



**天德化工控股有限公司**  
**TIANDE CHEMICAL HOLDINGS LIMITED**

(於開曼群島註冊成立之有限公司) (股份代號：609)  
(Incorporated in the Cayman Islands with limited liability) (Stock Code: 609)



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

**2020**



# 目錄

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## 關於本報告

天德化工控股有限公司（「**本公司**」，連同其附屬公司統稱為「**本集團**」）之主要業務為研發、生產和銷售精細化工產品。

本集團的環境、社會及管治報告（「**本報告**」）乃根據香港聯合交易所有限公司（「**聯交所**」）證券上市規則附錄二十七闡述的《環境、社會及管治報告指引》（「**ESG 指引**」）而編製，並已遵守 ESG 指引內有關「不遵守就解釋」的規定。

因應濰坊市政府推動改善大氣環境質素及實現「化工企業退城入園」政策，本公司全資附屬公司濰坊柏立化學有限公司（「**濰坊柏立**」）的生產廠房須強制遷離原址所屬的中心城區。本集團於二零一九年開始已分階段將濰坊柏立的生產設施搬遷至本公司另一家全資附屬公司濰坊濱海石油化工有限公司（「**濰坊濱海**」）的生產廠房內（「**該搬遷**」）。於二零二零年，該搬遷已完成，濰坊柏立亦已將原有廠房土地交還中華人民共和國（「**中國**」）當地政府。此後，濰坊柏立已變更成為一家從事銷售及分銷精細化工產品的公司，而本集團大部分的生產活動已集中於濰坊濱海的生產廠房。因此，本報告的匯報範圍則從以往覆蓋濰坊柏立及濰坊濱海兩家附屬公司變更為以後者為主。

## ABOUT THIS REPORT

Tiande Chemical Holdings Limited (the “**Company**” and together with its subsidiaries, collectively the “**Group**”) is principally engaged in research and development, manufacture and sale of fine chemical products.

This Environmental, Social and Governance Report of the Group (the “**Report**”) is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and satisfied the “comply or explain” provisions of the ESG Guide.

Due to the Weifang municipal government’s promotion of a higher quality standard of atmospheric environment and implementation of the “Relocation of Chemical Enterprises from Urban Areas to Industrial Parks” policy, the production plant of Weifang Parasia Chem Co., Ltd. (“**Weifang Parasia**”), a wholly-owned subsidiary of the Company, was mandatorily relocated from its original site situated in the central urban area. The Group started to relocate the production facilities of Weifang Parasia to the production plant of Weifang Binhai Petro-Chem Co., Ltd. (“**Weifang Binhai**”), another wholly-owned subsidiary of the Company, in phases (the “**Relocation**”) during 2019. The Relocation had been completed and Weifang Parasia had returned the land originally occupied by its production plant to the local government of the People’s Republic of China (the “**PRC**”) in 2020. Weifang Parasia has changed its business scope to that of engaging in the sales and distribution of fine chemical products thereafter, while most of the production activities of the Group have been consolidated at the production plant of Weifang Binhai. As a result, the reporting scope of the Report has changed from previously covering two subsidiaries, Weifang Parasia and Weifang Binhai, to the latter predominantly.





## 關於本報告 (續)

本報告旨在向本集團持份者傳達二零一九年一月一日至二零二零年十二月三十一日期間就濰坊濱海以及二零一九年濰坊柏立相關信息（除另有說明外）之重要環境、社會和管治等方面的可持續策略、管理方法和績效。本報告需與於二零二一年四月二十一日在聯交所及本公司網站刊載的本公司二零二零年年度報告一併閱讀，特別是其中所載的企業管治報告。本報告已獲本公司董事會（「**董事會**」）審議通過。

董事會認為，良好的環境、社會和管治績效對實現業務可持續性及提升本集團競爭力具有決定性影響。本集團不僅對其股東負責，而且對其包括客戶、供應商、僱員、政府和社會團體等在內的整體持份者負責。因此，本集團通過各種渠道持續與其持份者保持有效溝通，包括有關地方當局進行現場檢查、股東大會、公告、投資者會議、客戶和供應商會議、員工培訓、文化和體育活動、客戶服務熱線、參加行業會議及/或展覽會，以及慈善和社會投資等，這使本集團能夠收集重要和有用的信息以全面評估和識別有關環境、社會和管治的相關事項，並有助於董事會制定和實施各項營運政策並管理相關風險，以維持業務發展。

## ABOUT THIS REPORT (Continued)

The Report aims to communicate with the stakeholders of the Group on sustainable strategies, management approach and performance on material environmental, social and governance issues of Weifang Binhai for the period from 1 January 2019 to 31 December 2020, as well as the relevant information of Weifang Parasia for the year 2019 (unless otherwise stated). The Report is to be read in conjunction with the 2020 annual report of the Company which was published on the websites of the Stock Exchange and the Company on 21 April 2021, in particular the Corporate Governance Report contained therein. The Report has been reviewed and approved by the board of directors of the Company (the “**Board**”).

The Board believes that sound environmental, social and governance performance has a decisive influence on achieving business sustainability and enhancing competitiveness of the Group. The Group is not only responsible to its shareholders, but also to its stakeholders including customers, suppliers, employees, governments and the social communities etc. as a whole. Hence, the Group keeps an effective communication with its stakeholders on an on-going basis through various channels, including on-site inspections by relevant local authorities, general meetings, announcements, investor relations meetings, customers and suppliers meetings, staff training, cultural and sport activities, customer services hotline, attending industry conferences and/or exhibitions, and charities and social investments etc. which enable the Group to collect essential and useful information to comprehensively evaluate and identify the relevant matters relating to the environment, society and governance and help the Board to establish and implement various policies in its operations and manage related risks so as to sustain its business development.





## 關於本報告 (續)

作為盡責的企業，本集團嚴格履行環境、僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污等相關監管規定。本集團致力推動環境保護、社會責任及有效企業管治。

任何反饋將幫助我們改善整體績效和本報告的披露。請隨時通過電子郵件將您的意見或建議發送至 [info@tdchem.com](mailto:info@tdchem.com)。

## ABOUT THIS REPORT (Continued)

Being a responsible enterprise, the Group strictly complies with the relevant regulators' requirements on environment, employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption etc. The Group is committed to promote environmental protection, social responsibility and effective corporate governance.

Any feedback will help us to improve our overall performance and disclosure in the Report. Please do not hesitate to send your comments or suggestions to us by email at [info@tdchem.com](mailto:info@tdchem.com).





## 環境

本公司將環境保護視作企業責任之一，且本公司充份認識到環境可持續發展對實現業務可持續發展的重要性。本集團致力於節約能源並減少污染物排放，通過 (i) 充分利用資源；(ii) 深化循環經濟生產體系；及 (iii) 採用先進的節能技術及設備提高效率以減少對環境和自然資源的影響。

安全及環保委員會早於二零零六年成立，旨在領導本集團的安全及環保工作，並負責本集團安全及環保等方面的重要決策。本集團已成立安全、健康及環境部（「安全、健康及環境部」）以制定本集團整體的安全、健康及環境政策和指引，並主要負責：(i) 評估和識別本集團營運是否符合有關地方當局頒布的有關環保法律法規之要求；(ii) 審閱及更新安全、健康和環境方案；(iii) 參與討論重大的安全、健康和環境措施；(iv) 檢查和監督安全、健康和環境計劃的實施；(v) 確定潛在的環境問題並向安全和環境保護委員會提供預防和補救措施以供採納及實施；及 (vi) 審閱及處理環保的獎懲工作。

## ENVIRONMENT

The Company undertakes environmental protection as part of its corporate responsibilities, and the Company is fully aware of the importance of sustainable environmental development in achieving sustainability of its operations. The Group is committed to the conservation of energy and minimisation of pollutant emission by (i) fully utilising resources; (ii) intensifying circular economy production system; and (iii) adopting advanced energy-saving technologies and facilities to enhance efficiency while reducing the impact on the environment and natural resources.

The Safety and Environmental Protection Committee, which has been established since 2006, aims to lead the safety and environmental protection works of the Group and is responsible for making critical decisions relating to safety and environmental protection concerns of the Group. The Group has set up the Safety, Health and Environment Department (the “SHE”) to formulate the general policies and guidelines of safety, health and environment. The SHE is mainly responsible for (i) evaluating and determining the Group’s operational compliance with the requirements of relevant laws and regulations on environmental protection issued by the relevant local authorities; (ii) reviewing and updating the safety, health and environment programs; (iii) participating in the discussion of major safety, health and environment measures; (iv) inspecting and supervising the implementation of safety, health and environment plans; (v) identifying potential environmental issues and suggesting prevention and remedy measures to the Safety and Environmental Protection Committee for adoption and implementation; and (vi) reviewing and handling the reward and disciplinary actions on environmental protection works.





## 環境 (續)

本集團所有生產場所均實施清潔生產。本集團所有業務均全面實踐「綠色、清潔、低碳和循環經濟」的理念。本集團各附屬公司承擔安全、健康及環境措施的具體執行，並對合規性負責。

本集團一直通過技術改造積極推動先進的節能技術、工藝和設備以及淘汰落後產能，以提高規模生產效益，由此不僅提高了本集團的經濟表現，而且顯著提升了環保效益。

本集團已建立一套高規格的环境管理體系，通過「規劃 - 執行 - 查核 - 行動」不斷改進環境管理體系，盡量減少對環境的損害。濰坊濱海已取得 ISO14000 環境管理體系認證。

環保工作貫穿從產品設計到成品的整個生產週期，同時清潔生產審核定期及持續地進行。於二零二零年，據本集團所知，並無任何不遵守有關本報告所述環保層面的適用標準、規定及規管之任何重大事宜。

## ENVIRONMENT (Continued)

The Group implements clean production on all of its production sites. The philosophy of “green, clean, low-carbon and circular economy” has been adopted thoroughly in all operations of the Group. Each subsidiary of the Group is in charge of the practical implementation of safety, health and environment measures and is responsible for the compliance thereof.

The Group consistently promotes the use of advanced energy-saving technologies, processes and facilities through technological upgrades as well as phasing out obsolete production capacity in order to enhance the efficiency of scale production which not only strengthens the Group’s economic performance but also improves the effectiveness of environmental protection significantly.

The Group has established a high specification of environmental management system and continuously improves the environmental management system through “plan - do - check - act” to minimise damage to the environment. Weifang Binhai has obtained the ISO14000 Environmental Management System certification.

Environmental protection works run through the entire production cycle from design to finishing of products, while clean production audit is performed regularly and continuously. In 2020, the Group was not aware of any material non-compliance with applicable standards, rules and regulations relating to the environmental protection aspects discussed in the Report.





## 環境 (續)

因應該搬遷，濰坊柏立自二零一九年起已就土壤測試和調查制定安全和環保規則及風險應急計劃、以及精心計劃該搬遷的程序，旨在確保該搬遷安全穩妥進行。據本集團所知，在整個該搬遷及土地還原過程中並無發生任何事故，也沒有對環境造成任何負面影響。此外，由於該搬遷，濰坊濱海已順利重置相關生產線，並實施一系列安全環保項目對生產工藝、節能環保技術和設施進行升級優化，以實現更佳的环境保護和更佳的經濟效益。在生產集中化後，年內，本集團的污染物排放、資源使用、環境及天然資源已實現進一步改善。

### 排放物

本集團採取全面的環境管理體系，旨在符合或甚至達到低於有關地方當局廢氣、廢水和固體廢物等排放標準。

本集團嚴格遵守稱為「三同時制度」的綠色措施，以確保防治污染設施同時納入項目設計、建設及生產過程。本集團鍋爐煙氣排放及鍋爐安裝均符合當地環保標準。

## ENVIRONMENT (Continued)

In response to the Relocation, since 2019 Weifang Parasia had formulated safety and environmental protection rules and risk contingency plans for soil testing and investigation, as well as meticulously drew up the procedures for the Relocation to ensure that it would be carried out safely and securely. The Group is not aware of any accidents nor negative impact on the environment during the entire process of the Relocation and land reinstatement. In addition, Weifang Binhai has successfully resettled the relevant production lines in relation to the Relocation, while a series of safety and environmental protection projects had been implemented to upgrade and optimise the production processes, energy-saving and environmental protection technologies and facilities, with a view to achieving a better environmental protection and higher economic efficiency. Upon the centralisation of productions, pollutant emission, use of resources, environmental and natural resources of the Group have been further improved during the year.

### Emission

The Group adopts a comprehensive environmental management system which aims to meet or even achieve a level below the relevant local authorities' emission standards for exhaust gas, wastewater and solid waste etc..

The Group strictly complies with a green measure called "Three Simultaneous System" to ensure that the facilities for pollution prevention are incorporated into the project design, construction and production process simultaneously. Both the flue gas emission from boilers and the installation of boilers of the Group are in compliance with the relevant local environmental protection standards.







## 環境 (續)

### 排放物 (續)

中國生態環境部（前稱為中國環境保護部）自二零一六年年底起實施「控制污染物排放許可制度」，旨在通過對排污企業發放排污許可證（「**排污許可證**」）以有效監管及控制企業的污染物排放。濰坊濱海則在濰坊市生態環境局規定的截止日期前已於二零二零年八月通過審核並取得排污許可證。據此，濰坊濱海必須按照排污許可證載明的污染物許可排放規定進行排放，同時嚴格遵守自行監測、台賬記錄及編制執行報告等與排污許可證環境管理相關之要求。自二零二零年第三季度起，濰坊濱海已按照排污許可證之要求於「全國排污許可證管理信息平台」定期披露其執行報告，濰坊市生態環境局和公眾可以據此評估和監測濰坊濱海的污染物排放。

於二零二零年，濰坊濱海並無任何違反「鍋爐大氣污染物排放標準」（GB13271-2014）、「山東省鍋爐大氣污染物排放標準」（DB37/2374-2018）、「山東省區域性大氣污染物綜合排放標準」（DB37/2376-2019）、「山東省火電廠大氣污染物排放標準」（DB37/664-2019）、「揮發性有機物排放標準第6部分：有機化工行業」（DB37/2801.6-2018）、「揮發性有機物無組織排放控制標準」（GB37822-2019）及「污水排入城鎮下水道水質標準」（GB/T31962-2015）的行為。

## ENVIRONMENT (Continued)

### Emission (Continued)

Since the end of 2016, the Ministry of Ecology and Environment of the PRC (formerly known as the Ministry of Environmental Protection of the PRC) has enacted the “Permit System for Controlling Pollutants Emission” in order to effectively monitor and control the emission of pollutants by enterprises through the issuance of Pollutants Emission Permits (the “**PEP**”) to enterprises which discharge pollutants. In August 2020, Weifang Binhai passed the regulatory inspection and obtained the PEP ahead of the deadline set by the Weifang Bureau of Ecology and Environment. Accordingly, Weifang Binhai must comply with the requirements relating to pollutant emissions set out in the PEP. At the same time, it must also strictly follow the environmental administration requirements stipulated in the PEP, including self-monitoring, record-keeping and execution report writing etc. Since the third quarter of 2020, Weifang Binhai has been following the requirements of the PEP to regularly disclose its execution reports on the “National Pollutants Emission Permits Administration Information Platform”, so that the Weifang Bureau of Ecology and Environment and the public are able to evaluate and monitor Weifang Binhai’s pollutants emission.

In 2020, Weifang Binhai was not in breach of the Boiler Air Pollutant Discharge Standards (GB13271-2014), the Boiler Air Pollutant Discharge Standards in Shandong Province (DB37/2374-2018), the Regional Air Pollutant Comprehensive Emission Standards in Shandong Province (DB37/2376-2019), the Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province (DB37/664-2019), Emission Standards of Volatile Organic Compounds Part VI: Organic Chemical Industry (DB37/2801.6-2018), Control Standards of Unorganised Emission of Volatile Organic Compounds (GB37822-2019) and the Quality Standards of Sewage Discharge to the Town Sewer (GB/T31962-2015).





## 環境 (續)

### 排放物 (續)

#### 廢氣和溫室氣體減排

本集團竭盡全力減少其在開展業務時對環境造成的影響，嚴格執行有關大氣污染物排放之規定，並符合所有相關排放標準。

濰坊柏立及濰坊濱海均採用系統化的廢氣排放監控程式，並定期檢查廢氣排放系統性能，以確保廢氣排放系統正常運作。濰坊濱海已按相關規定的頻次定期對工廠內部的有組織廢氣排放和工廠邊界的無組織廢氣排放進行密切監測和測量，以確保廢氣排放符合相關的環境標準。

濰坊濱海已於有機廢液焚燒裝置、天然氣導熱油爐、天然氣蒸汽鍋爐和燃煤蒸汽鍋爐等安裝在線監測系統，以全面跟踪排放數據。同時，濰坊濱海工廠邊界已安裝揮發性有機物（「**揮發性有機物**」）在線監測系統，污染物排放數據已根據當地環保部門要求，通過揮發性有機物在線監測系統即時上傳到當地環保部門的監控平台以供當地有關政府部門和公眾評估和監測。此舉已體現本集團對促進環境保護的決心和承諾。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Reduction of Exhaust Gas and Greenhouse Gases

The Group makes every effort to minimise its impacts on the environment when conducting its business. The Group also rigorously adheres to the regulations on emission of atmospheric pollutants and meets all the relevant emission standards.

Both Weifang Parasia and Weifang Binhai adopt the systematic exhaust gas emission control procedure. The performance of exhaust gas emission system is regularly inspected to ensure that it functions normally. Weifang Binhai has followed the frequency stipulated by related regulations to monitor closely and measure its organised exhaust gas emission inside the factories and unorganised exhaust gas emission from the factory boundary at regular intervals, so as to ensure that exhaust gas emissions comply with the relevant environmental standards.

Weifang Binhai has built-in online monitoring systems in organic waste liquid incineration treatment facilities, natural gas heat conduction oil furnaces, natural gas steam boilers and coal-fired steam boilers etc., to keep track of emission data comprehensively. Meanwhile, volatile organic compounds (“**VOCs**”) on-line monitoring systems have been installed at the factory boundary of Weifang Binhai. In accordance with the requests by the local environmental protection departments, the pollutant discharge data is uploaded to their monitoring platform through VOCs on-line monitoring systems in real time, enabling assessment and monitoring by relevant local government authorities and the public. This action underlines the Group’s resolution and commitment in regard of promoting environmental protection.



## 環境 (續)

### 排放物 (續)

#### 廢氣和溫室氣體減排 (續)

此外，該搬遷產生的無組織廢氣通過管道連接儲罐放風口收集，並由廢氣處理設施集中處理後才排放，從而減少了大氣中的氣味排放。年內，濰坊濱海為該搬遷重置生產車間已配備尾氣吸收處理設施，以應對日後不斷擴張的生產規模之所需及降低揮發性有機物排放。

本集團主要產生的廢氣有氮氧化物、二氧化硫和煙塵。污染物種類及相關排放資料如下：

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Reduction of Exhaust Gas and Greenhouse Gases (Continued)

In addition, the unorganised exhaust gas generated by the Relocation was collected through the pipelines connected to the vents of storage tanks and then treated centrally by the exhaust gas treatment facilities before being discharged, thereby reducing the emission of odour to the atmosphere. During the year, Weifang Binhai has installed tail gas absorption treatment facilities at the production lines which in relation to resettlement of the Relocation, in order to meet the demand of continued expansion of production scale in the future and to lower the emission of VOCs.

The exhaust gases produced by the Group are mainly nitrogen oxides, sulfur dioxide and smoke and dust. Types of pollutants and the relevant emission data are shown as follows:

#### 廢氣排放量 (以噸計)

##### Amount of exhaust gas emission (in tonnes)

	<u>2020</u>	<u>2019</u>
氮氧化物 Nitrogen oxides	<b>43.6</b>	65.0
二氧化硫 Sulfur dioxide	<b>12.3</b>	13.0
廢氣中的煙塵 Smoke and dust in exhaust gas	<b>3.2</b>	2.8

#### 廢氣排放濃度 (以每立方米之毫克計)

##### Density of exhaust gas emission (in mg/m<sup>3</sup>)

	<u>濰坊柏立</u>	<u>濰坊濱海</u>	
	<u>Weifang Parasia</u>	<u>2020</u>	<u>2019</u>
氮氧化物			
Nitrogen oxides	64.0	<b>29.3</b>	39.0
二氧化硫			
Sulfur dioxide	13.4	<b>8.3</b>	4.2
廢氣中的煙塵			
Smoke and dust in exhaust gas	2.1	<b>2.1</b>	1.2



## 環境 (續)

### 排放物 (續)

#### 廢氣和溫室氣體減排 (續)

為滿足「山東省鍋爐大氣污染物排放標準」對廢氣中氮氧化物、二氧化硫和煙塵的要求，濰坊柏立及濰坊濱海均已安裝脫硫、脫硝、除塵和超低排放設施。該等設施已獲得當地環保部門的賞識。於二零二零年，濰坊濱海已分別對燃氣導熱油爐及氰化鈉生產線內餘熱回收鍋爐的脫硝工藝進行改進，在脫硝設備中增加選擇性催化還原技術，以持續提高脫硝功能及進一步減少氮氧化物的排放。因此，年內氮氧化物排放量比二零一九年進一步明顯下降。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Reduction of Exhaust Gas and Greenhouse Gases (Continued)

In order to fulfil the emission standards for nitrogen oxides, sulfur dioxide and smoke and dust as required by the “Boiler Air Pollutant Discharge Standards in Shandong Province”, both Weifang Parasia and Weifang Binhai have installed desulfurisation, denitrification, dust removal and ultra-low emission facilities. Such facilities have been complimented by the local environmental protection authorities. In 2020, Weifang Binhai carried out modifications on the denitrification process of gas-fired heat conduction oil furnaces and residual heat recovery boilers built-in in the productions lines of sodium cyanide, respectively. The modifications applied selective catalytic reduction technology to the denitrification equipment to continuously improve the denitrification capability and further reduce the emission of nitrogen oxides. Consequently, during the year, the emission volume of nitrogen oxides continued to decrease significantly when compared with 2019.





## 環境 (續)

### 排放物 (續)

#### 廢氣和溫室氣體減排 (續)

自二零一七年年底起，濰坊柏立及濰坊濱海一直遵守濰坊市超低排放標準要求。因應該搬遷，濰坊柏立的燃煤蒸汽鍋爐已於二零一九年第四季度關閉，其燃煤配額和污染控制指標許可通過削減和替代方式轉移至濰坊濱海鍋爐。濰坊濱海隨後對燃煤蒸汽鍋爐進行了技術升級改造，令鍋爐的污染物排放濃度及排放量均已達到「山東省火電廠大氣污染物排放標準」(DB37/664-2019)所規定之要求。於二零二零年，濰坊濱海燃煤蒸汽鍋爐已全面投入使用，為進一步降低污染物排放及提高生產效益，濰坊濱海通過大量採購高質量且低雜質含量的煤炭已有效達到源頭減排。從本集團整體而言，廢氣排放已明顯改善。

於二零二零年，濰坊濱海的氮氧化物、二氧化硫和煙塵排放量一直保持在低於「山東省鍋爐大氣污染物排放標準」所規定之水平。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Reduction of Exhaust Gas and Greenhouse Gases (Continued)

Both Weifang Parasia and Weifang Binhai have been complying with the requirements of ultra-low emission standards of Weifang City since the end of 2017. Due to the Relocation, the coal-fired steam boilers of Weifang Parasia were shut down in the fourth quarter of 2019 while its permission of coal burning quota and pollution control index was transferred to the boilers of Weifang Binhai through reduction and substitution. Weifang Binhai subsequently carried out technical upgrades on the boilers, which enabled them to meet the requirements stipulated by Air Pollutant Emission Standards of Thermal Power Plant in Shandong Province (DB37/664-2019) in relation to both the concentration and volume of pollutant emission. In 2020, the coal-fired steam boilers of Weifang Binhai have been fully commissioned. To further lower pollutant emission and enhance production efficiency, Weifang Binhai has effectively reduced emission at source through the procurement of substantially high-quality coal that contains fewer impurities. From the perspective of the Group as a whole, there has been an obvious improvement in the overall exhaust gas emission.

Weifang Binhai consistently kept its nitrogen oxides, sulfur dioxide and soot emissions well below the level stipulated by The Boiler Air Pollutant Discharge Standards in Shandong Province throughout the year of 2020.





## 環境 (續)

### 排放物 (續)

#### 廢水

本集團嚴格處理工業廢水，並採取各種措施回收利用廢水，以減少廢水排放總量和污染物濃度並遵守相關排放許可限值。濰坊濱海亦已按排污許可證管理信息相關規定的頻次定期對廢水排放進行密切監測和測量，以確保廢水排放符合相關的環境標準。

濰坊柏立採用生化廢水處理工序回收用水，經處理後的循環水主要用於道路灑水、綠化灌溉及煤場灑水等，剩餘經處理後的廢水排入城市污水處理廠集中處理。

濰坊濱海採用生化處理加反滲透膜處理技術回收再利用廢水。廢水通過安裝在管架上的下水道從每個生產設施收集到污水處理站。於二零一九年，濰坊濱海進一步提升污水處理系統中的氨氮處理技術，並新置反硝化處理系統，以提高脫氮功能。此外，濰坊濱海將曝氣池改造為缺氧池，並擴大脫氮曝氣池和二次沉降池的能力，因此，使廢水中的化學需氧量（「**化學需氧量**」）濃度進一步降低。於二零二零年，濰坊濱海提升污水處理系統中的好氧處理設備能力，並進一步降低廢水中的氨氮濃度。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Wastewater

The Group conducts stringent treatments on its industrial wastewater and takes various measures to recycle and reuse wastewater in order to reduce the total amount and pollutant concentration of wastewater discharge whilst complying with the relevant permitted quota. Weifang Binhai has also monitored closely and tested wastewater discharge at regular frequencies as stipulated by the relevant administration requirements of PEP. This would ensure the compliance of wastewater discharge with the relevant environmental standards.

Weifang Parasia adopted biochemical wastewater treatment process to recycle water. The treated recycled water was primarily used in road sprinkler, plant irrigation and coal sprinkler etc., and the remaining treated wastewater was discharged into the urban wastewater treatment plant for processing centrally.

Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse wastewater. Wastewater is collected from each of the production facilities to a sewage treatment station by linked sewer pipes installed on pipe racks. In 2019, Weifang Binhai further upgraded the technologies of ammonia nitrogen processing of the sewage treatment system and newly installed denitrification treatment system for improving the denitrogen capability. In addition, Weifang Binhai transformed aeration tank into anoxic tank and expanded the capacity of denitrification aeration tank and secondary settling tank. Consequently, the chemical oxygen demand (“**COD**”) concentration of wastewater was further reduced. In 2020, Weifang Binhai upgraded the capability of the aerobic treatment facility in its wastewater treatment system and further reduced the concentration of ammonia nitrogen in the wastewater.





## 環境 (續)

### 排放物 (續)

#### 廢水 (續)

於二零一九年年底，濰坊濱海已採用最新技術，設立每日 2,000 立方米的廢水處理設施，以應付該搬遷後擴大的生產規模及進一步提高污水處理效率。

年內，隨著該搬遷，濰坊濱海的生產規模通過重置濰坊柏立生產產能而大幅擴大，再加上新建生產線的投入，濰坊濱海用水量明顯增加。在發揮協同效益及提升污水處理性能後，經處理後的廢水排放量從而降至 429,392 噸（二零一九年：濰坊濱海經處理後的廢水排放量為 77,352 噸，而濰坊柏立經處理後的廢水排放量為 377,612 噸），其化學需氧量濃度為每升 28.9 毫克（二零一九年：濰坊濱海的化學需氧量濃度為每升 59.6 毫克，而濰坊柏立的化學需氧量濃度為每升 31.2 毫克）及化學需氧量排放量亦降至 12.4 噸（二零一九年：濰坊濱海的化學需氧量排放為 4.6 噸，而濰坊柏立的化學需氧量排放為 11.8 噸）。上述廢水排放數據乃遠遠低於「污水排入城鎮下水道水質標準」及排污許可證之規定。該廢水經處理後未能再使用並排至濰坊濱海工業園區集中污水廠處理。

#### 廢棄物處置

本集團非常重視廢棄物的產生和處置，並嚴格遵守有關地方當局之規定。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Wastewater (Continued)

In the end of 2019, Weifang Binhai adopted the latest technologies and built a new 2,000m<sup>3</sup> per day wastewater treatment facility in order to cope with the enlarged production scale after the Relocation as well as further enhance the efficiency of wastewater treatment.

During the year, following the Relocation, the production scale of Weifang Binhai has been greatly expanded by the resettlement of production capacity of Weifang Parasia. Coupled with the commissioning of newly established production lines, the amount of water consumed by Weifang Binhai increased obviously. As a result of synergistic efficiency and the enhancement of sewage treatment performance, the discharged amount of treated wastewater of Weifang Binhai decreased to 429,392 tonnes (2019: 77,352 tonnes treated wastewater discharged by Weifang Binhai and 377,612 tonnes treated wastewater discharged by Weifang Parasia) with COD concentration of 28.9mg/L (2019: Weifang Binhai's COD concentration was 59.6mg/L and Weifang Parasia's COD concentration was 31.2mg/L) and COD emissions decreased to 12.4 tonnes (2019: Weifang Binhai's COD emissions were 4.6 tonnes and Weifang Parasia's COD emissions were 11.8 tonnes), which were far below the thresholds set by the "Sewage Discharge to the Town Sewer Water Quality Standards" and the PEP. Such treated wastewater could not be reused and was discharged into the central sewage treatment plant located in the industrial park of Weifang Binhai.

#### Disposal of Wastes

The Group places great emphasis on the generation and disposal of wastes and complies strictly with the requirements imposed by the relevant local authorities.





## 環境 (續)

### 排放物 (續)

#### 廢棄物處置 (續)

本集團已製定營運所產生廢棄物的處理指引及規例。所有廢棄物被分類為可回收、不可回收、有害或無害，它們被儲存於標有明確標籤的容器內。生產廠區內已劃分有害廢物儲存區，並在工廠平面圖上清晰標示。盛載有害廢物的容器必須一直處於密封狀態並定期運送到指定地點儲存。

為減少對環境的影響，濰坊濱海已設有一條生產線，將若干有害廢棄物料加工成為有用產品出售。此外，濰坊濱海建有有機垃圾焚燒處理設施，只要廢棄物滿足焚燒的要求，即可由有機垃圾焚燒處理設施處理若干液體或固體廢棄物（不論是有害或無害）。濰坊濱海有機廢物焚燒處理設施自二零一八年四月經有關地方環保局批准後，可以處理濰坊濱海同系附屬公司（「**同系附屬公司**」）產生的廢棄物。鑑於該搬遷和應對未來業務所需，濰坊濱海於二零一九年已建設一套新的大型廢棄物焚燒設施，並於二零二零年年底投入使用。年內，上述兩套廢棄物焚燒設施共處理約 3,266.9 噸（二零一九年：1,967.9 噸）由濰坊濱海及同系附屬公司產生的廢棄物，大大改善廢棄物處置能力。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Disposal of Wastes (Continued)

The Group has established guidelines and regulations for handling wastes which are generated from operations. All wastes are categorised as recyclable, non-recyclable, hazardous or non-hazardous. They are stored in the designated containers which are clearly labelled. There are subdivided areas specifically for the storage of hazardous wastes within the production plants. These areas are clearly marked on the floor plan of the plants. Containers holding hazardous wastes must be fully sealed all the time and delivered to the designated areas for storage periodically.

In order to reduce the environmental impact, Weifang Binhai has built a production line to process certain hazardous waste materials into useful products that can be sold. In addition, Weifang Binhai built an organic waste incineration treatment facility to process certain liquid or solid wastes (either hazardous or non-hazardous) provided that such wastes fulfil the requirement of incineration. The organic waste incineration treatment facility of Weifang Binhai has been approved by the relevant local environmental authorities to process the wastes produced by the fellow subsidiaries of Weifang Binhai (the "**Fellow Subsidiaries**") since April 2018. In view of the Relocation and to cope with demand of the future business growth, Weifang Binhai established a new set of large-scale waste incineration facility in 2019 which became operational at the end of 2020. During the year, a total of approximately 3,266.9 tonnes (2019: 1,967.9 tonnes) of waste, which was generated by Weifang Binhai and the Fellow Subsidiaries, was processed by the aforementioned two waste incineration facilities, which significantly improved the capability of waste treatment.







## 環境 (續)

### 排放物 (續)

#### 廢棄物處置 (續)

本集團已委託有資質的組織收集、回收和處置本集團無法處理的有害廢棄物。於二零二零年，隨著濰坊濱海生產規模和產能持續擴大，加上年內已處理以往因生產所產生積累的有害廢棄物，處置有害廢棄物大幅增加。年內，由合資格機構收集、回收和處置的有害廢棄物增至約 1,052.2 噸（二零一九年：858.1 噸）。無害廢棄物將由市政垃圾處理站收集及處置。於二零二零年，濰坊濱海燃煤蒸汽鍋爐全面投入使用，動力煤取代天然氣成為濰坊濱海生產的主要動力來源，動力煤燃燒後產生的無害灰塵固體廢棄物因而大幅增加。於二零二零年，濰坊濱海產生無害固體廢棄物達至約 10,436.3 噸（二零一九年：濰坊柏立及濰坊濱海產生 2,210.0 噸）。

### 資源使用

本集團致力源頭減廢。本集團實施清潔生產及深化循環經濟生產體系以加強資源循環利用及避免資源浪費。此外，本集團資源使用的原則乃嚴格遵守四大環保守則：一）減少浪費；二）資源回收；三）循環再用；四）使用環保替代品，此乃全面覆蓋本集團的所有業務活動。

## ENVIRONMENT (Continued)

### Emission (Continued)

#### Disposal of Wastes (Continued)

The Group has appointed qualified organisations to collect, recycle and dispose of those hazardous wastes that the Group is incapable of processing. In 2020, the amount of hazardous wastes disposed of showed a considerable increase due to the continuous expansion of production scale and capacity of Weifang Binhai as well as the accumulated hazardous wastes generated from the past productions which were treated during the year. The amount of hazardous wastes collected, recycled and disposed of by qualified organisations increased to approximately 1,052.2 tonnes (2019: 858.1 tonnes) during the year. Non-hazardous wastes would be collected and disposed of through the municipal waste disposal station. In 2020, the coal-fired steam boilers of Weifang Binhai were fully commissioned and thermal coal became the main source of energy for the productions of Weifang Binhai instead of natural gas. As a result, the amount of non-hazardous wastes in the form of ash and dust generated by burning thermal coal increased significantly. In 2020, the amount of non-hazardous wastes generated by Weifang Binhai reached approximately 10,436.3 tonnes (2019: 2,210.0 tonnes were generated by Weifang Parasia and Weifang Binhai).

### Use of Resources

The Group is committed to reduce waste at source. The Group implements clean production and intensifies circular economy production system to strengthen recycling of resources and avoid waste of resources. Besides, the principle for the use of resources of the Group strictly follows the 4Rs (Reduce, Recycle, Reuse and Replace) which cover all the business activities of the Group.



## 環境 (續)

### 資源使用 (續)

本集團非常重視在營運過程中有效利用資源及盡量減少浪費，資源的使用是本集團的關鍵績效指標之一。員工通過本集團工作流程中建立的各種指引意識到資源節約的重要性。這不僅可以提升本集團的生產效率，也提供了教育及加強社區環境保護意識。

為了節省資源，包裝材料被最大程度地回收和再利用。倘客戶同意，本集團便會使用化工液態罐裝車或回收的包裝桶交付產品，以降低包裝物料的使用量。於二零二零年，本集團原應使用約 91,097 個（二零一九年：115,538 個）新塑料或鋼製包裝桶，但經採用回收再用的包裝桶以及化學品灌裝車交付產品後，本集團實際使用約 48,391 個（二零一九年：73,883 個）新塑料或鋼製包裝桶。年內，濰坊濱海用於成品的所有包裝物料總重量為 969.6 噸（二零一九年：1,006.7 噸）。

本集團從當地供水局及生產場地內的自備水井供應其工業用水。濰坊柏立及濰坊濱海的工業用水總消耗量如下：

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

The Group highly emphasises on the effective use of resources and minimises wastes during operations. Use of resources is one of the key performance indicators of the Group. Employees are aware of the importance of resource conservation through various guidance set up in the workflow of the Group. It not only promotes the production efficiency of the Group but also provides education and increases awareness on environmental conservation among the society in this regard.

In order to save resources, packaging materials are recycled and reused to the highest extent possible. The Group will also use chemical liquid tank trucks and recycled packaging barrels to deliver products in order to reduce the usage of packaging materials if this is endorsed by customers. In 2020, the Group would have used approximately 91,097 (2019: 115,538) new plastic or steel packing barrels; however, the Group actually used new plastic or steel packaging barrels of approximately 48,391 (2019: 73,883) after using the recycled and reused packing barrels as well as engaging chemical liquid tank trucks to deliver products. During the year, the total weight of all packaging materials used by Weifang Binhai for the finished products was 969.6 tonnes (2019: 1,006.7 tonnes).

The industrial water used by the Group is supplied by the local water supply authorities and self-constructed water wells within the production sites. The total consumption of industrial water by Weifang Paraisa and Weifang Binhai is shown as follows:

	<u>2020</u>	<u>2019</u>
工業用水	474,108 立方米	366,691 立方米
Industrial water	<b>474,108m<sup>3</sup></b>	366,691m <sup>3</sup>
- 立方米/人民幣百萬元營業額		
m <sup>3</sup> per million RMB revenue	<b>389.9</b>	245.4

## 環境 (續)

### 資源使用 (續)

由於新建生產線的投入，濰坊濱海生產規模擴大，二零二零年的工業用水總消耗量比二零一九年大幅增加。二零二零年的立方米/人民幣百萬元營業額上升是由於產品銷售價格下降及工業用水量增加所致。

### 使用能源

自二零二零年開始，本集團利用的能源主要包括動力煤及電力。於二零一九年第四季度，因應該搬遷，濰坊濱海已接替濰坊柏立的燃煤蒸汽鍋爐。隨後濰坊濱海對燃煤蒸汽鍋爐的性能進行了升級改進，以滿足相關法規的最新要求。年內，隨著燃煤蒸汽鍋爐全面投入使用，濰坊濱海的能源使用基本上已由天然氣轉為動力煤，以通過集中能源使用來實現規模經濟效益。於二零二零年，僅少量天然氣用於燃氣導熱油爐及廢棄物焚燒爐的運作。因此，於二零二零年，濰坊濱海天然氣總消耗量大幅減少至約 661,844 立方米（二零一九年：5,051,100 立方米）。

於二零一九年濰坊柏立及濰坊濱海的動力煤總耗量及於二零二零年濰坊濱海的動力煤耗量如下：

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

Due to the expansion of production scale of Weifang Binhai by the commissioning of newly established production lines, the total consumption of industrial water in 2020 went up notably as compared with 2019. The increase of cubic meter per million RMB revenue was caused by the decrease in products selling prices and increase in consumption of industrial water in 2020.

### Energy Use

The energy used by the Group mainly includes thermal coal and electricity since 2020. Weifang Binhai took over the coal-fired steam boilers of Weifang Parasia due to the Relocation in the fourth quarter of 2019. Weifang Binhai subsequently upgraded and improved the performance of the coal-fired steam boilers in order to meet the latest requirements of the relevant rules and regulations. During the year, following the full commissioning of the coal-fired steam boilers, Weifang Binhai has largely shifted the usage of energy from natural gas to thermal coal and achieved economies of scale by consolidating the usage of energy. Only an insignificant amount of natural gas was used in the operations of gas-fired heat conduction oil furnaces and waste incinerators in 2020. Therefore, the total amount of natural gas consumed by Weifang Binhai in 2020 declined considerably to approximately 661,844m<sup>3</sup> (2019: 5,051,100m<sup>3</sup>).

The total consumption of thermal coal by Weifang Parasia and Weifang Binhai in 2019 and that by Weifang Binhai in 2020 are as follows:

	<u>2020</u>	<u>2019</u>
動力煤	69,495 噸	49,271 噸
Thermal coal	69,495 tonnes	49,271 tonnes
- 噸/人民幣百萬元營業額*	57.1	87.1
tonnes per million RMB revenue*	57.1	87.1

## 環境 (續)

### 資源使用 (續)

#### 使用能源 (續)

- \* 於二零一九年，僅以使用動力煤的相關期間收入計入每百萬人民幣收入的噸數。

二零二零年耗煤量大幅上升乃因用於濰坊濱海生產的主要動力來源由天然氣轉為動力煤。二零二零年的噸/人民幣百萬元營業額大幅下降是由於濰坊濱海的燃煤蒸汽鍋爐之生產工藝及設施改進升級，令生產效益得以顯著提升。

於二零一九年濰坊柏立及濰坊濱海的總用電量及於二零二零年濰坊濱海的總用電量如下：

	<u>2020</u>	<u>2019</u>
電	302,908,106 千瓦時	367,096,232 千瓦時
Electricity	<b>302,908,106KWH</b>	367,096,232KWH
- 千瓦時/人民幣百萬元營業額		
KWH per million RMB revenue	<b>249,085</b>	245,672

受惠於該搬遷，生產資源得以整合，以提高規模經濟效益，儘管新設生產線投產，二零二零年的總耗電量比二零一九年有所減少。但二零二零年的千瓦時/人民幣百萬元營業額仍輕微上升是由於產品銷售價格下降所致。

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

#### Energy Use (Continued)

- \* In 2019, only the revenue for the relevant period of using thermal coal was taken into account in the tonnes per million RMB revenue.

The consumption of thermal coal increased notably in 2020 owing to the fact that the main source of energy used in the productions of Weifang Binhai shifted from natural gas to thermal coal. The significant decrease of tonnes per million RMB revenue in 2020 was caused by the considerable enhancement on the efficiency of the coal-fired steam boilers of Weifang Binhai on the back of the improvement and upgrade of production processes and facilities.

The total consumption of electricity by Weifang Parasia and Weifang Binhai in 2019 and that by Weifang Binhai in 2020 are as follows:

Benefiting from the Relocation, the resources for production have been consolidated which yielded greater economies of scale, the total consumption of electricity in 2020 was reduced when compared with 2019 despite the commissioning of newly established production lines. However, the KWH per million RMB revenue showed a marginal increase because of the lower products selling prices in 2020.



## 環境 (續)

### 資源使用 (續)

#### 節約能源

本集團一直堅持「維修、再用、充份利用」的原則，以減少生產中所產生的廢物，並已制定若干管理措施，例如「節能減排管理辦法」及「節能減排監督管理實施細則」等。此外，本集團實施能源消耗定額管理，並將節能減排指標納入年度考核的一環。

本集團不斷為節能減排投放更多資源，例如：(i) 安裝或優化高效能源設備；(ii) 安裝新型和高效的變壓器；(iii) 充份利用餘熱餘壓；(iv) 回收利用排放廢氣所產生的能量；(v) 回收利用加熱過程產生的冷凝水；(vi) 電力系統節能；(vii) 不斷改進生產工藝及技術；及(viii) 精簡營運程序，藉此控制燃料、電、水等的消耗，提升營運中的資源效益。以上均為本集團積極努力成為資源節約型企業的部分措施。此外，以下生產工藝中的改進進一步證明了本集團的節能工作的成效。

濰坊柏立的鍋爐配備高溫餘熱回收設備，以回收剩餘熱量，提高能源效益，及降低動力煤耗用，否則二零一九年將需要額外耗用約 2,600 噸動力煤。

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

#### Energy Conservation

The Group always adheres to the principle of “repair, reuse, full utilisation” to reduce wastes generated during production process. Certain management measures are formulated by the Group, such as the “Administrative Measures for Energy Conservation and Emission Reduction”, and the “Implementation Rules for Monitoring of Energy Conservation and Emission Reduction” etc. Besides, the Group implements energy consumption quota management and the criteria of energy conservation and emission reduction form part of the annual appraisal.

The Group keeps investing and placing additional resources in energy conservation and emission reduction such as (i) installation or optimisation of high-efficiency energy equipment; (ii) installing new and efficient transformers; (iii) full utilisation of residual heat and pressure; (iv) recycling of the energy released from exhaust gas emission; (v) recycling of the condensed water during heating process; (vi) electrical system for energy saving; (vii) continuous improvement in production processes and technologies; and (viii) streamlining the operational procedures, thereby controlling the consumption of fuel, electricity and water as well as improving the resource efficiency in its operations. All of these are part of the proactive efforts of the Group to become a resource-conservative enterprise. Besides, the following improvements in production processes have further demonstrated the effectiveness of energy conservation efforts made by the Group.

The boilers of Weifang Parasia were equipped with high temperature residual heat recovery facilities to recycle remaining heat, which enhanced energy efficiency and reduced consumption of thermal coal. Otherwise, an additional volume of approximately 2,600 tonnes of thermal coal would have been consumed in 2019.





## 環境 (續)

### 資源使用 (續)

#### 節約能源 (續)

鑑於濰坊濱海的生產規模進一步擴大，尤其是該搬遷後，當生產採用蒸汽運行時，通過冷凝提取水蒸氣的情況越來越多，該凝結水帶有大量餘熱可回收再用。因此，濰坊濱海於年內新增凝結水儲罐以收集各生產車間產生的凝結水，凝結水通過管道連結至新增的除鐵過濾設施加以處理以改善水質，經處理後的水最終於燃煤蒸汽鍋爐和氰化鈉尾氣處理裝置回用。年內，濰坊濱海因此節水約 130,725 噸（二零一九年：無）。

採用綜合利用技術經氰化鈉生產線已具備尾氣處理裝置收集蒸汽，於二零二零年，濰坊濱海因此回收蒸汽約 155,588 噸（二零一九年：濰坊柏立和濰坊濱海共回收 182,934 噸），節省生產成本約人民幣 18,700,000 元（二零一九年：人民幣 22,000,000 元）。

餘熱回收設施已安裝在濰坊濱海有機垃圾焚燒處理設施中，因此可以在有機垃圾焚燒處理設施運行期間同時產生及回收蒸汽。年內，合共大約 5,286 噸（二零一九年：1,415 噸）的蒸汽已經回收回用於生產中。

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

#### Energy Conservation (Continued)

In view of the production scale of Weifang Binhai has further expanded especially after the Relocation, an increasing amount of water vapor can be extracted by condensation when productions are using steam to operate. The condensed water bears a large amount of residual heat which can be recycled. Therefore, Weifang Binhai installed new storage tanks to collect condensed water generated from various production lines during the year. The condensed water was then transported through pipelines to newly-installed iron water filtration facilities for processing to improve the water quality. Such water after processing finally reused in coal-fired steam boilers and tail gas treating device built-in in production lines of sodium cyanide. Hence, Weifang Binhai saved approximately 130,725 tonnes (2019: Nil) of water during the year.

A comprehensive utilisation technique applied to collect steam through tail gas treating device built-in in the production lines of sodium cyanide, Weifang Binhai thereby recycled steam of approximately 155,588 tonnes (2019: a total of 182,934 tonnes was recycled by Weifang Parasia and Weifang Binhai) and saved around RMB18.7 million (2019: RMB22.0 million) in terms of production cost in 2020.

Residual heat recovery facility has been installed in the organic waste incineration treatment facility of Weifang Binhai, thus steam can be generated and recycled during the operation of the organic waste incineration treatment facility simultaneously. Total of approximately 5,286 tonnes (2019: 1,415 tonnes) of steam was recycled and reused in the productions during the year.





## 環境 (續)

### 資源使用 (續)

#### 節約能源 (續)

年內，濰坊濱海對 4,6-二羥基嘧啶生產裝置的鹽水蒸發工序進行了技術改造，將原先採用的間歇蒸發工藝升級為三效蒸發工藝以降低耗能，進而提高蒸汽使用率。於二零二零年，濰坊濱海因此節約用蒸汽約 2,400 噸（二零一九年：無）。

於二零二零年年底，濰坊濱海啟動新建沼氣回收副產蒸汽項目，該項目旨在收集污水處理車間釋放的沼氣並進行回收處理，經處理的沼氣便可輸送至安裝在焚燒處理設施中的餘熱回收設備從而產生熱量及副產蒸汽。

此外，濰坊濱海於年內對生產裝置降溫系統進行節能改造，通過優化降溫配置，以及整合循環水、冷水和冷凍水資源，以降低降溫所需能源成本，實現節能降耗。

上述各項目的落實，已充分體現本集團實施清潔生產及深化循環經濟生產體系之決心，在考慮經濟效益之時，亦視降低溫室氣體、揮發性有機物及氣味等之排放為營運宗旨之一。

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

#### Energy Conservation (Continued)

During the year, Weifang Binhai carried out technical upgrades on the saltwater evaporation process of 4,6-Dihydroxypyrimidine production facilities by improving the production processes from previously adopted intermittent evaporation to triple-effect evaporation so as reducing energy consumption and enhancing the utilisation rate of steam. Weifang Binhai therefore achieved steam conservation amount of 2,400 tonnes (2019: Nil) in 2020.

At the end of 2020, Weifang Binhai launched a new construction project to recycle methane while generate steam as a byproduct. The project aims to collect the methane released by sewage treatment facilities for further treatment and recycle. Methane after treated will be conveyed to the residual heat recovery equipment built-in in the incineration treatment facilities, thereby producing energy of heat and steam as a byproduct.

In addition, Weifang Binhai carried out energy conservation by modification of production facilities on the cooling system during the year, which enabled Weifang Binhai to reduce the energy cost for cooling and achieve energy conservation by optimising cooling equipment and integrating the resources of recycled water, cold water and chilled water.

The execution of the aforementioned projects has fully demonstrated the Group's commitments to implement clean production and intensify circular economy production system. Besides considering economic benefits, the Group also regards the reduction of emissions of greenhouse gas, VOCs and odour etc. as one of its operating principles.





## 環境 (續)

### 資源使用 (續)

#### 節約能源 (續)

本集團亦在其工作場所推行節能措施，包括安裝節能照明系統、設置空調最佳溫度、以及在辦公時間之後或不使用時，關閉照明、空調、電腦及其他辦公設備，以及鼓勵員工減少使用紙張。

濰坊濱海已通過山東省環境保護廳專家組進行的清潔生產評估。

#### 節約水資源

本集團大力提倡節約用水，積極採取節水措施，並實行多項技術提升。於二零二零年，濰坊濱海廢水處理回用系統已回用約 100,984 噸廢水（二零一九年：118,990 噸）。濰坊柏立採用高效冷凝水回收系統，通過冷凝來回收水，因此，於二零一九年，節水量超過 224,300 噸。

#### 環境及天然資源

本集團在營運過程中不可避免排放各種廢氣、廢水和廢物，然而，本集團已實施多項安全及環保措施，定期進行監察及檢查，以確保在妥善處理之前不會釋放有害排放物。本集團將持續採取各種措施以節約和減少天然資源的消耗。

## ENVIRONMENT (Continued)

### Use of Resources (Continued)

#### Energy Conservation (Continued)

The Group also applies energy saving measures in its workplaces including installation of an energy-saving lighting system, setting optimal temperature for all air-conditioning, and switching off the lighting, air-conditioning, computers and other office equipment after office hours or when not utilised as well as encouraging employees to reduce the use of paper.

Weifang Binhai has passed the clean production assessment conducted by the expert team from the Shandong Provincial Environmental Protection Office.

#### Water Resource Conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various technological upgrades. Wastewater treatment and reuse system of Weifang Binhai reused an amount of approximately 100,984 tonnes (2019: 118,990 tonnes) wastewater in 2020. Weifang Parasia adopted a high efficiency condensation recovery system to reclaim water by steam condensation, thus achieving water conservation amount of over 224,300 tonnes in 2019.

#### Environmental and Natural Resources

The emissions of various exhaust gas, wastewater and wastes produced in the course of the Group's operation are inevitable. However, the Group has implemented various safety and environmental protection measures with regular monitor and inspection to ensure that harmful emissions and discharges are not released before proper treatments. The Group will continuously take various measures to save and reduce its natural resources consumptions.







## 環境 (續)

### 環境及天然資源 (續)

為了履行從產品研發、採購、製造至產品交付客戶等的環境責任，本集團將其安全及環境措施與業務緊密結合。從生產工地收集的所有管道、閘門、配件、儀器儀表、電氣元件和設備等都必须進行檢查和修理，以恢復其原有功能。此舉不但有助減少生產中所產生的廢物，亦降低本集團營運成本。本集團致力加強綠色營運流程，確保其所有產品可獲業內認可，並符合產品的環保規定。

安全及環境措施的有效實施有賴於內部和外部的持份者支持。因此，本集團致力確保員工清楚了解安全及環境相關政策和適用於本集團的具體規定，並鼓勵業務合作夥伴與本集團的經營方針一致，以持續方式經營及不斷完善。

本集團將持續加強對潛在環境危害隱患的治理工作，以全面降低環境風險。

## ENVIRONMENT (Continued)

### Environmental and Natural Resources (Continued)

The Group closely integrates its safety and environmental measures with operations in order to fulfil its environmental responsibilities throughout product research and development, procurement, manufacturing and products delivery to customers. All pipes, valves, fittings, instrumentation, electrical components and equipment etc. collected from production sites must be inspected and repaired to restore their original functionality. This not only helps to reduce wastes from the production, but also lowers the operating costs of the Group. The Group is dedicated to enhancing its green operation flows, ensuring industry accreditation of all its products and meeting the products' environmental protection requirements.

The effective implementation of safety and environmental measures relies on the support of the internal and the external stakeholders. Therefore, the Group is committed to ensure that its employees have a clear understanding of the relevant safety and environmental policies and the specific requirements applicable to the Group and to encourage its business partners to align with the Group's policies to operate in a sustainable manner and achieve continuous improvement.

The Group will consistently enhance its management initiatives for potential environmental hazards in order to minimise the environmental risk exposures in a comprehensive approach.





## 社會

### 僱傭及勞工

本集團的政策是為各級僱員提供均等的就業及晉升機會。本集團目前及日後均不會基於種族、宗教、性別、懷孕、年齡、婚姻狀況、殘疾等原因而歧視任何合資格的申請人或僱員。

本集團嚴格遵守「中華人民共和國勞動合同法」、「中華人民共和國社會保險法」及「香港僱傭條例（香港法例第 57 章）」有關補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他業務所在地的福利等範疇。本集團亦已制定「僱員手冊」、「僱員薪酬管理政策」、「僱員考勤和假期管理政策」、「僱員有薪年假管理政策」、「僱員招聘管理政策」及「僱員操守準則」，以不斷完善和優化其員工組織結構、職能調整、薪酬水平、表現考核及僱員培訓等，目的是確保關鍵人員留任以維持本集團穩步發展。

本集團有義務承擔人才招聘和培育的社會責任。本集團的招聘透過內部調職、內部晉升和外部招聘進行，並堅持機會均等的原則。優先考慮現有僱員，並只有在沒有適合的內部員工可填補空缺的情況下，方會進行外部招聘。本集團提倡多元化的勞動力，包括年齡及性別等。於二零二零年十二月三十一日，本集團共有 1,368 名（二零一九年：1,454 名）全職僱員。

## SOCIETY

### Employment and Labour

It is the policy of the Group that equal employment and advancement opportunities are provided for employees of all levels. The Group does not and will not discriminate against any qualified applicant or employee based on race, religion, gender, pregnancy, age, marital status and disability etc.

The Group strictly complies with the Labor Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China and Employment Ordinance (Chapter 57 of the laws of Hong Kong) in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the locations where the Group operates. The Group has also formulated the Employee Handbook, Employee Remuneration Management Policy, Staff Attendance and Holiday Management Policy, Staff Paid Annual Leave Management Policy, Staff Recruitment Management Policy and Employee Code of Conduct, in order to continuously improve and optimise its staff organisational structure, work roles adjustments, remuneration levels, performance appraisals and employee training etc., with an aim to ensure the retention of key personnel for sustaining the steadfast development of the Group.

The Group is obligated to assume social responsibilities of talent recruitment and cultivation. The recruitment of the Group is conducted through internal redeployment, internal promotion and external recruitment and it adheres to the principle of equal opportunities. Priorities are given to the existing employees while external recruitment would be conducted only if there is no suitable internal employee to fill the vacancy. The Group promotes the diversity of workforce, including age and gender etc. As at 31 December 2020, the Group had 1,368 (2019: 1,454) full-time employees.



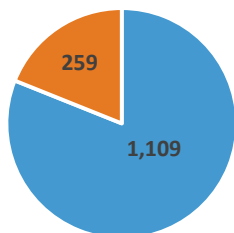


## 社會 (續)

### 僱傭及勞工 (續)

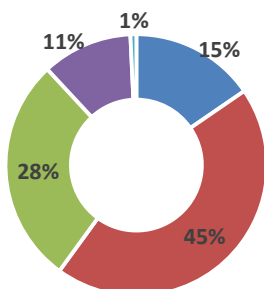
於二零二零年十二月三十一日  
As at 31 December 2020

按性別劃分的全職僱員人數  
Total number of full-time  
employee by gender



■ 男 Male ■ 女 Female

按年齡劃分的全職僱員人數  
Total number of full-time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

於二零二零年十二月三十一日，具有大學或以上學歷全職僱員有 227 名（二零一九年：248 名）。他們都位於中國和香港。

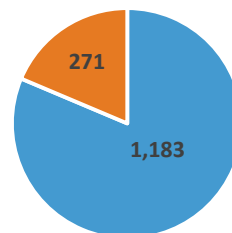
於二零二零年，共有 271 名（二零一九年：217 名）僱員離職，離職率為 19.8%（二零一九年：14.9%）。

## SOCIETY (Continued)

### Employment and Labour (Continued)

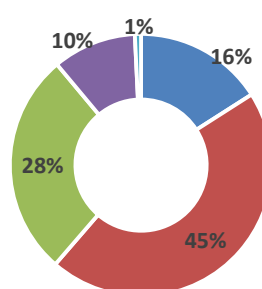
於二零一九年十二月三十一日  
As at 31 December 2019

按性別劃分的全職僱員人數  
Total number of full-time  
employee by gender



■ 男 Male ■ 女 Female

按年齡劃分的全職員工人數  
Total number of full-time employee by age



■ 18 - 27 ■ 28 - 37 ■ 38 - 47 ■ 48 - 57 ■ 超過 over 57

As at 31 December 2020, there were 227 (2019: 248) full-time employees with university or higher education. They are all located in the PRC and Hong Kong.

During the year of 2020, a total of 271 (2019: 217) employees resigned, representing a turnover rate of 19.8% (2019: 14.9%).





## 社會 (續)

### 僱傭及勞工 (續)

僱員是本集團賴以成功的最寶貴資產。本集團已制訂完善的人力資源策略以吸引和挽留優秀人才。在兼顧市場競爭和內部公平的基礎上，本集團為僱員提供完善並富競爭力的薪酬福利制度，與此同時，僱員享有年假、病假、婚假、產假及其他法定假期。僱員薪酬乃根據職位、技能和知識、表現和能力釐定，並會考慮本集團的經營業績。本集團的管理層定期檢討及修訂現有的薪酬福利方案，以確保能夠在行業中保持競爭力，從而吸引和挽留人才。

本集團人力資源管理制度的目標之一是為員工締造公平、安全、健康和愉快的工作環境，並確保工作場所不受任何騷擾、暴力和歧視。僱員的身心健康是本集團關注的事項之一。本集團成立了員工福利會，以培養及教育員工道德，可通過舉行旅遊、籃球比賽、乒乓球比賽、越野比賽、歌唱比賽等體育文化活動，讓僱員在忙碌工作過後能夠放鬆和緩解壓力。本集團管理層力求豐富僱員的工餘生活，建立企業凝聚力。員工福利會代表亦會出席僱員家屬的婚禮或葬禮，為貧困職工提供財政援助，並慰問和探訪退休或生病的僱員。

## SOCIETY (Continued)

### Employment and Labour (Continued)

Employees represent the most valuable asset of the Group and the foundation upon which its success is built. The Group has well-established human resources strategies to attract and retain competent employees. Taking into account the basis of market competition and internal fairness, the Group provides employees with a sophisticated and competitive remuneration and benefit regime. At the same time, the employees are entitled to various kinds of leaves including annual leave, sick leave, marriage leave, maternity and other statutory leave. Employees' remunerations are determined according to their positions, skills and knowledge, performance and capabilities while taking the Group's operating results into consideration. The management of the Group regularly reviews and amends the existing remuneration and benefits packages to make sure it is able to attract and retain talents by staying competitive in the industry.

One of the objectives of the human resources management system of the Group is to create a fair, safe, healthy and pleasant working environment for its employees. It also ensures that the workplace is free from harassment, violence and discrimination of any kind. Physical and mental well-being of the employees is one of the concerns of the Group. The Group has set up a staff welfare club to cultivate and educate the ethics of employees and organise sports and cultural activities, such as outings, basketball competition, table tennis competition, cross country competition, singing competition and so on to enable the employees to relax and relieve stress after hectic work. The management of the Group strives to enliven its employees' after work life and create solidarity. The representatives of the staff welfare club will also attend weddings or funerals of the family members of our employees, provide financial assistance to destitute employees, and pay condolences and home visits to retired or sick employees.





## 社會 (續)

### 僱傭及勞工 (續)

於二零一九年，員工福利會已為員工籌辦郊遊、籃球聯賽、越野比賽及歌唱比賽等活動，令僱員身心得以健康平衡發展，以及提高他們對本集團的歸屬感。為將受新型冠狀病毒肺炎疫情（「疫情」）蔓延的風險降至最低，二零二零年已全面實施社會疏遠措施。員工福利會沒有組織任何線下體育文化活動，以避免人員聚集及有效防止病毒傳播。儘管如此，員工福利會鼓勵員工參與線上安全應急知識有獎競答活動「天天學應急」，寓教於樂，在豐富僱員工餘生活的同時，亦可宣傳生產安全知識。

於二零二零年和二零一九年，本集團並無違反有關僱用僱員的所有適用法律及法規。

## SOCIETY (Continued)

### Employment and Labour (Continued)

In 2019, the staff welfare club organised outings, basketball leagues, cross country competition and singing competition etc., to promote staff mental and physical well-beings as well as their sense of belonging to the Group. In order to minimise the risk of spreading the COVID-19 pandemic (the “**Pandemic**”), social distancing measures were implemented thoroughly in 2020. The staff welfare club did not organise any physical sports or cultural activities to avoid crowd gathering and to effectively prevent spreading of the virus. The staff were nonetheless encouraged by the staff welfare club to participate in an online prize-winning quiz called “Learn How to Tackle Emergency Everyday” to educate them on safety and emergency-handling in a light-hearted setting. The activity not only enriched the life after-work for the staff but also promoted their knowledge of production safety.

The Group had no non-compliance with all applicable laws and regulations regarding employment of workforce in both 2020 and 2019.





## 社會 (續)

### 健康與安全

於二零二零年，疫情爆發及持續嚴重威脅僱員健康與安全，本集團在疫情爆發初期已迅速制定「濰坊濱海廠區關於疫情工作應急預案」和「濰坊濱海廠區疫情防控工作方案」，以防範和管理疫情對廠區安全環境造成影響。此外，本集團推行「預防為主，防治結合」的工作方案，以「早預防、早發現、早報告、早隔離、早治療」為原則，並成立疫情防治領導小組加強監測，再配合多項嚴格的疫情防控措施，成功防止疫情影響本集團內部運作。年內，本集團未有發現新型冠狀病毒肺炎病例或疑似病例。

本集團嚴格遵守「中華人民共和國職業病防治法」。本集團以「安全第一」為原則，致力創造舒適安全的工作環境。濰坊濱海設有完善的「職業健康安全管理體系」，並已獲 ISO18000 認證。所有員工每年都通過職業健康檢查，未發現職業病或疑似職業病患者。於二零二零年和二零一九年期間，本集團並沒有與工作有關的死亡事故。於二零二零年，因工受傷導致的損失工作天數為 155 日（二零一九年：130 日）。

## SOCIETY (Continued)

### Health and Safety

During 2020, the outbreak and persistence of the Pandemic posed a serious threat to the health and safety of the employees. At the early stage of the Pandemic outbreak, the Group expeditiously formulated the “Weifang Binhai Factory Area Pandemic Emergency Contingency Plan” and the “Weifang Binhai Factory Area Pandemic Prevention and Control Work Plan” to safeguard and manage the impact of the Pandemic on the safety and environment within the production site. In addition, the Group implemented a work plan addressing “primarily prevention and its integration with treatment”. Based on the principles of “Early Prevention, Early Detection, Early Reporting, Early Quarantine and Early Treatment”, a Pandemic prevention and treatment steering committee was established to strengthen monitoring. In conjunction with the introduction of strict policies on prevention and control, the Group had successfully safeguarded its operation from the impact of the Pandemic. During the year, the Group did not acknowledge any confirmed or suspected COVID-19 cases.

The Group strictly complies with the “Law of the PRC on Prevention and Treatment of Occupational Diseases”. The Group is dedicated to creating a comfortable and safe workplace based on the “Safety First” principle. Weifang Binhai has a well-established Occupational Health and Safety Management System with ISO18000 certification. All employees have passed occupational health examinations annually, and no actual or suspected occupational diseases have been found. During the years of 2020 and 2019, the Group had no work-related fatality. The number of lost working days due to work-related injuries was 155 in 2020 (2019: 130).





## 社會 (續)

### 健康與安全 (續)

本集團極為重視安全生產，已制定一套全面的指導方針和操作程序，以確保本集團生產基地的安全運作。本集團在日常運營中採納 6s（整理-整頓-清掃-標準-工作流程-持續-安全）管理系統，以促進和維持本集團整個工作區域高水平的生產力和安全性。此外，本集團不斷完善各種防護設施及提升生產自動化，以及定期修訂和更新與安全生產有關的若干指引和政策，以降低發生工作相關意外或工傷的可能性。

於二零一九年，濰坊濱海的氰化鈉儲罐已安裝新安全儀表系統專門用於危險化學品的處理，以提高安全水平。此外，濰坊濱海已提升裝卸車性能，從而加強安全性。於二零二零年，濰坊濱海對廠區內管廊架進行防腐維護，以確保管廊架經久耐用，排除安全隱患。此外，濰坊濱海對氯乙酸氯化廠房進行加固維修，同時提高廠房安全水準及改善工作環境，加強保障員工健康和生產安全。

此外，本集團已實施安全風險分級管理和安全隱患排查治理的雙重預防機制，作為嚴密監測和控制主要危害成因而其中一環。於二零二零年，濰坊濱海已進行 43 次（二零一九年：濰坊柏立和濰坊濱海合共 28 次）深入潛在安全隱患檢查，並發現若干潛在安全威脅，並予以即時糾正。

## SOCIETY (Continued)

### Health and Safety (Continued)

Production safety is of utmost importance to the Group. A comprehensive set of guidelines and operating procedures has been established to ensure the safe operations of the production sites of the Group. The Group adopts 6s (sort – set in order – shine – standardise – sustain – safety) management system in its daily operations to promote and sustain a high level of productivity and safety throughout the workspace of the Group. Besides, the Group unabatedly improves its protective facilities and enhances automated production, as well as regularly revises and updates certain guidelines and policies in relation to safe production in order to minimise the probability of work-related accident or injury.

In 2019, a new Safety Instrumented System (the “SIS”) particularly for the treatment of hazardous chemicals was installed in the tanks for sorting sodium cyanide of Weifang Binhai to enhance safety levels. Besides, Weifang Binhai has upgraded the performance of the loading and unloading trucks thereby strengthening their safety features. During 2020, Weifang Binhai applied anti-corrosion protective measures on the pipe racks on its production site to ensure their durability and mitigate potential safety issues. In addition, Weifang Binhai carried out reinforcement repairs at its chloroacetic acid chlorination plant while simultaneously enhanced its safety standards and working environment, thereby bolstering the health of its staff and the safety of its production.

In addition, a dual prevention mechanism consisting of the grading management of risks of safety as well as safety investigation and management of hidden dangers have been implemented by the Group as part of its stringent efforts to monitor and control major sources of hazards. In 2020, Weifang Binhai carried out 43 (2019: Weifang Parasia and Weifang Binhai total 28) of in-depth potential safety hidden dangers inspections and uncovered certain potential safety threats which were rectified immediately.





## 社會 (續)

### 健康與安全 (續)

除此之外，本集團制定了全面的「重大安全環境因素應急預案」，以有效管理、糾正和防範重大安全環境變化。按照「重大安全環境因素應急預案」，年內，安全、健康及環境部在濰坊濱海的生產場地進行了12次(二零一九年：濰坊柏立和濰坊濱海分別進行了17次及12次)預演，從而提高全體員工的安全環境應急能力。

本集團的安全培訓按持續形式安排，亦加強了對承建商的安全管理，從而進一步提高營運管理水平。於建設工程項目開展前，本集團會先與承建商/供應商簽訂安全協議，並指示供應商必須遵守有關安全規則。於施工過程中，安全、健康及環境部會對承建商進行監督及提供現場安全培訓。另外，與供應商簽訂的若干採購協議也載有有關安全管理和環境保護的條文。同時，為了員工和訪客的安全，安全、健康及環境部向他們提供安全須知，並規定在進入本集團的生產場地時須佩戴安全帽。

此外，以下所有措施均在工作場地執行：

- 採用先進的生產技術以減少產生的粉塵；使用高效過濾除塵器；安裝吸塵裝置及通風設施；及定期為員工提供防塵口罩。

## SOCIETY (Continued)

### Health and Safety (Continued)

Apart from that the aforesaid, the Group developed a comprehensive “Significant Safety and Environmental Factors Contingency Plan” to effectively manage, rectify and prevent any significant safety and environmental changes. In accordance with the “Significant Safety and Environmental Factors Contingency Plan”, the SHE performed drills for 12 times on the production site of Weifang Binhai (2019: 17 times and 12 times on the production sites of Weifang Parasia and Weifang Binhai respectively) during the year to improve the safety and environmental emergency response awareness of all employees.

The Group’s safety training is arranged on a continuous basis while safety management imposed on subcontractors is also strengthened so as to further improve our level of excellence in operational management. Prior to the commencement of construction projects, the Group enters into safety agreements with contractors/suppliers and instructs them to comply with relevant safety regulations. In the course of constructions, SHE supervises and provides on-site safety trainings. In addition, certain procurement agreements entered into with suppliers also contain provisions in relation to safety management and environmental protection. Meanwhile, for the safety of employees and visitors, the SHE provides them with safety notes and requires them to wear safety helmets when entering the production sites of the Group.

Furthermore, all the following measures are implemented in the workplace:

- Adoption of advanced production technology to reduce the amount of dust generated; use of efficient dust filter; installation of dust removal devices and ventilation facilities; and provision of dust masks to employees on regular basis.







## 社會 (續)

### 健康與安全 (續)

- 如涉及有毒物質，僱員必須使用防護裝備。生產過程將採取封閉的管道式自動運輸設施，而儲存有毒物質嚴格按照「五雙管理」，即所有關鍵程序均由雙重僱員處理。
- 提供足夠的教育、培訓和詳細的操作手冊，以保障安全工作，並加強員工的健康及安全意識和他們處理緊急情況的能力。在現場工作之前，將為專門操作崗位提供額外的實踐培訓。
- 設立相應的應急救援設施，濰坊濱海生產廠房已設立緊急淋浴間及4,000立方米地下自流式事故應急池。於二零一九年，濰坊濱海生產基地已配備智能消防系統，此外，一台8噸泡沫乾粉消防車已由濰坊柏立遷移至濰坊濱海生產基地，以及濰坊濱海新購置一台配備8噸泡沫乾粉消防車。目前兩台消防車在濰坊濱海生產基地待命。
- 採用低噪音設備、吸音技術、配備噪音防護裝備，並採用減聲裝置以消除、降低和控制噪音和震動。

## SOCIETY (Continued)

### Health and Safety (Continued)

- If toxic substances are involved, employees must use protective equipment. The production process will use closed pipeline automatic transport facilities, and the storage of toxic substances is strictly in accordance with “five pairs of management”, that is, all critical procedures are handled by dual employees.
- Provision of adequate education, training and detailed operations manual to ensure work safety and strengthen employees’ health and safety awareness and their ability to handle emergency situations. Additional practical training will be provided for specific operating roles before commencement of work on the sites.
- To establish relevant emergency rescue facilities, emergency shower rooms and a 4,000m<sup>3</sup> underground self-flowing accident emergency pool have been built on the production site of Weifang Binhai. In 2019, an intelligent fire protection system was equipped on the production site of Weifang Binhai. Besides, a dry powder fire engine with 8 tonnes of foam had been relocated from Weifang Parasia to the production site of Weifang Binhai, while a dry powder fire engine equipped with 8 tonnes of foam was also newly acquired by Weifang Binhai. Currently these two fire engines are on standby duty at the production site of Weifang Binhai.
- Adopt low-noise equipment and sound absorption technology, equipped with noise protective equipment and adopt noise cancellation equipment to eliminate, reduce and control noise and vibration.





## 社會 (續)

### 健康與安全 (續)

- 通過採用先進的生產技術、安裝隔熱處理、通風和冷卻措施、提供冷飲和相應的保護設備，以及提供治療中暑的緊急藥物，從而降低溫度。
- 在實驗室、操作室及辦公室等室內環境提供空調。
- 在生產車間設置供暖設施，並在冬季期間加強室內保溫，防止熱量流失。
- 持續改進和提升安全儀表系統，以應對較高風險的生產工藝。

本集團通過制定年度職業衛生培訓計劃，加強職業健康培訓，為不同類別的員工提供切合所需的培訓。

本集團定期組織員工進行身體檢查，並運用「職業健康管理系統」定期填報員工健康體檢信息，加強對員工健康狀況的監測和管理，同時提升職業健康的管理水平。本集團對衛生安全進行定期檢查和管理，以確保政策和措施有效。

除法定保險外，本集團還購備僱主責任保險和安全生產責任保險，於發生事故時向員工提供額外保障。

## SOCIETY (Continued)

### Health and Safety (Continued)

- To reduce heat by adoption of advanced production technology, installation of heat insulation treatment, ventilation and cooling measures, provision of cold drinks and corresponding protective equipment, and emergency medicine to treat heat stroke.
- To provide air conditioning in indoor environment such as laboratories, operating rooms and offices.
- To set up heating facilities in the production lines and enhance indoor insulation to prevent heat loss during winter time.
- To continuously improve and upgrade safety instrument systems to address higher risk production process.

The Group's occupational health training is enhanced by formulating annual occupational hygiene training scheme under which tailored trainings are provided for different categories of employees.

The Group regularly arranges health screening for its staff and uses the Occupational Health Management System to regularly report such information so as to enhance the monitoring and management of employees' health status as well as raising the management standards for occupational health. The Group conducts regular inspections and management review of health and safety to ensure the effectiveness of the policies and measures.

In addition to statutory insurance coverage, the Group has also enrolled Employer's Liability Insurance and Safety Production Liability Insurance to provide extra protection to the employees in case of accident.





## 社會 (續)

### 健康與安全 (續)

於二零二零年和二零一九年，本集團均並不知悉有任何不遵守有關健康及安全的相關法律及法規。通過推動和實施安全生產、明確劃分工作職責及定期召開安全審查會議，本集團於二零二零年和二零一九年均無發生重大有害化學品洩漏事故、火災、爆炸、環境污染或直接導致重大損失責任的其他事故。

### 發展及培訓

本集團堅信人才的可持續發展是企業長青之基石。本集團因而非常重視僱員發展及培訓工作，並滿足員工各個階段的發展需求。本集團還制定了「僱員培訓管理政策」，為僱員建立成長晉升平台，並提供各種培訓，例如在職培訓、勞動力素質培訓、學徒培訓和團隊合作等。本集團並根據僱員的能力為其提供前瞻性培訓課程及安排行業考察以拓寬技能和視野，從而協助他們實現事業發展和個人成長，使其最終成為本集團的寶貴資產。

新聘員工獲提供在職培訓，以協助彼等熟悉本集團的文化、業務和營運。此外，就技術職位而言，每位新聘僱員均會接受職前技術培訓，以提高與工作相關的專業技能。

## SOCIETY (Continued)

### Health and Safety (Continued)

In both 2020 and 2019, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety. Through promoting and implementing production safety, clearly delineating job responsibilities and holding regular review meetings relating to safety, the Group had no material incident of leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of incident that might have incurred directly a substantial loss or liability during the years of 2020 and 2019.

### Development and Training

The Group firmly believes that sustainable talent development is the cornerstone for the long-lasting development of an enterprise. Hence, the Group places great emphasis on employees' development and training and caters to the development needs of employees at various stages. The Group has also formulated Employee Training Management Policy whereby a growth and promotion platform has been developed and various kinds of trainings are provided to employees such as on-the-job training, workforce quality training, apprenticeship and team-building etc. The Group also provides prospective training courses to employees based on their abilities and arranges industry visitation to broaden their skills and visions thereby assisting them in achieving career development as well as personal growth so that eventually they will become valuable assets to the Group.

New employees are provided with on-board trainings to help them familiarise with the culture, business and operations of the Group. In addition, for technical positions, every newly-hired employee will be provided with pre-job technical training to improve job-related professional skills.





## 社會 (續)

### 發展及培訓 (續)

於二零二零年，本集團向 1,028 名僱員（二零一九年：844 名僱員）提供內部培訓，並共有 200 名僱員（二零一九年：190 名僱員），包括 27 名管理級別，39 名主管級別和 134 名初級僱員（二零一九年：28 名管理級別，35 名主管級別和 127 名初級僱員）參加由外部專業人士舉辦的培訓課程，每名員工平均培訓時間超過 60 小時（二零一九年：超過 56 小時）。

### 勞工準則

本集團致力保護僱員的合法權益，嚴禁聘用童工及強制勞工，並承諾創造尊重人權的工作環境。

本集團嚴格遵守「中華人民共和國勞動法」、「禁止使用童工規定」及中國其他相關法律法規。為了防止童工，招聘過程中需要申請人的身份證件進行年齡驗證。工時、休假及假期均符合當地有關的勞動法規。僱員不得強制超時工作，並根據當地法規有權收取超時工資。

## SOCIETY (Continued)

### Development and Training (Continued)

In 2020, the Group provided in-house training to 1,028 employees (2019: 844 employees) and a total of 200 employees (2019: 190 employees) including 27 managerial grade, 39 senior grade and 134 junior employees (2019: 28 managerial grade, 35 senior grade and 127 junior employees) attended training courses organised by external professional parties, which represented an average of over 60 hours (2019: over 56 hours) per employee.

### Labour Standards

The Group is dedicated to protecting the legitimate interests of its employees, strictly prohibiting the employment of children and forced labour, and is committed to creating a working environment which respects human rights.

The Group strictly complies with the “Labour Law of the PRC”, “Provisions on the Prohibition of Using Child Labour” and other relevant laws and regulations in the PRC. In order to prevent child labour, the identity documents of the applicants are required for age verification during the recruitment process. The working hours, leaves and holidays are in line with the relevant local labour laws and regulations. Employees are not forced to work beyond working hours and are entitled to overtime pay in accordance with local regulations.





## 社會 (續)

### 供應鏈管理

本集團重視與供應商的夥伴關係，並深化與他們的協作關係，以確保有效管理和其產品達質量標準。因此，本集團不斷優化和改善供應商管理制度，與供應商攜手合作，促進彼等所處行業的可持續發展。

本集團重視與供應商的溝通，包括於日常工作持續與供應商溝通，通過技術支援和行業的競爭優勢與供應商建立策略性合作關係，實現雙贏和加強合作。

本集團已設立跨部門團隊，負責造訪供應商、實地檢查、監督、評估、認定和取消供應商的資格，並不斷提高本集團供應鏈管理的專業水平和透明度。本集團的供應商超過 95% 位於中國。為了保證供應商的產品和服務質量，供應商的評估在每年或每季進行，主要包括評估供應商的背景、資歷、服務質素控制、財務狀況、過去相近類型服務的表現、合同履約、項目團隊的專業性、企業誠信及社會責任等。評估結果確定供應商是否合資格，那些最終未能達到要求的供應商將從本集團認可供應商名單中刪除。

## SOCIETY (Continued)

### Supply Chain Management

The Group values partnership with suppliers and develops deep collaborative relationships with them to ensure effective management and quality standards of its products. Thus, the Group continuously optimises and improves the supplier management system and collaborates with suppliers to promote the sustainable development of their respective industries.

The Group values communication with suppliers, including continuous communication with suppliers in routine work and establishing strategic cooperation with suppliers through technical support and competitive advantage in the industry, which can achieve a win-win situation and strengthen the cooperation with each other.

A cross-department team has been established and is responsible for interviewing, site-inspection, supervision, evaluation, recognition and disqualification of suppliers, and continuously improves the professionalism and transparency of supply chain management of the Group. Over 95% of the suppliers of the Group are located in the PRC. In order to secure the quality of products and services from the suppliers, an evaluation of suppliers is conducted annually or quarterly, which mainly includes evaluation of the background, qualification, quality control of service, financial status, past performance in similar service, fulfillment of contract, professionalism of project team, corporate integrity and social responsibility of the suppliers. The evaluation results will determine whether the supplier is qualified or not, and those suppliers which fail to meet the requirements ultimately will be removed from the approved suppliers list of the Group.





## 社會 (續)

### 供應鏈管理 (續)

本集團只聘用合資格的運輸公司運送有害化學品。運輸公司必須接受定期培訓，以提高從業員的安全意識。運輸公司、駕駛員、裝卸技術人員和押運員均會接受嚴格審查和評估。化學車輛必須定期檢修，確保運送途中不會出現滴漏。

### 產品責任

提供優質的產品和服務是本集團可持續發展的主旨。本集團的目標是所提供的全部產品和服務均達到其最高標準。本集團已建立並不斷完善品質管理制度，而濰坊濱海的品質管理制度均已通過 ISO9001 認證。本集團亦已制定若干政策及措施以涵蓋產品或服務質量保證、安全、公平廣告和售後服務，確保政策及措施符合相關法律法規。

本集團非常重視產品和服務的質素和安全，並已確立不同類型產品和服務的相關質素和安全檢查政策。從原材料到成品整個工作流程中均進行各種檢驗、測試和取樣。產品的存儲和交付均符合所有當地及國際相關的安全標準。本集團大部份產品已獲得歐盟監管的「關於化學品註冊、評估、許可和限制」通過及註冊。本集團亦與客戶建立密切聯繫。

## SOCIETY (Continued)

### Supply Chain Management (Continued)

The Group only engages qualified transport companies to deliver hazardous chemical products. The transport companies must receive regular training to improve the safety awareness of the practitioners. Transport companies, drivers, loading and unloading technicians and escorts are subject to a rigorous review and assessment. The chemical trucks must be inspected and maintained regularly to ensure that no dripping happens during transportation.

### Product Responsibility

Delivering quality products and services is a main theme of the sustainable development of the Group. The Group aims to achieve its highest standard for all its products and services. The Group has established and continuously improves its quality management system. In particular, the quality management system of Weifang Binhai has been certified by ISO9001. The Group has also formulated certain policies and measures to cover product or service quality guarantee, safety, fair advertising and after-sale services in order to ensure that such policies and measures comply with the relevant laws and regulations.

The Group pays close attention to the quality and safety of its products and services, and has put in place relevant quality and safety inspection policies for different type of products and services. Various types of inspections, testing and samplings are conducted throughout the workflows from raw materials to finished goods. Products storage and delivery comply with all the relevant local and international safety standards. Most of the products of the Group have passed and are registered under Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH") governed by the European Union. The Group also has established a close connection with its customers.





## 社會 (續)

### 產品責任 (續)

本集團採用有效的質量控制體系以不斷提高其產品質量。所有產品出廠前均經過樣品測試，以確保只有優質的產品才能交付給客戶。如客戶不滿產品或服務的質素及安全，有足夠的途徑及專責員工可供客戶溝通，力求盡快解決他們的問題。

本集團規定向客戶所提供有關本集團產品的所有資料均應準確無誤。客戶可透過電話熱線和電子郵件查詢產品和服務詳情，以提供更好的售前和售後服務。本集團定期向客戶進行問卷調查以瞭解他們的滿意程度，調查結果將作分析，以採取相應的改進。

本集團一直重視知識產權的有效管理。本集團獲得若干生產技術的版權登記證，從而通過法律途徑保障本集團的無形資產。

於二零二零年和二零一九年，本集團均無收到任何監管機構或客戶就有關產品質素及安全、知識產權和資料私隱方面的投訴，也沒有因產品安全或健康問題而回收任何產品。二零二零年和二零一九年的銷售退貨比率分別為 0.005% 和 0.002%。

## SOCIETY (Continued)

### Product Responsibility (Continued)

The Group adopts an effective quality control system to keep improving its product quality. All products are subject to sample tests before leaving the factory to ensure that only quality products are shipped to the customers. If the customers are not satisfied with the quality and safety of the products or services, sufficient channels and designated staff are available for customers to communicate with and resolve their issues as soon as possible.

The Group stipulates that all information provided to its customers regarding the Group's products should be accurate and true. Hotlines and e-mails are also available for customers' enquiries on products and services details in order to provide better before-and-after-sale services. The Group conducts regular customer surveys to understand their satisfaction level. Survey results are subject to analysis and corresponding actions will be taken accordingly.

The Group always treasures the effective management of intellectual property. The Group obtained several copyright registration certificates for its production technologies to protect the legitimate rights of its intangible assets.

In both 2020 and 2019, the Group had not received any complaints from the regulatory bodies or customers regarding product quality and safety, intellectual property rights, and data privacy, nor had it recalled any product due to product safety or health issues. Sales return rates of 2020 and 2019 were 0.005% and 0.002% respectively.





## 社會 (續)

### 產品責任 (續)

本集團十分尊重客戶的私隱，在日常運營中嚴格遵守客戶資料保密準則以確保客戶資料安全。本集團各附屬公司亦根據本身業務的特點制定相應的私隱政策，並明確設定處理客戶資料的程序。新入職員工須簽訂員工保密協議，承諾將客戶資料保密，嚴禁以任何方式洩露資料。

### 反貪污

本集團於營運中全面提倡誠信行事，防止不道德的行為，對腐敗或賄賂採取零容忍態度。本集團嚴格遵守反貪污、賄賂、勒索、欺詐行為和洗錢的法律法規。本公司已制定舉報政策，並鼓勵員工報告任何可疑的商業違規行為。如認定出現涉嫌違反職權、濫用權力、受賄等情況時，員工應向董事會報告以進行調查及查證，並在有必要時向監管機構及/或執法機關舉報。於二零二零年和二零一九年，本集團均無涉及任何與貪污有關的訴訟，亦無有關其員工參與貪污事件的投訴。

## SOCIETY (Continued)

### Product Responsibility (Continued)

The Group highly respects client privacy and strictly complies with the code of client information privacy in its daily operation, so as to ensure the security of such information. Each of the Group's subsidiaries has also set up relevant privacy policies corresponding to the characteristics of its respective business and defined procedures for handling client information. New employees are required to sign and adhere to the Staff Confidentiality Agreement, whereby the employees undertake to keep client information confidential, and divulgence of information in any way is strictly forbidden.

### Anti-corruption

The Group fully promotes integrity and prohibits unethical pursuits throughout its operations and adopts a zero-tolerance attitude towards corruption or bribery. The Group strictly complies with laws or regulations relating to anti-corruption, bribery, extortion, fraudulent behaviour and money-laundering. The Company has set up whistleblowing policy and employees are encouraged to report any suspicious business irregularities. When suspected wrongdoings are identified, such as breach of duty, abuse of power, receiving bribes etc., employee should report to the Board for investigation and verification, and report to the regulator and/or to law enforcement authority as and when necessary. In both 2020 and 2019, the Group had not been involved in any litigation related to corruption, and there had not been any complaint about the involvement of its employees in corruption cases.







## 社會 (續)

### 社區

本集團十分關注當地社區運作聯繫，並積極參與各種社區關懷活動，並主動瞭解所在社區的需求。本集團努力確保其業務發展可同時促進社區利益，並與社會保持良好關係。

本集團多年來一直關注社區的扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

如出現職位空缺，本集團會優先考慮業務所在社區的合資格人選。通過協助解決當地的就業問題，本集團與當地社區攜手共同發展。

於二零二零年，本集團已向(i) 濰坊濱海區慈善總會捐贈防疫物資；(ii) 濰坊市李家彭旺村捐款用於修路扶貧；(iii) 濰坊經濟開發區學校捐贈口罩；(iv) 濰坊春雨社區義工公益服務中心捐款，用於「希望小屋」項目及困境兒童後續幫扶；及(v) 積極響應濰坊市濱海區管委會的號召，參與針對重慶市開州地區的扶貧項目。

## SOCIETY (Continued)

### Community

The Group pays great attention to the bonding of local community operation. The Group actively participates in a variety of community care activities and takes initiatives to understand the needs of the community in which it operates. The Group makes efforts to ensure that its business development simultaneously promotes community interests and maintains a good relationship with the community.

The Group has been focusing on the poverty alleviation, education, charity and employment of the community for many years. The Group actively invests in the community through various means, including participating in charitable work, rendering services to community building, making donations and providing aids for students. The Group aims to build a harmonious community relationship and share the values of sustainable development with the community and the public.

When there is any job vacancy, the Group would give priority to eligible candidates in the community where it operates. By helping in solving the local employment issues, the Group joins hands with the local community to achieve joint development.

In 2020, the Group: (i) donated supplies to Weifang Binhai Charity Foundation for COVID-19 prevention; (ii) donated to Weifang Li Jia Peng Wang Village for road repairs and poverty relief; (iii) made donation of face masks to schools in Weifang Economic Development Zone; (iv) donated to Weifang Chunyu Volunteer Community Service Center for its “House of Hope” project and continued help for under-privileged children; and (v) participated in the poverty relief project for Chongqing Kaizhou area advocated by Weifang Binhai Management Committee.

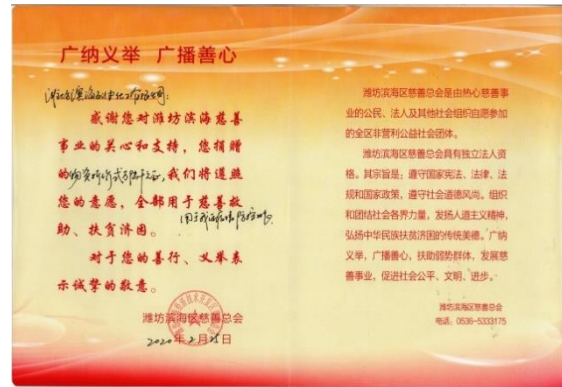
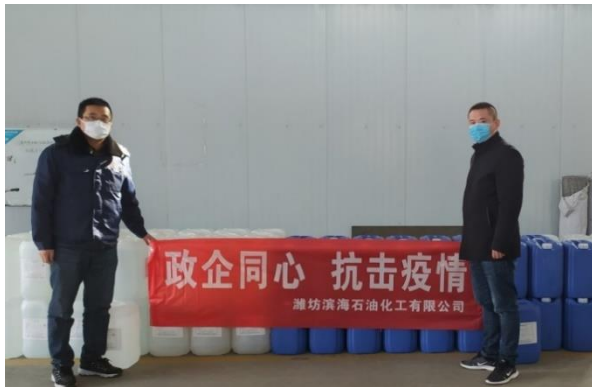


## 社會 (續)

## 社區 (續)

## SOCIETY (Continued)

## Community (Continued)





**天德化工控股有限公司**  
**TIANDE CHEMICAL HOLDINGS LIMITED**

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