

B3.1 已接受培訓的僱員佔比

於報告年度內，本集團提供的培訓相當於其僱員的94%。



Note: The percentage of employees trained is calculated by dividing the number of employees as of 31 December 2020 by the total number of employees who received training throughout the Reporting Year.

附註：已受訓僱員的百分比乃按於二零二零年十二月三十一日的僱員人數除以報告年度內接受培訓的僱員總人數計算所得。

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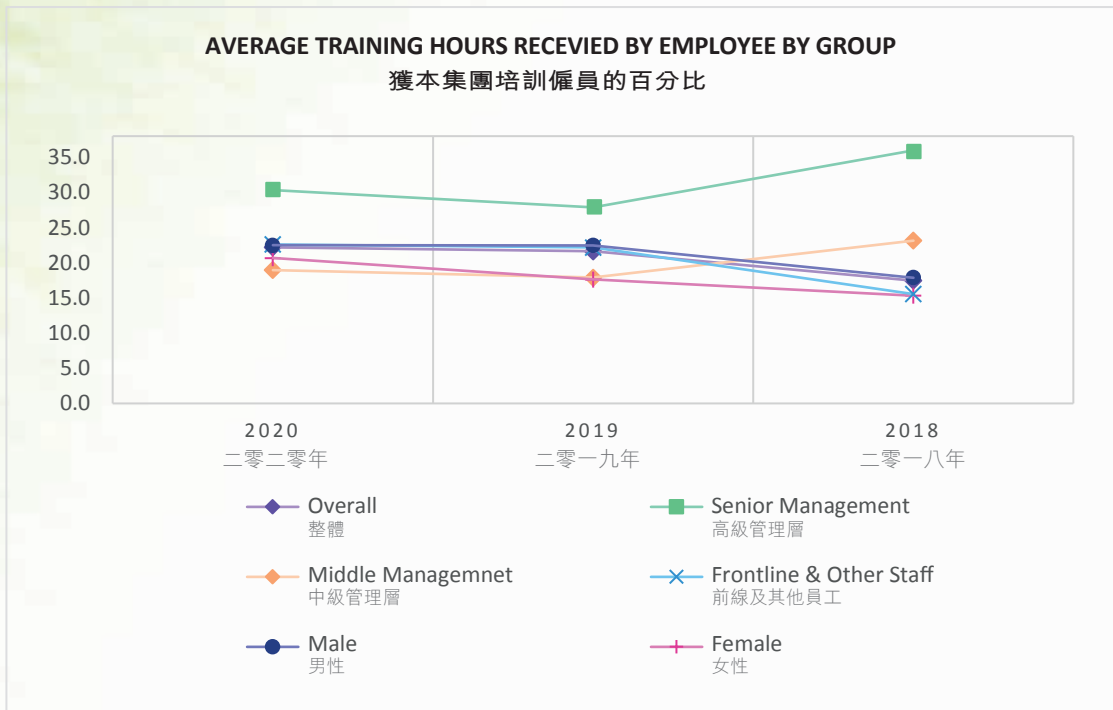
二零二零年環境、社會及管治報告

B3.2 Average Training Hours Completed

A total of 13,688 hours of training was delivered to the Key Operations' employees. The average amount of training that each employee received was 22.2 hours.

B3.2 平均已完成培訓時數

主要業務員工合共接受13,688小時培訓。每名僱員已接受的培訓平均時數為22.2小時。



Training Topics

Top management of the Group regularly reviews training needs based on the following three major aspects,

- Industry-related – how the Group's operations fit into the environmental industry and market trend
- Job-related – professional and operational skills required to foster an error-free operating environment at incineration and de-toxification processes
- Task-related – other knowledge and skills for adding business value or to streamline workflow

培訓課題

本集團的最高管理層根據以下三個主要層面定期檢討培訓需要：

- 行業相關—本集團的業務如何適應環保行業及市場趨勢
- 工作相關—培養正確無誤操作焚燒及無害化工序的環境所需的專業及操作技巧
- 任務相關—增加商業價值或精簡工作流程的其他知識及技巧

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Industry-related training

- Laws and regulations on the collection, storage, transportation, treatment of hazardous waste
- Industrial standards and relevant ISO certifications
- Risks and potential hazards associated with improper treatment of hazardous waste, study on the 2019 Xiangshui Chemical Plant Explosion

Job-related related training

- Application of laws and regulations, policies and procedures, and emergency response to job-induced hazards
- Categories: occupational health and safety, precaution and response to fire and hazardous events, environmental protection, use of equipment, waste management, work procedures, etc.
- Content: instruction on appropriate methods of entering and leaving the plant areas, guidelines for electricity usage, prohibited behaviours/actions within plant areas, techniques on wearing PPE, usage of fire extinguishers, drills in case of sudden events, etc.

行業相關培訓

- 有關收集、貯存、運輸及處理危險廢物的法律及規例
- 工業標準及相關ISO認證
- 涉及不當處理危險廢物的風險及潛在危險及研究二零一九年響水化工廠爆炸事故

工作相關培訓

- 法律及規例、政策及程序的應用，以及對工作引起的特發事件的應對
- 類別：職業健康及安全、火警及危險事故的預防措施及應對、環境保護、設備用法、廢物管理、工作程序等。
- 內容：適當進出廠區方法的指示、用電指引、廠區內受禁止的行為／活動、佩戴個人防護設備的技巧、滅火器的用法、意外事故演習等。

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Task-related training

Task-related training are designed to more specifically fit the tasks that each employee has to carry out in his or her duty. They aim to strengthen employees' knowledge, competency, productivity, and effectiveness related to their job position.

For members of the Board and management staff members in the Hong Kong head office, they take classes on managing the Group, assessing and combatting the underlying risks of the business, and understanding their responsibilities, topics include,

- environmental, social, and governance (ESG)
- anti-corruption,
- establishing relations with investors and media,
- opportunities and challenges brought about by technology,
- use of big data in listed companies,
- responsibilities and obligations of Independent Non-Executive Directors (INED), etc.

For management level employees in the PRC, they may be required to attend courses on corporate management skills, first-aid, environmental and safety related issues in workplace, finance and accounting, depending on their job positions.

任務相關培訓

任務相關培訓乃專為更具體適應各僱員於其職務中需履行任務而設，目標是加強僱員的知識、能力、生產力及與其工作崗位有關的有效性。

就香港總辦事處的董事會成員及管理人員而言，彼等參與有關管理本集團、評估及減輕業務相關風險以及了解彼等職責的課堂。題目包括：

- 環境、社會及管治；
- 反貪污；
- 與投資者及傳媒建立關係；
- 科技帶來的機會與挑戰；
- 於上市公司應用大數據；
- 獨立非執行董事的職責及義務等。

就中國的管理層僱員而言，視乎工作崗位而定，彼等或會被要求參加有關企業管理技巧、急救、工作場地的環境及安全相關事宜、財務及會計等課程。

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For the Group's frontline employees, courses on the following topics may be arranged for them,

- excavation,
- heavy lifting and hoisting machinery operation,
- class III incinerator operation,
- welder certification,
- electrician permit,
- on-site health and safety certification,
- storage, handling, and transportation-specified techniques of hazardous waste, etc.

Most of the time, task-specified techniques are taught in the workplace rather than classrooms such that they can fuse and make use of the theoretical knowledge learnt better into their real-life tasks. The Key Operations also give spontaneous training to employees whenever a work-induced accident occurs, such that employees are reminded of relevant threats and measures are taken to address them.

Identification of Training Needs

The Key Operations offers training opportunities to employees based on annual training plans updated every year. Some of the topics that are always on the agenda include, induction for new employees, occupational health and safety, and waste treatment quality. These topics consists of the most important information for employees that are necessary for discharging their work duties. Examinations are arranged for employees whose positions require them qualifications or certifications. This pushes employees to study and revise for their positions and helps identify employees who are not meeting standards for additional training. When major incidents occur, assessment will be made to decide if training is necessary to prevent future occurrences.

至於本集團的前線僱員，本集團或會安排以下有關課程：

- 挖掘，
- 提重及起重機械操作，
- III類焚燒爐操作，
- 電焊工證，
- 電工證，
- 現場健康及安全證書，
- 危險廢物貯存、處理及運輸專門技能等。

在大多數時間，本集團於工作場地而非課堂中教授任務專門技能，讓僱員能更容易將理論知識融匯及活用於實際任務。當發生工作引致的意外時，主要業務亦會向僱員提供相應培訓，提醒僱員相關威脅，並針對有關威脅採取措施。

確定培訓需求

主要業務為員工提供培訓機會，每年都會更新年度培訓計畫。若干培訓課題恆常包括新僱員入職培訓、職業健康安全、廢物處理品質等議題。這些課題由僱員履行工作職責所需的最重要資訊組成。對於職位要求有資格證書或認證僱員工會獲安排考試。促使員工針對自己職崗位進行研習及複習，並排查未符合標準的僱員進行額外培訓。當發生重大事故時，本集團將進行評估，以決定是否有必要進行培訓，以免重蹈覆轍。

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B4. Labour Standards

The Group's Key Operations follow the Labour Law of the PRC, the Labour Contract Law of the PRC and other related national laws of the PRC in terms of employment management. During the Reporting Year, there were no major changes in management measures and the Group did not note any cases of material non-compliance relating to preventing child and forced labour.

B4.1 Measures Taken to Avoid Child and Forced Labour

The recruitment process strictly abides by the guidelines of the Group's Human Resources Department as stated in the Corporate Management Policy. Only formal channels of recruitment, including via online platforms, staff referral, local recruitment departments, are used for hiring employees. To ensure that there is no child labour and better protect young adults' interests, some operations require applicants to have reached a minimum age, ranging from 20 to 23, in order to be considered for the job position. Background checks are conducted to verify identities and backgrounds of applicants.

The Group embeds the principles of voluntary commitment and equal treatment at workplace. Forced labour is strictly prohibited. Job candidates are well-informed of the job nature, working environment, work intensity, potential occupational hazards, and on certain occasions, may be invited to do a site visit prior to starting their jobs. This allows the candidates to fully understand what is expected from them and how the working environment is. Through this process, disputes on forced labour can be prevented.

B4.2 Steps Taken When Such Practices Are Discovered

In case of any violation of labour standards, the Group shall strictly follow the administrative punishment measures as stated in the Group's employee handbook and corporate's procedures to carry out corresponding penalties. The Group will also find out the root cause of the violation and set both short-term and long-term policies to prevent any similar situations in the future.

B4. 勞工準則

本集團的主要業務運作在僱傭管理方面符合中國勞動法、中國勞動合同法及中國其他相關國家法律。於報告年度內，管理措施並無重大變動，而本集團亦無發現有關防止童工及強制勞工的重大違規情況。

B4.1 已採取防止童工及強制勞工的措施

本集團的招聘程序嚴格遵守企業管理政策中人力資源部的指引。在聘請僱員時，本集團僅使用正規的招聘渠道，包括網上平台、員工介紹、當地招募部門等。為確保不招聘童工及加強維護青少年的利益，部份部分業務更要求求職者須年滿20歲至23歲的年齡下限，才獲被視為適合擔當有關工作崗位。本集團進行背景審查以核實求職者的身份及背景。

本集團亦將自願承諾及平等待遇的原則融入工作場所，並嚴格禁止強制勞工。本集團向求職者全面告知工作性質、工作環境、工作的勞動程度及潛在的職業危險，並在某些情況下可能會邀請他們在開始工作前進行實地視察，讓求職者清晰明白對他們的期望及認識工作環境。

B4.2 如發現有關行為時採取的步驟

通過此程序，本集團可防止發生強制勞工的爭議。如有違反勞工準則的情況，本集團將嚴格遵從其僱員手冊及公司程序所列明的行政處罰措施，作出相應的處罰。本集團亦將尋找違規源頭，並制訂短期及長期政策，防止日後發生任何類似情況。

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2. Operating Practices

B5. Supply Chain Management

The Group is in strict compliance with the Procurement Management Policy which has standardised guidelines for purchasing any equipment or supplies.

B5.1 Suppliers of the Group

The Key Operations engaged a total of 404 suppliers during the Reporting Year. Items provided by these suppliers included packaging materials, raw materials, printing supplies, engineering related equipment supplies, hospitality and office supplies, general equipment supplies, spare parts supplies, and wastewater treatment solutions for the Group. All of them were from mainland China.

B5.2 Practices of Engaging Suppliers

All of these suppliers had been strictly screened and selected to make sure that they would assist in the Key Operations best. For instance, whenever there is a new purchase, quotations from at least 4 suppliers must be obtained for comparison on the basis of their quality, price, and credit. To minimise the risk associated with engaging with new suppliers, the Group has given priority to suppliers who have worked with the Group before, given that they have passed the annual assessments and provided satisfactory products and services in the previous years. If a new supplier is engaged, the respective provider's past performance and products would be audited to make sure that there is no non-compliance and risks involved. All of these make sure that the supplies provided are of best quality available, and that they will not put any negative effect onto the Group's operations, leading to notoriety of any kind.

B5.3 Practices Used to Identify ESG Risks

Site visits are carried out to inspect potential suppliers' operations and determine if there are any ESG risks. Documents such as operation permits, certifications, environmental impact assessment, emission records would be checked and verified to ensure that the suppliers are compliant with environmental, labour, and other relevant laws, and not involved in ESG issues that may negatively affect the Group.

2. 營運慣例

B5. 供應鏈管理

本集團嚴格遵守採購管理政策，以及任何設備或用品的標準化採購指南。

B5.1 本集團的供應商

主要業務運作於報告年度內聘有合共404名供應商。此等供應商為本集團提供的物品包括包裝材料、原材料、打印用品、工程相關設備用品、接待及辦公室用品、一般設備用品、零件用品，以及廢水處理解決方案。彼等全部來自中國內地。

B5.2 聘請供應商的慣例

所有此等供應商均經過嚴格篩選及挑選，以確保彼等夠給予主要業務運作最佳協助。例如，當進行新採購時，本集團必須向至少四名供應商取得報價，在質量、價格及聲譽方面作出比較。為盡量降低聘請新供應商涉及的風險，若曾與本集團合作的供應商於過往年度提供稱心的產品及服務並通過年度考核，本集團將優先聘用彼等。如聘請新供應商，本集團會對相關供應商過去表現及產品進行審核，以確保不會涉及違規及風險。以上種種措施均確保獲供應的用品質量為目前最佳，且不會對本集團的營運造成任何不利影響，導致聲譽受損。

B5.3 識別環境、社會及管治風險所採用的慣例

本集團進行會實地考察，檢查有興趣供應商的經營情況，確定是否存在任何ESG風險。我們會檢查及核實營運許可證、認證、環境影響評估、排放記錄等文件，以確保供應商遵守環境、勞工及其他相關法律，且不涉及可能對本集團造成負面影響的環境、社會及管治問題。

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B5.4 Practices Used to Promote Environmentally Preferable Products and Services

When the Eco-plating Specialised Zone engages suppliers, it asks them to sign an agreement where they pledge to adopt environmentally friendly practices. Facilities and machines should be procured from well-reputed brands with industrially recognised or energy efficient certifications, if applicable, to minimise any possible environmental harm incurred.

The Group plans to extend these practices to Group level and strengthen its environmental and social performance requirements for suppliers. It hopes these policies and practices would make ESG issues more important in wider society.

B6. Product/Service Responsibility

The Key Operations are mainly engaged in providing ultimate solution to hazardous waste treatment. During the Reporting Year, the Group did not note any cases of material non-compliance regarding service responsibility as required by related laws and regulations. No products sold or shipped were recalled due to safety and health reasons due to irrelevancy to the Group's business nature.

B6.1 Recalled Products

Due to the business nature of the Group, no product was recalled for safety and health reasons.

B6.2 Handling Complaints

In general, if a complaint is filed, responsible parties shall be identified and notified within 1 hour after the complaint is received, and the status or the result of the case shall be reported back to complainant within 24 hours of complaint received. If the complainant is not satisfied with the results, customer services department shall continue following up with responsible parties. Weekly and monthly summary of complaints, actions taken, and results achieved, are evaluated to assess customer services department's performance and determine rooms for improvement.

The medical waste treatment operations have been faced with immense challenges since the outbreak of the COVID-19 pandemic as the drastic increase in demand for medical services meant a surge in generation of medical waste which required treatment from the Group. Clients raised concerns regarding the frequency of medical waste collection as such waste were generated more rapidly. The operations responded instantly by allocating more manpower and vehicles to increase the collection frequency.

B5.4 推廣環保產品及服務所採用的慣例

環保電鍍專業區在委聘供應商時，會要求供應商簽署協議，承諾採取環保措施。設備及機械應從具有行業認可或節能認證（如適用）的知名品牌採購，以減少對環境可能造成的損害。

本集團計畫將有關慣例推廣至集團層面，並加強對供應商的环境及社會表現要求。本集團希望有關政策及慣例能令社會更廣泛關注環境、社會及管治事宜的重要性。

B6. 產品／服務責任

主要業務運作主要從事提供危險廢物處理服務的終極解決方案。於報告年度內，本集團並無發現相關法律及規例規定的服務責任出現任何重大違規情況。由於與本集團的業務性質無關，並無基於安全及健康理由而回收任何已出售或已付運的產品。

B6.1 回收產品

基於本集團的業務性質，並無因安全及健康理由而回收的產品。

B6.2 處理投訴

一般而言，如接獲投訴，本集團應在接到投訴1小時內識別出負責人並作出通知，並在接到投訴後24小時內向投訴人匯報個案現況或結果。倘投訴人對結果不滿意，客戶服務部應繼續與負責人進行跟進。本集團使用顧客投訴周報和月報，所採取的處理行動及結果作評估客戶服務部表現以及釐定改進空間。

自COVID-19疫情以來，醫療服務需求急劇增加，導致需要本集團處理的醫療廢物數量激增，醫療廢物處理工作面臨巨大挑戰。隨著產生醫療廢物的速度大增，客戶反映他們對醫療廢物的收集頻率的關注。業務部門立即作出反應，調派更多人力及車輛，增加收集次數。

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B6.3 Intellectual Property

The Group invests in technology advancement and introduces efficient services for improved performance in hazardous waste treatment. It constantly applies new technology and protects such properties by filing for patents. As of the end of the Reporting Year, the Group holds 80 utility model patents and 10 invention patents in PRC. Correspondingly, the Group pays great attention to protect these intellectual properties (IP) and establishes confidentiality and non-disclosure agreements with all employees and business partners to protect the IP rights, confidential information and trade secrets that are related to business development and interests. The Group reserves the right to take legal actions and claim compensation if any parties violated an agreement.

B6.4 Quality Assurance

The Group aims to take up responsibility for the impacts that it may induce and continues to find ways to improve its waste treatment quality. Improvement and upgrade works are carried out constantly throughout waste treatment facilities to raise the quality of air emissions and waste treatment.

For Jiangsu New Universe Engineering, after constructing incinerating facilities for its clients, it carries out regular inspections to detect any potential safety threats and make appropriate corrections if necessary. It also gives training to ensure that clients are well informed of the operational procedures to prevent any OHS hazards.

B6.3 知識產權

本集團投資於技術進步，並推出更高效的服務，改善處理危險廢物的表現。本集團不斷應用新技術，並申請專利保護新技術。直至報告年度完結，本集團在中國擁有80項實用新型專利及10項專利發明。因此，本集團非常重視保護其知識產權(IP)，並建立保密制度及與全體僱員與業務合作夥伴訂立不披露協議，以保護與業務發展及利益相關的知識產權、保密資料及商業秘密。如果任何一方違反協議，本集團保留採取法律行動與要求賠償的權利。

B6.4 質量保證

本集團致力承擔其可能造成影響的責任，並持續尋求方法改善其廢物處理質量。整個廢物處理設施會不斷進行改進及升級工程，提高空氣排放及廢物的處理品質。

對於江蘇宇新工程來而言，在為客戶興建焚燒設施後會定期進行檢查，如發現任何潛在的安全威脅，會進行必要的適當整改。同時，亦會為客戶提供培訓，確保客戶充分瞭解操作程式，防止任何職業健康安全隱患。



Figure 5 Training delivered to clients by Jiangsu New Universe Engineering

圖5 江蘇宇新工程為客戶提供培訓的情況

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B6.5 Data Protection

To prevent any loss or leakage of data caused by any circumstances, be it by vandalism, accidental damage, or virus attacks, the Key Operations strives to take all precautionary measures it can. Some of the measures include, installing firewalls and updating anti-virus software, backing up data files daily, keeping track of the humidity near servers and relevant devices, conducting regular checks on fire equipment, etc. It is also stated clearly on employees' contracts that they shall not use any of its clients' information for personal uses, and that they are subject to penalties if they did.

B7. Anti-corruption

B7.1 Concluded Legal Cases Regarding Corrupt Practices

During the Reporting Year, there were no concluded legal cases regarding corrupt practices.

B7.2 Preventive Measures and Whistle-Blowing Procedures

The Group has a Corporate Integrity Management Policy, which has the three major aims of, strengthening employees' ethics, maintaining the Group's reputation, and promoting individuals' self-disciplines and compliance with both external and internal policies. There are also more general guidelines stated in the Employees' Handbook reminding employees to carry out their tasks with legality, compliance, integrity, and honesty. Employees should avoid or report on any business activities that their direct relatives are involved in to avoid a conflict of interest.

All employees are prohibited from partaking any exchanges of materials for a favour, power, and any interest contrary to the principle of honesty and self-discipline. Any violations shall be reported to department heads for handling. Whistle-blowers may also file a complaint to the general manager or director by e-mailing them. As stated in the Procurement Management Policy, purchasing managers are not allowed to accept any gift, rebate, or bribes from supplier as well. If he or she has made a wrongful act due to serious dereliction of duty or violation of the principle, he or she shall be dismissed, and the case shall be submitted to the public security department for further handling.

B7.3 Anti-corruption Training

The Group regularly reviews and identify training needs. In-house training regarding anti-money laundering has been arranged for members of the Board and certain senior management such that they were well informed of the details of relevant laws and consequences of violating the rules.

B6.5 資料保障

為防止因任何情況而導致資料損失或外洩，或遭故意破壞、意外損毀或病毒攻擊，主要業務竭盡所能採取一切預防措施。部份措施包括安裝防火牆及更新防毒軟件、每日備份資料檔案、記錄伺服器及相關裝置的週邊濕度、定期檢討消防設備等。僱傭合約亦清楚訂明，僱員不得將本集團任何客戶資料作個人用途，否則可遭處罰。

B7. 反貪污

B7.1 有關腐敗行為的已裁決法律案件

於報告年度內，並無有關腐敗行為的已裁決法律案件。

B7.2 預防措施及舉報程序

本集團訂有公司廉政管理政策，定下三個主要目標，分別是加強僱員的職業道德修養、維護本集團聲譽，以及促進個人自律及遵守外部及內部政策。本集團亦於僱員手冊中列明更多一般指引，提醒僱員履行工作時奉公守法、正直及誠實。僱員應避免或匯報其直系親屬參與其中的任何業務活動，以防止發生利益衝突。

本集團禁止所有僱員參與任何物質交易以換取好處、權力及任何利益，違背誠實及自律的原則。任何違規行為應舉報部門主管處理。告密者亦可透過發送電郵，向總經理提交投訴。採購管理政策載明，採購經理亦不得收受供應商提供的任何禮物、回佣或賄賂。倘其因嚴重失職或違反原則而作出不法行為，本集團會將其革職，並將案件提交給公安部門進一步處理。

B7.3 反貪污培訓

本集團定期檢討及識別培訓需要。本集團已為董事會成員及若干高級管理人員提供有關反洗錢的內部培訓，讓彼等熟悉有關法例詳情及違規後果。

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B8. Community Investment

As a hazardous waste treating business, the Key Operations locate at remote places that are usually far from residential areas. Hence, its activities make little direct impacts on local communities. Having said that, the Group is keen on contributing to surrounding areas with resources it has available.

B8.1 Focus Areas of Contribution

As an environmental enterprise, the Company focuses on upgrading its operation system and technology to ensure clean environment is protected. It also cares for people of the communities and wishes to give back to the city which enabled the businesses to thrive. The Group aims to keep showcasing its corporate social responsibility and progress further on developing policies related to interacting and integrating with the communities and customers it serves.

B8.2 Resources Contributed

Dangerous Chemical Tank Truck Cleansing Service

Since early 2006, Zhenjiang New Universe has been the first and only company in the city qualified to provide dangerous chemical tank truck cleansing services. The cleansing services resolve the pollution problem of remnant chemicals caused by tank truck cleansing for various chemical industries in Zhenjiang. The cleansing plant is operated under strict procedures to ensure the remnant chemical waste after cleaning is handled for controlled disposition.

Emergency Unit

To follow with the environmental development requirements of Zhenjiang City and with the support of the Environmental Protection Department, Zhenjiang New Universe owns an emergency unit that handles pollution accidents in Zhenjiang. The emergency unit stands by to service summon calls from local authorities. It has helped clean up various pollution troubles caused by traffic accidents and illegal direct waste discharge.

Community Caring

The disadvantaged has always been at the heart of the Group. To show warmth to these communities, the Group is supportive of taking visits or sponsoring relevant events. Employees from the Group often pay visit to elderly homes or orphanages as volunteers. During the Reporting Year, Suqian New Universe has sponsored the China Disabled Persons Federation in holding events for charitable purposes.

B8. 社區投資

作為處理危險廢物的企業，主要業務運作通常位於遠離民居的偏遠地區，其活動對當地社區的直接影響很小。儘管如此，本集團仍熱衷於利用其可用資源為周邊地區作出貢獻。

B8.1 專注貢獻範疇

作為環保企業，本公司致力於提升其營運體系及技術，以確保保護環境清潔。本公司亦關心區內人士，希望回饋城市，使企業能夠蓬勃發展。本集團將致力不斷展示企業社會責任，並進一步制訂與所服務社區及客戶互動及融合有關的政策。

B8.2 所貢獻資源

危險化學油罐車清潔服務

自二零零六年初以來，鎮江新宇一直是市內第一家及唯一一家有資格提供危險化學油罐車清潔服務的公司。清潔服務解決鎮江市不同化工行業清洗油罐車所造成的殘留化學品污染問題。清潔設施在嚴格的程序下操作，以確保清潔後殘留的化學廢物在受監控情況下處置。

緊急單位

為遵守鎮江市的環境保護要求及在環境保護局的支持下，鎮江新宇在鎮江市設有處理污染事故的緊急單位。該緊急單位隨時候命，因應地方當局需要提供服務，並協助交通事故善後處理工作及非法直接排放廢物造成的各種污染問題。

社區關懷

本集團一直關懷弱勢社群。為了向社區送暖，本集團支持探訪或贊助相關活動。本集團僱員經常以志願者的身份探訪護老院或孤兒院。於報告年度內，宿遷新宇贊助中國殘疾人聯合會舉辦慈善活動。

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Summary of the Group's Key Performances

Key Performances Indicators

Emissions

Indicators

指標

	2020	2019	2018
	二零二零年	二零一九年	二零一八年
SOx (kg)	5	6	11
硫氧化物(千克)			
NOx (kg)	2,566	3,579	2,694
氮氧化物(千克)			
PM (kg)	63	95	68
懸浮顆粒(千克)			
Total GHG emissions (1,000 tonnes) ¹	39	35	31
溫室氣體總排放量(千噸) ¹			
Direct GHG emissions (scope 1) (1,000 tonnes)	11	9	11
直接溫室氣體排放(範圍1)(千噸)			
Indirect GHG emissions (scope 2) (1,000 tonnes)	28	25	19
間接溫室氣體排放(範圍2)(千噸)			
Other indirect GHG emissions (scope 3) (1,000 tonnes)	<0	1	1
其他間接溫室氣體排放(範圍3)(千噸)			
GHG intensity (tonnes/m ² building area)	0.12	0.11	0.10
溫室氣體強度(噸/平方米廠區)			
GHG intensity (tonnes/employees)	63	64	58
溫室氣體強度(噸/僱員)			

Waste Management

Indicators

指標

	2020	2019	2018
	二零二零年	二零一九年	二零一八年
Hazardous waste generated (1,000 tonnes)	56	35	27
危險廢物產量(千噸)			
Hazardous waste intensity (tonnes/m ³ wastewater treated) ²	0.01	0.01	0.01
危險廢物強度(噸/立方米經處理廢水) ²			
Hazardous waste intensity (tonnes/tonne solid waste treated)	0.42	0.32	0.28
危險廢物強度(噸/噸經處理固體廢物)			
Non-hazardous waste generated (1,000 tonnes) ³	3	4	6
非危險廢物產量(千噸) ³			
Non-hazardous waste intensity (tonnes/m ² building area)	0.01	0.01	0.02
非危險廢物強度(噸/平方米廠區)			
Non-hazardous waste intensity (tonnes/employee)	4	7	11
非危險廢物強度(噸/僱員)			

¹ An update in consumption data and unified recording method of purchased electricity and water processed by third parties had contributed to a difference in the 2019 and 2018 figures in Scope 2 and 3 GHG emission from previous reports.

² An update in the intensity calculation method of hazardous waste had contributed to a difference in the 2019 and 2018 figures from previous reports.

³ An update in generation data and unified recording method of non-hazardous waste had contributed to a difference in the 2019 and 2018 figures from previous reports.

本集團關鍵績效概要

關鍵績效指標

氣體排放量

	2020	2019	2018
	二零二零年	二零一九年	二零一八年
SOx (kg)	5	6	11
硫氧化物(千克)			
NOx (kg)	2,566	3,579	2,694
氮氧化物(千克)			
PM (kg)	63	95	68
懸浮顆粒(千克)			
Total GHG emissions (1,000 tonnes) ¹	39	35	31
溫室氣體總排放量(千噸) ¹			
Direct GHG emissions (scope 1) (1,000 tonnes)	11	9	11
直接溫室氣體排放(範圍1)(千噸)			
Indirect GHG emissions (scope 2) (1,000 tonnes)	28	25	19
間接溫室氣體排放(範圍2)(千噸)			
Other indirect GHG emissions (scope 3) (1,000 tonnes)	<0	1	1
其他間接溫室氣體排放(範圍3)(千噸)			
GHG intensity (tonnes/m ² building area)	0.12	0.11	0.10
溫室氣體強度(噸/平方米廠區)			
GHG intensity (tonnes/employees)	63	64	58
溫室氣體強度(噸/僱員)			

廢物管理

	2020	2019	2018
	二零二零年	二零一九年	二零一八年

Hazardous waste generated (1,000 tonnes)	56	35	27
危險廢物產量(千噸)			
Hazardous waste intensity (tonnes/m ³ wastewater treated) ²	0.01	0.01	0.01
危險廢物強度(噸/立方米經處理廢水) ²			
Hazardous waste intensity (tonnes/tonne solid waste treated)	0.42	0.32	0.28
危險廢物強度(噸/噸經處理固體廢物)			
Non-hazardous waste generated (1,000 tonnes) ³	3	4	6
非危險廢物產量(千噸) ³			
Non-hazardous waste intensity (tonnes/m ² building area)	0.01	0.01	0.02
非危險廢物強度(噸/平方米廠區)			
Non-hazardous waste intensity (tonnes/employee)	4	7	11
非危險廢物強度(噸/僱員)			

¹ 外購電力與第三方處理水的消耗數據的更新加上統一記錄方法，導致二零一九年及二零一八年範圍2與範圍3的溫室氣體排放量與以前的報告有差異。

² 危險廢物的強度計算方法的更新，導致二零一九年及二零一八年的數據與以前的報告有差異。

³ 非危險廢物的產生數據更新加上統一記錄方法，導致二零一九年及二零一八年的數據與以前的報告有差異。

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Energy Indicators 指標	能源		
	2020 二零二零年	2019 二零一九年	2018 二零一八年
Total energy consumption (1,000 kWh) ⁴ 能源總耗量(千千瓦時) ⁴	80,472	69,050	74,966
Purchased electricity (1,000 kWh) 外購電力(千千瓦時)	34,913	31,059	24,061
Natural gas for stationary source (1,000 m ³) 固定源的天然氣(千立方米)	2,440	1,920	3,267
Fuel oil for stationary source (1,000 litres) 固定源的燃油(千升)	16	682	696
Diesel for stationary source (1,000 litres) 固定源的柴油(千升)	1,857	897	626
Petrol for mobile sources (1,000 litres) 流動源的汽油(千升)	44	54	384
Diesel for mobile sources (1,000 litres) 流動源的柴油(千升)	210	225	149
Energy intensity (kWh/m ³ wastewater treated) 能源強度(千瓦時/立方米經處理廢水)	7	4	3
Energy intensity (kWh/tonne solid waste treated) 能源強度(千瓦時/噸經處理固體廢物)	649	738	1,047
Energy intensity (kWh/m ² office area) 能源強度(千瓦時/平方米辦公室面積)	40	30	/
Water Use Indicators 指標	水資源使用		
	2020 二零二零年	2019 二零一九年	2018 二零一八年
Water consumption (1,000 m ³) ⁵ 耗水量(千立方米) ⁵	596	1,039	837
Water use intensity (m ³ /tonne solid waste treated) 用水強度(立方米/噸經處理固體廢物)	3.71	5.67	5.08
Water use intensity (m ³ /m ³ wastewater treated) 用水強度(立方米/立方米經處理廢水)	0.34	1.09	0.76
Water use (m ³ /m ² office area) 用水量(立方米/平方米辦公室面積)	0.31	0.39	/

⁴ An update in consumption data and unified recording method of purchased electricity had contributed to a difference in the 2019 and 2018 energy consumption and purchased electricity figures from previous reports.

⁵ An update in consumption data and unified recording method of water had contributed to a difference in the 2019 and 2018 consumption and intensity figures from previous reports.

⁴ 外購電力的消耗數據的更新加上統一記錄方法，導致二零一九年及二零一八年能源消費及購電資料與以前的報告有差異。

⁵ 水的消耗數據的更新加上統一記錄方法，導致二零一九年及二零一八年能消耗量與強度數據與以前的報告有差異。

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二零二零年環境、社會及管治報告

Employment Indicators 指標	僱傭		
	2020 二零二零年	2019 二零一九年	2018 二零一八年
Number of employees ⁶ 僱員人數 ⁶	615	536	543
Percentage of full-time employees (%) 全職僱員佔比(%)	100	98	99
Percentage of part-time employees (%) 兼職僱員佔比(%)	0	2	1
Percentage of female employees (%) 女性僱員佔比(%)	17	17	16
Percentage of male employees (%) 男性僱員佔比(%)	83	83	84
Percentage of employees working frontline (%) 前線工作僱員佔比(%)	80	80	79
Percentage of middle-level management employees (%) 中級管理層僱員佔比(%)	17	17	18
Percentage of senior-level management employees (%) 高級管理層僱員佔比(%)	3	3	3
Percentage of employees aged 18-25 (%) 18-25歲僱員佔比(%)	5	4	5
Percentage of employees aged 26-35 (%) 26-35歲僱員佔比(%)	32	35	36
Percentage of employees aged 36-45 (%) 36-45歲僱員佔比(%)	29	28	27
Percentage of employees aged 46-55 (%) 46-55歲僱員佔比(%)	29	29	28
Percentage of employees aged above 55 (%) 55歲以上僱員佔比(%)	5	4	3
Number of employees who left the Group 離開本集團的僱員人數	111	126	136
Turnover of full-time employees (%) ⁷ 全職僱員流失率(%) ⁷	18	24	25
Turnover of part-time employees (%) 兼職僱員流失率(%)	/	0	0
Turnover of female employees (%) 女性僱員流失率(%)	18	23	27
Turnover of male employees (%) 男性僱員流失率(%)	8	24	25
Turnover of employees working frontline (%) 前線工作僱員流失率(%)	17	24	26
Turnover of middle-level management employees (%) 中級管理層僱員流失率(%)	20	25	19
Turnover of senior-level management employees (%) 高級管理層僱員流失率(%)	22	13	27
Turnover of employees aged 18-25 (%) 18-25歲僱員流失率(%)	21	33	23
Turnover of employees aged 26-35 (%) 26-35歲僱員流失率(%)	21	25	26
Turnover of employees aged 36-45 (%) 36-45歲僱員流失率(%)	25	31	33
Turnover of employees aged 46-55 (%) 46-55歲僱員流失率(%)	11	13	18
Turnover of employees aged above 55 (%) 55歲以上僱員流失率(%)	0	18	16

⁶ Number of employees were those working within the reporting scope at the end of the Reporting Year

⁷ Turnover = number of employees who left/number of employees at the end of the Reporting Year

⁶ 僱員人數乃於報告年度結束時在報告範圍內工作的人數。

⁷ 流失率=離職僱員人數/於報告年度結束時的僱員人數。

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Employee Safety Indicators 指標	僱員安全		
	2020 二零二零年	2019 二零一九年	2018 二零一八年
Work-related fatalities 與工作有關的死亡事故	0	0	1
Fatality rate (%) 死亡率(%)	0	0	0.18
Number of work injuries (cases) 因工受傷數目(宗)	14	12	5
Total lost days due to work injuries 因工傷損失工作總日數	609	640	222
Cases resulting in less than or equal to 3 lost working days 導致損失少於或等於3個工作日的個案	3	1	2
Cases resulting in more than 3 working days 導致損失多於3個工作日的個案	11	11	3

Employee Training Indicators 指標	僱員培訓		
	2020 二零二零年	2019 二零一九年	2018 二零一八年
Number of employees trained ⁸ 已接受培訓的僱員人數 ⁸	582	567	538
Percentage of employees trained (%) ⁹ 已接受培訓的僱員佔比(%) ⁹	94	106	99
Percentage of female employees trained (%) 已接受培訓的女性僱員佔比(%)	93	104	94
Percentage of male employees trained (%) 已接受培訓的男性僱員佔比(%)	95	106	100
Percentage of frontline employees trained (%) 已接受培訓的前線僱員佔比(%)	96	108	102
Percentage of middle management employees trained (%) 已接受培訓的中級管理層僱員佔比(%)	88	98	86
Percentage of senior management employees trained (%) 已接受培訓的高級管理層僱員佔比	100	94	93
Total hours of training received by employees 僱員已接受培訓的總時數	13,688	11,607	9,495
Average hours of training received per employee ¹⁰ 每名僱員已接受培訓的平均時數 ¹⁰	22	22	17
Average hours of training a female employee received 每名女性僱員已接受培訓的平均時數	21	18	15
Average hours of training a male employee trained 每名男性僱員已接受培訓的平均時數	23	22	18
Average hours of training a frontline employee received 每名前線僱員已接受培訓的平均時數	23	22	16
Average hours of training a middle management employee received 每名中級管理層僱員已接受培訓的平均時數	19	18	23
Average hours of training a senior management employee received 每名高級管理層僱員已接受培訓的平均時數	30	28	36

⁸ Employees trained include employees who left the Group during the Reporting Year

⁹ Percentage of employees trained is the number of employees trained throughout the year divided by the number of employees at the end of the Reporting Year

¹⁰ Average hours of training received per employee is the total hours of training received by employees divided by the total number of employees at the end of the Reporting Year

⁸ 已接受培訓的僱員包括於報告年度內離開本集團的僱員

⁹ 已接受培訓的僱員佔比指於整個年度內已接受培訓的僱員人數除以報告年度末的僱員人數

¹⁰ 每名僱員已接受培訓的平均時數指僱員已接受培訓的總時數除以報告年度末的僱員總人數



ASSURANCE STATEMENT

SGS HONG KONG'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE NEW UNIVERSE ENVIRONMENTAL GROUP LIMITED'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT FOR 2020

NATURE OF THE ASSURANCE/VERIFICATION

SGS Hong Kong Limited (hereinafter referred to as SGS) was commissioned by the New Universe Environmental Group Limited (hereinafter referred to as New Universe) to conduct an independent assurance of the Environmental, Social and Governance Report 2020 (hereinafter referred to as the Report).

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all New Universe's Stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors or governing body (as applicable) and the management of New Universe. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all New Universe's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognised assurance guidance and standards.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options

驗證標準意見

Stock Exchange of Hong Kong Limited, Environmental, Social and Governance Reporting Guide
香港聯合交易所有限公司·環境、社會及管理報告指引

Assurance has been conducted at a limited level of scrutiny.

驗證聲明

香港通用檢測認證對新宇環保集團有限公司的二零二零年環境、社會及管治報告的可持續發展活動報告

驗證／查核的性質

香港通用檢測認證有限公司(以下簡稱SGS)受新宇環保集團有限公司(以下簡稱新宇)委託，對二零二零年環境、社會及管治報告(以下簡稱該報告)進行獨立驗證。

本驗證聲明的目標用戶

本驗證聲明旨在向新宇的所有持份者提供資料。

職責

本報告中的資料及其表述由新宇的董事或管治機構(如適用)及管理層負責。SGS並無參與該報告中任何材料的準備工作。

我們的職責是對查核範圍內的文本、數據、圖表及聲明發表意見，旨在告知新宇的所有持份者。

驗證標準、驗證類型及水平

SGS的環境、社會及管治及可持續發展報告驗證規章乃用作驗證，並以國際公認的驗證指引及標準為基礎。

該報告的驗證乃根據以下驗證標準進行：

Level of Assurance

驗證程度

Limited
局限

以局限的審查規格進行驗證。

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SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as stated in the Report.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. Note here any other specific limitations for the assurance engagement and actions taken to mitigate those limitations.

Some statements and data within the scope were not assured due to lack of accessible records during the timescale allowed for assurance, and these are clearly marked throughout the Report.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from New Universe, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with IRCA EMS Principal Auditor, ISO 26000, nominated tutor of GRI Standard and Sustainability Reporting.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

驗證的範圍

驗證的範圍包括評價報告中所述的特定績效資料的質量、準確性及可靠性。

驗證方法

驗證方法包括驗證前研究、訪談，必要時與外部機構及／或持份者審查及確認文檔及記錄。

限制及緩解

獨立審核的財務賬目中的財務數據，並未作為本驗證程序的組成部分與來源數據進行核對。請垂注本文有關驗證委託的任何其他局限以及緩減有關局限而採取的行動。

由於在允許驗證的時間內缺乏可獲得的記錄，範圍內若干聲明及數據並未驗證，並已在該報告裡中明確標注。

獨立性與能力聲明

SGS是全球領先的檢驗、鑒定、測試及認證機構，在全球140多個國家運作，擁有全球性的服務網絡，提供的服務包括管理系統及服務認證：質量、環境、社會及道德審核及培訓；環境、社會及可持續發展報告驗證。SGS申明與新宇為完全獨立的組織，對該組織及其附屬機構及持份者不存在偏見及利益沖突。

驗證團隊是由具備與此項任務有關的知識、經驗和資質的人員組成的，包括在IRCA註冊的EMS首席審計員、ISO 26000、GRI標準及可持續發展報告的指定導師。

發現及結論

驗證／查證意見

基於上述方法論和所進行的驗證，我們確信包括在驗證範圍內的特定績效資是準確、可靠，並已作出公平的陳述，且在所有重大方面均按照報告標準編制。

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QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

Detail here key findings on quality and reliability of information included in scope, include key areas for improvement and good practice identified.

For example:

- New Universe chose early adoption of Scope 3 emission figure and climate change in this Report.
- A good measuring tools have been developed to record all the need data in a comprehensive way.

特定績效資料的質量及可靠性

在此詳細說明關於範圍內資料的質量及可靠性的主要發現，包括需要改進的主要領域及所辨識的優良做法。

例如：

- 新宇選擇在該報告中提前採用範圍3的排放數字及氣候變化。
- 開發出良好的測量工具，以全面記錄所有需要的數據。

Signed:

簽署：

For and on behalf of SGS Hong Kong Limited

代表香港通用檢測認證有限公司



Miranda Kwan

關靜儀

Director

總監

Knowledge

知識與管理

2 June 2021

二零二一年六月二日

WWW.SGS.COM

NEW UNIVERSE
ENVIRONMENTAL GROUP LIMITED
新宇環保集團有限公司