



CWT International Limited

Stock Code 股份代號: 521



2020

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

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ABOUT THE REPORT

關於本報告

REPORTING PURPOSE

This is the fifth Environmental, Social and Governance (“**ESG**”) Report (this “**Report**”) published by CWT International Limited (the “**Company**”, together with its subsidiaries, collectively referred to as the “**Group**”, “**CWT**” or “**we**”), allowing our stakeholders to review the Group’s sustainability performance in the previous year in a transparent way.

This Report should be read in conjunction with the Company’s 2020 Annual Report (in particular the Corporate Governance Report contained therein) to provide a comprehensive understanding of the Group’s performance.

CONFIRMATION AND APPROVAL

The board (the “**Board**”) of directors (the “**Directors**” and each a “**Director**”) is fully responsible for the Company’s environmental and social strategies and reporting, and has reviewed and approved this Report. The information disclosed in this Report is mainly derived from the internal documents and public information of the Group. The Board undertakes that there are no false records, misleading statements or material omissions in the content of this Report.

REPORTING PERIOD

Unless otherwise specified, this Report covers the period from 1 January 2020 to 31 December 2020 (the “**Reporting Period**”). The information presented in this Report includes the Group’s specific ESG policies and performance. Due to data continuity and comparability, the timeframes of some of the contents have been adjusted where necessary.

REPORTING SCOPE

Unless otherwise stated, the scope of the Report covers our core businesses and operations, including the headquarters in both Hong Kong and Singapore, logistics services business in Singapore and commodity marketing business based in Switzerland, which have financial significance and operational influence as well as those of ESG significance of the Group and its stakeholders. There were no significant changes in the scope of this Report from that of 2019 ESG Report published by the Group.

報告目的

本報告為CWT International Limited(「本公司」，連同其附屬公司，統稱「本集團」、「**CWT**」或「我們」)發表的第五份環境、社會及管治報告(「本報告」)，以透明的方式讓持份者回顧本集團去年的可持續發展表現。

本報告應與本公司二零二零年年報(特別是當中所載的企業管治報告)一併閱讀，以全面了解本集團的表現。

確認及批准

董事(「**董事**」及各「**董事**」會(「**董事會**」))全面負責本公司的環境及社會策略及報告，並已審閱及批准本報告。本報告內所披露的資料主要來源於本集團內部文件及公開資料。董事會承諾本報告內容不存在任何虛假記錄、誤導性陳述或重大遺漏。

報告期間

除另有指明外，本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期間(「**報告期間**」)。本報告呈列的資料包括本集團的特定環境、社會及管治政策及表現。為確保數據的連續性及可比性，部分內容所涵蓋的期間會按需要進行調整。

報告範圍

除另有說明外，本報告範圍涵蓋我們的核心業務及營運，包括香港及新加坡總部、新加坡物流服務業務及瑞士商品貿易業務，該等業務及營運對本集團及其持份者而言具有財務重要性及營運影響力，並具有環境、社會及管治重要性。與本集團刊發的二零一九年環境、社會及管治報告相比，本報告的範圍並無重大變動。



REPORTING BASIS

This Report was prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). Moreover, the selection of information for disclosure was also based on the result of the materiality assessment. This Report complies with the “comply or explain” provisions of the ESG Reporting Guide. Please refer to the Content Index on Appendix III in this Report for details of the corresponding sections of the provisions.

REPORTING PRINCIPLES

The reporting principles (of Materiality, Quantitative, Balance, and Consistency) outlined in the ESG Reporting Guide have been adopted in the course of this Report’s preparation. Please refer to the following table for our application of these reporting principles.

報告基準

本報告乃根據香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七所載環境、社會及管治報告指引(「環境、社會及管治報告指引」)編製。此外，重要性評估的結果亦作為選擇披露資料的基準。本報告遵守環境、社會及管治報告指引的「不遵守就解釋」條文。有關條文相應章節的詳情，請參閱本報告附錄三的內容索引。

報告原則

環境、社會及管治報告指引概述的報告原則(重要性、量化、平衡及一致性)已於本報告編製過程中採納。有關我們應用該等報告原則的詳情，請參閱下表。

Reporting Principle 報告原則	Description in the ESG Reporting Guide 環境、社會及管治報告指引的描述	Our Application of Reporting Principle 我們如何應用報告原則
Materiality 重要性	Materiality is the threshold at which ESG issues become sufficiently important to investors and other stakeholders that they should be reported. 重要性指當有關環境、社會及管治議題會對投資者及其他持份者產生重要影響時，應作出匯報。	During the preparation of this Report, a materiality assessment has been conducted to identify the material issues that are of paramount importance to both CWT and its major stakeholders. Then, the relevant information of the material issues has been collected and disclosed in a targeted manner. 於編製本報告期間，已進行重要性評估，以識別對CWT及主要持份者而言至關重要的重大議題。其後，重大議題的相關資料已被收集並針對性地作出披露。



ABOUT THE REPORT 關於本報告

Reporting Principle 報告原則	Description in the ESG Reporting Guide 環境、社會及管治報告指引的描述	Our Application of Reporting Principle 我們如何應用報告原則
Quantitative 量化	<p>Key performance indicators (“KPIs”) need to be measurable. Targets can be set to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.</p> <p>關鍵績效指標(「關鍵績效指標」)須可予計量。應訂下減少個別影響的目標。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。</p>	<p>Comparative and quantitative information with explanation was provided in this Report.</p> <p>本報告提供比較及量化資料，並附帶說明。</p>
Balance 平衡	<p>The ESG report should provide an unbiased picture of the issuer’s performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.</p> <p>環境、社會及管治報告應當不偏不倚地呈報發行人的表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。</p>	<p>Both achievements and challenges were disclosed, reflecting its ESG performance in an objective manner.</p> <p>已披露成就及挑戰，以客觀的方式反映環境、社會及管治表現。</p>
Consistency 一致性	<p>The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time. The issuer should disclose in the ESG report any changes to the methods used or any other relevant factors affecting a meaningful comparison.</p> <p>發行人應使用一致的方法，令環境、社會及管治數據日後可作有意義的比較。發行人應在環境、社會及管治報告中披露所採用方法的任何變更或任何其他影響有意義比較的相關因素。</p>	<p>Consistent methodology was used in the Report with necessary explanation on any changes to the methods used as compared to the previous year.</p> <p>本報告所採用的方法與去年所採用的方法一致，並已就該等方法任何變動作出必要說明。</p>



ACCESS TO THIS REPORT

This Report is available in both English and Chinese. In the event of inconsistency, the English version shall prevail. This Report has been published on the websites of Hong Kong Exchanges and Clearing Limited and the Company respectively. Electronic copies are available in the following websites:

- HKEX news: <http://www.hkexnews.hk/>
- Company: <http://www.cwtinternational.com/>

FEEDBACK

We believe stakeholders' valuable opinions form the cornerstone of the Group's continuous improvement during the progress of achieving sustainable development. Should you have any suggestions on this Report and/or our sustainability performances, you are welcome to contact us through:

Address: 10th Floor, Everbright Centre, 108 Gloucester Road,
Wanchai, Hong Kong
Tel: (852) 2558-1580
Email: cosec@cwtinternational.com

獲取本報告

本報告以中、英文編寫。如有任何不一致的情況，應以英文版本為準。本報告已分別發佈至香港交易及結算所有限公司及本公司網站。電子版本可在以下網站查閱：

- 披露易：<http://www.hkexnews.hk/>
- 本公司：<http://www.cwtinternational.com/>

意見反饋

我們相信，持份者的寶貴意見是本集團在實現可持續發展過程中持續進步的基石。如閣下對本報告及／或我們的可持續發展表現有任何建議，歡迎透過以下方式聯絡我們：

地址：香港灣仔告士打道108號光大中心10樓
電話：(852) 2558-1580
電郵：cosec@cwtinternational.com



ABOUT THE GROUP 關於本集團

The Company is a Hong Kong-based investment holding company engaging in diverse businesses. Such businesses are operated under its main subsidiary, CWT Pte. Limited (“**CWT SG**”).

The businesses under the scope of this Report are logistics services business in Singapore and commodity marketing business based in Switzerland, both operated under CWT SG. Details of both businesses are as follows:

本公司為一間從事多元化業務的香港投資控股公司。有關業務由主要附屬公司CWT Pte. Limited (「**CWT SG**」)經營。

本報告範圍下的業務為新加坡的物流服務業務及瑞士的商品貿易業務，兩者皆由CWT SG營運。該兩項業務的詳情如下：

Logistics Services 物流服務	<p>CWT SG was incorporated in 1970 as a private arm of the Port of Singapore Authority to provide warehousing and container trucking services in support of the onset of container terminal operations. Today, CWT SG is one of the leading providers of integrated logistics services across multiple markets and geographies. Its key logistics services include warehousing and inventory management, land transport and distribution, freight and cargo management services. With its domain competencies, logistics infrastructure and global network, CWT SG provides integrated logistics solutions to virtually all key industry sectors, with a focus on niche market verticals such as commodities, chemicals, food and wine, industrials, oil & gas and shipping; and value-adding within each vertical.</p> <p>CWT SG於一九七零年註冊成立為新加坡港務局的私人機構，提供倉儲及集裝箱貨運服務，以支持開啟集裝箱碼頭業務。目前，CWT SG為多個市場及地區的領先綜合物流服務供應商之一。主要物流服務包括倉儲及存貨管理、陸路運輸及配送、運輸及貨物管理服務。憑藉其領域能力、物流基礎設施及全球網絡，CWT SG為幾乎所有主要行業提供綜合物流解決方案，專注於商品、化學品、食品及酒類、工業品、油氣及航運等特定市場以及各市場的增值服務。</p>
Commodity Marketing 商品貿易	<p>CWT SG acquired MRI Trading AG in 2011. The commodity marketing arm provides supply chain management of metals and minerals, specializing in commodity marketing of non-ferrous ores (primarily copper, lead and zinc), concentrates, refines and precious metals and their related by products for mainly global smelting and processing customer bases.</p> <p>CWT SG於二零一一年完成收購MRI Trading AG。商品貿易部門提供金屬及礦石的供應鏈管理服務，專門從事有色金屬礦石(主要為銅、鉛及鋅)、精礦、精煉及貴金屬及相關副產品的商品貿易，主要面向全球冶煉及加工客戶群。</p>

The Group is also engaged in the businesses of financial services and engineering services, which are not under the scope of this Report, and are both also operated under CWT SG.

本集團亦從事金融服務及工程服務業務，兩者皆非本報告範圍下的業務，並同樣由CWT SG所營運。





MESSAGE FROM THE CHAIRMAN

主席寄語

We are pleased to present this Report to our stakeholders to illustrate our strategies, policies and performance in achieving sustainable development.

We are committed to sustainable development and have formulated an ESG working group (the “**ESG Working Group**”) which oversees, implements and puts forward the Group’s overall ESG work to the Board. The ESG Working Group has the ultimate responsibility to the Group’s ESG management. We have also introduced a comprehensive ESG Policy (as defined in section headed “Our Governance”) and other related policies, to guide us in sustainable development through stringent management of our operations.

The year of 2020 was full of unprecedented challenges as the Group experienced an extraordinarily difficult business and operational environment, where the global economy has been fluctuating and fuelled by uncertainties. Despite this, we did not compromise on our efforts toward sustainable development. The global outbreak of the 2019 Novel Coronavirus (“**Covid-19**”) has reminded us the importance of promoting environmental and social sustainability, with public awareness for sustainable performance of enterprises greatly raised in view of the pandemic. During the year, our ESG Working Group has continued to guide each department to implement the principles of environmental, social and governance into our daily operations. In particular, we have implemented a number of pandemic prevention measures in our workplace to prevent the spread of the virus, including frequent disinfection, requiring employees to make a record for entering and exiting our workplace, and largely reducing gatherings and meetings. We believe that only if we promote the health and safety of our employees could we continue to strive for excellence and success in business.

The Group has established an internal charity group in 2019, CWT HOPE, in order to enhance our work in community investment and social contribution. Due to Covid-19, the work of this charity group has been impacted. Nevertheless, we remain committed in giving back to society by donating to various charitable organizations in Singapore. CWT HOPE will continue its endeavour to make social contributions for the coming year if possible, subject to the epidemic situation.

我們欣然向持份者提供本報告，以展示我們實現可持續發展的策略、政策及表現。

我們致力於可持續發展，故成立了環境、社會及管治工作小組（「**環境、社會及管治工作小組**」），負責為董事會監督、執行及推動本集團的整體環境、社會及管治工作。環境、社會及管治工作小組承擔本集團環境、社會及管治管理的最終責任。我們亦已引入全面的環境、社會及管治政策（按「我們的管治」章節定義）及其他相關政策，透過嚴格的營運管理指導我們可持續發展。

二零二零年充滿前所未有的艱巨挑戰，本集團經歷異常艱難的業務及經營環境，全球經濟一直在波動及充滿不確定性。儘管如此，我們在實現可持續發展方面不遺餘力。新型冠狀病毒（「**新型冠狀病毒**」）在全球爆發，提醒了我們促進環境及社會可持續發展的重要性，且疫情大大提升了公眾對企業可持續表現的意識。年內，我們的環境、社會及管治工作小組繼續指導各部門將環境、社會及管治原則落實到日常營運中。具體而言，我們在工作場所實施多項防疫措施以防止病毒傳播，包括定期消毒、要求員工記錄進出工作場所，以及大幅減少聚會及會議。我們認為，僅當我們倡導員工的健康及安全時，我們方可繼續追求卓越及業務成功。

本集團已於二零一九年成立內部慈善小組CWT HOPE，以加強我們在社區投資及社會貢獻方面的工作。因新型冠狀病毒疫情原因，此慈善小組的工作一直受到影響。儘管如此，我們仍致力透過向新加坡的多個慈善組織捐款，努力回饋社會。視乎疫情發展，CWT HOPE將繼續努力於來年在可行的情況下作出社會貢獻。



MESSAGE FROM THE CHAIRMAN 主席寄語

In addition, we acknowledge the amendments to the Listing Rules regarding ESG matters, which will take effect on the ESG report of the Company for the year 2021. The Company has been working on enhancing our data collection method so as to collect required data and information from responsible departments to get prepared for the adoption of the new requirements. In fact, the social KPI and both reporting principles and reporting boundary have been disclosed since our 2019 ESG Report. Starting from 2021, we have also complied with the requirements of board oversight by reporting to the Board from time to time on the progress of the preparation of the ESG report and key ESG-related issues should they arise.

Moving forward, the Group will continue to put in its best efforts to develop its business and enhance the Company's performance while more importantly, creating value for the shareholders of the Company. We will also remain focused on applying our underlying sustainability principle and helping customers succeed and communities thrive.

此外，我們亦注意到上市規則有關環境、社會及管治事宜的修訂，本公司將於二零二一年的環境、社會及管治報告應用該等修訂。本公司一直致力於改善數據收集方法，以向負責部門收集所需數據及資料，為採納新規定作好準備。事實上，社會關鍵績效指標、報告原則及報告範圍已自二零一九年起在環境、社會及管治報告中披露。自二零二一年起，我們亦遵守董事會監督的規定，不時向董事會報告環境、社會及管治報告的編製進度及(在編製過程中產生的)環境、社會及管治相關的主要議題。

展望未來，本集團將繼續以最大力度發展業務及提升本公司的表現，而更為重要的是，為本公司股東創造價值。我們亦將繼續專注於運用可持續發展原則助力客戶成功及社區繁榮。

Zhang Can
Chairman

張燦
主席





OUR GOVERNANCE 我們的管治

CWT is highly concerned about our impact on the environment and society, and strives our very best to create long-term value for our stakeholders and our next generations while dedicating ourselves to pursue sustainable development.

To achieve the above mission, we have established a comprehensive Environmental, Social and Governance Policy (the “**ESG Policy**”), guiding each subsidiary and department to incorporate the principle of sustainable development, including environmental protection, employment and labour practices, operating practices and community contribution into daily operations and decision-making processes at all times.

CWT高度關注我們對環境及社會的影響，在致力追求可持續發展的同時，竭力為我們的持份者及下一代創造長期價值。

為實現上述使命，我們已制定全面的環境、社會及管治政策（「**環境、社會及管治政策**」），指導各附屬公司及部門將可持續發展原則（包括環境保護、僱傭及勞工常規、營運慣例及社區貢獻）無時無刻融入日常營運及決策過程中。

The ESG Policy – Management Principles

We are committed to sustainable development that satisfies our current needs without compromising the ability of future generations to meet their own needs. The ESG Policy guides CWT in our efforts to:

- incorporate environmental, social and governance considerations into the planning and operation of our core businesses
- actively manage the environmental and social impacts of our operations to the benefit of all our stakeholders
- be an active and responsible participant in the community in which we operate

環境、社會及管治政策 – 管理原則

我們致力追求一種既切合我們當前所需，亦無損後代滿足其需求的可持續發展。環境、社會及管治政策指引CWT：

- 在規劃及經營我們的核心業務時考慮環境、社會及管治因素
- 積極管理我們業務的環境及社會影響，從而使我們所有持份者受惠
- 積極投入於我們業務經營所在的社區並有所承擔

Apart from managing our sustainability work through the ESG Policy, we have also formulated a series of policies and systems in accordance with applicable laws and regulations in countries where we operate and the Group’s governance policies and codes of practice to regulate our risk management and internal control to ensure compliance.

除透過環境、社會及管治政策管理我們的可持續發展工作外，我們亦已根據我們營運所在國家的適用法律及法規以及本集團的管治政策及常規守則制定一系列政策及制度，以規管我們的風險管理及內部監控，以確保合規。



GOVERNANCE STRUCTURE

The Company strictly complies with the provisions and requirements of the Listing Rules and executes its governance policies, such as the Articles of Association, the Nomination Policy, and the Board Diversity Policy. The Company has developed a comprehensive governance structure, which includes the Board, the Executive Committee, the Audit Committee, the Nomination Committee, the Remuneration Committee, the Investment Committee, the Asset Management Committee (which was dissolved in September 2020), and the senior management. Improving the level of the Company's governance and regulating the Company's operation ensures that all decisions are made on the principles of accountability and fairness and are announced in a transparent manner to protect the interests of all shareholders and other stakeholders.

The Group formulates ESG-related controls to address significant ESG risk, and those controls are operated effectively at appropriate business level. The Board oversees the ESG matters and ensures long term values could be delivered to our stakeholders with the assistance of the ESG Working Group.

管治架構

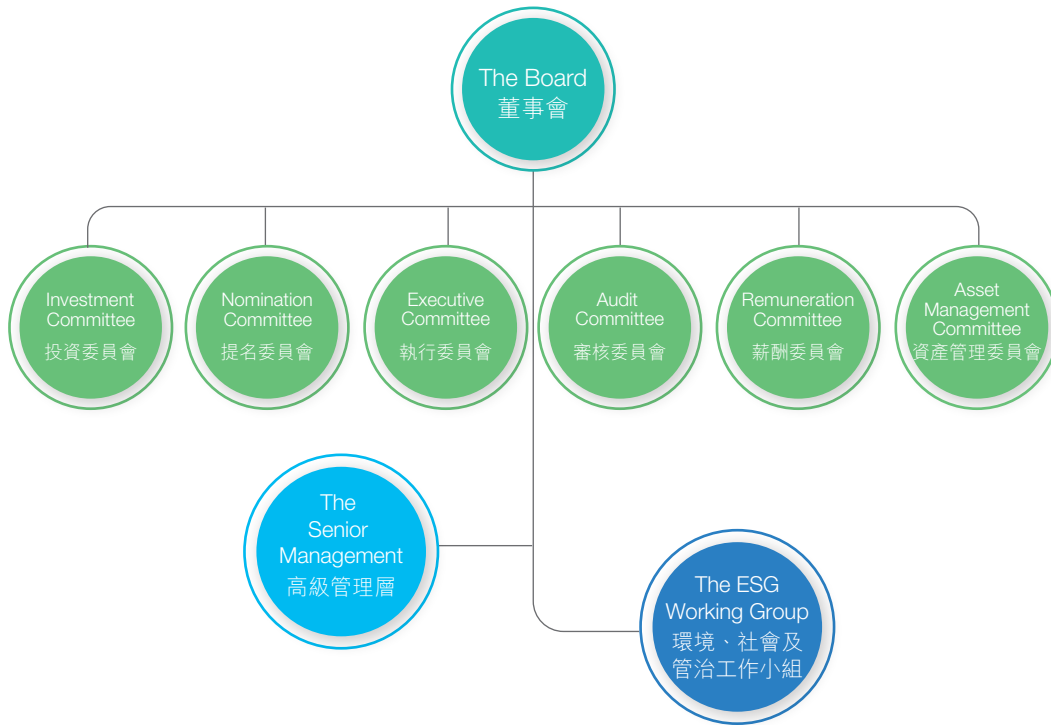
本公司嚴格遵守上市規則的條文及規定，並執行其管治政策，如組織章程細則、提名政策及董事會多元化政策。本公司建立全面的管治架構，包括董事會、執行委員會、審核委員會、提名委員會、薪酬委員會、投資委員會、資產管理委員會（於二零二零年九月解散）及高級管理層。提高本公司的管治水平及規範本公司營運，確保所有決策均按問責及公平原則作出，並以透明方式公佈，以保障全體股東及其他持份者的利益。

本集團制定環境、社會及管治相關控制措施以應對重大環境、社會及管治風險，該等控制措施在適當的業務層面有效運作。董事會監督環境、社會及管治事宜，並確保在環境、社會及管治工作小組的協助下，為持份者帶來長期價值。



THE COMPANY'S GOVERNANCE STRUCTURE

本公司管治架構



THE BOARD

The Board is the operational decision-making body of the Company, accountable to the shareholders of the Company. The management of the business of the Company shall be vested in the Board. As of 31 December 2020, the Board comprised a total of nine members, with five executive directors (“EDs”) and four independent non-executive directors (“INEDs”). The resumes of all directors have been published in the Company’s annual report.

The Board has the Executive Committee, the Audit Committee, the Nomination Committee, the Remuneration Committee, the Investment Committee and the Asset Management Committee (which was dissolved in September 2020). They were each established with specific written terms of reference which clearly set out their respective authorities and responsibilities. Certain terms of reference have been uploaded to the websites of HKEX and the Company as required by the Listing Rules.

董事會

董事會為本公司的營運決策機構，向本公司股東負責。本公司的業務由董事會管理。於二零二零年十二月三十一日，董事會由合共九名成員組成，包括五名執行董事（「執行董事」）及四名獨立非執行董事（「獨立非執行董事」）。所有董事的簡歷已刊載於本公司年報內。

董事會設有執行委員會、審核委員會、提名委員會、薪酬委員會、投資委員會及資產管理委員會（於二零二零年九月解散）。彼等各自訂有具體書面職權範圍，當中清楚載列彼等各自的權力及責任。若干職權範圍已按上市規則規定上載至香港交易所及本公司網站。



THE COMMITTEES

委員會

Executive Committee 執行委員會	<p>The Executive Committee is responsible for, amongst other things, developing and reviewing the Company's policies and practices on corporate governance and making recommendations to the Board as well as reviewing and monitoring the training and continuous professional development of Directors and senior management. The Company's compliance with the Corporate Governance Code and disclosure in the corporate governance report shall be reviewed by the Executive Committee.</p> <p>執行委員會負責(其中包括)制定及檢討本公司的企業管治政策及常規，並向董事會提出建議，以及檢討及監察董事及高級管理層的培訓及持續專業發展。執行委員會須檢討本公司遵守企業管治守則的情況及企業管治報告內的披露。</p>	<p>3 EDs (as of 31 December 2020)</p> <p>三名執行董事 (截至二零二零年十二月三十一日)</p>
Audit Committee 審核委員會	<p>The principal duties of the Audit Committee include, amongst other things, overseeing the relationship with the Company's auditor, reviewing the interim and annual financial statements, and reviewing the Company's financial reporting system, risk management and internal control procedures.</p> <p>審核委員會之主要職責包括(其中包括)監察與本公司核數師之關係、審閱中期及年度財務報表，以及檢討本公司之財務申報制度、風險管理及內部監控程序。</p>	<p>3 INEDs (as of 31 December 2020)</p> <p>三名獨立非執行董事 (截至二零二零年十二月三十一日)</p>
Nomination Committee 提名委員會	<p>The Nomination Committee reviews the structure, size and composition of the Board and makes recommendations on any proposed changes to the Board to complement the Company's corporate strategy. The duties of the Nomination Committee also include identifying individuals suitably qualified to become Board members and selecting or making recommendations to the Board as well as making recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors.</p> <p>提名委員會檢討董事會的架構、人數及組成，並就任何為配合本公司的企業策略而擬對董事會作出的變動提出建議。提名委員會的職責亦包括物色具備合適資格可擔任董事會成員的人士，並甄選有關人士出任董事或就此向董事會提出建議，以及就董事委任或重新委任以及董事繼任計劃向董事會提出建議。</p>	<p>1 ED</p> <p>3 INEDs (as of 31 December 2020)</p> <p>一名執行董事</p> <p>三名獨立非執行董事 (截至二零二零年十二月三十一日)</p>





<p>Remuneration Committee</p> <p>薪酬委員會</p>	<p>The Remuneration Committee is responsible for making recommendations to the Board on the Company's policy and structure for all remuneration of Directors and senior management of the Group. The Remuneration Committee reviews and approves the management's remuneration proposals with reference to the Company's goals and objectives and ensures that no Director or any of his/her associates is involved in deciding his/her own remuneration.</p> <p>薪酬委員會負責就本公司有關董事及本集團高級管理層的所有薪酬政策及架構向董事會提出建議。薪酬委員會參考本公司的目標及目的檢討及批准管理層的薪酬建議，並確保概無董事或其任何聯繫人參與釐定其本身的薪酬。</p>	<p>1 ED</p> <p>3 INEDs (as of 31 December 2020)</p> <p>一名執行董事</p> <p>三名獨立非執行董事 (截至二零二零年十二月三十一日)</p>
<p>Investment Committee</p> <p>投資委員會</p>	<p>The Investment Committee is responsible for formulating investment policies and making investments for the Group for the funds that are not used for specific purposes and are not reserved to meet the short-term working capital needs of the Group, which are known as surplus funds. Such surplus funds can be effectively managed and bring satisfactory financial returns under the premise of meeting the Group's strategy.</p> <p>投資委員會負責為本集團制定投資政策及進行投資，該等資金並非作特定用途，亦不會保留以應付本集團之短期營運資金需求，即盈餘資金。該等盈餘資金可在符合本集團策略的前提下被有效管理及帶來令人滿意的財務回報。</p>	<p>3 EDs</p> <p>2 INEDs (as of 31 December 2020)</p> <p>三名執行董事</p> <p>兩名獨立非執行董事 (截至二零二零年十二月三十一日)</p>
<p>Asset Management Committee (which was dissolved in September 2020)</p> <p>資產管理委員會 (於二零二零年九月解散)</p>	<p>The Asset Management Committee is responsible for reviewing and researching of the disposal plan of the Company's fixed assets.</p> <p>資產管理委員會負責審閱及研究本公司固定資產的出售計劃。</p>	<p>1 ED</p> <p>1 senior management</p> <p>1 from financial advisor (plus one alternate)</p> <p>(as of the date of dissolution)</p> <p>一名執行董事</p> <p>一名高級管理層</p> <p>一名財務顧問(加一名候補)</p> <p>(截至解散日期)</p>



OUR GOVERNANCE 我們的管治

THE ESG WORKING GROUP

The ESG Working Group is responsible for overseeing and implementing a consistent and strategic approach to environmental and social initiatives, and publicly reporting its performance. The ESG Working Group consists of representatives from major functional departments of the Group and is chaired by a representative of the management team. Members of the ESG Working Group meet annually to review performance of material aspects.

RISK MANAGEMENT

The Board is responsible for ensuring, maintaining and overseeing the overall internal control and risk management systems of the Group. The Executive Committee assists the Board in discharging its responsibilities of ensuring and maintaining sound internal control and risk management functions by continuously reviewing and monitoring the internal control and risk management systems and processes so as to ensure that they can provide reasonable assurance against material errors and potential risk of the Group.

The internal control and risk management systems are embedded within the business processes and function as an integral part of the overall operations of the Group. The systems comprise a comprehensive organisation structure with assignment of definite accountabilities and delegation of the corresponding authorities to each post. Based on the organisation structure, an accountability system has been developed, which includes a reporting system from division head of each principal business unit to the Executive Committee.

Business plans and budgets are prepared by the division head of each principal business unit annually. In preparing the business plans and budgets, the management identifies and evaluates any potential risks. Measures will be put in place with an aim to ultimately managing, controlling or lessening such risks.

環境、社會及管治工作小組

環境、社會及管治工作小組負責監督及執行環境及社會舉措，貫徹一致的策略方針，並向公眾匯報我們的工作成果。環境、社會及管治工作小組由本集團各主要職能部門的代表組成，並由管理層代表擔任主席。環境、社會及管治工作小組的成員每年召開一次會議，以檢討各重要範疇的表現。

風險管理

董事會負責確保、維持及監管本集團整體的內部監控及風險管理制度。執行委員會透過持續檢討及監察內部監控及風險管理制度及程序，協助董事會履行其確保及維持健全內部監控及風險管理職能的責任，以確保彼等可就本集團的重大錯誤及潛在風險提供合理保證。

內部監控及風險管理制度已內嵌於業務程序中，成為本集團整體營運中不可分割的一部份。該等制度包括一個全面的組織架構，當中每個崗位都委以明確的責任，並授予相應的權力。本集團已根據組織架構建立了問責制度，當中包括每個主要業務單位的部門主管向執行委員會匯報的制度。

每個主要業務單位的部門主管須每年編製業務計劃及預算。在編製業務計劃及預算時，管理層會辨識及評估任何潛在風險。對應的措施將予實施，務求最終能管理、控制或降低該等風險。





OUR COMMUNICATION

我們的溝通

CWT values the opinions from each stakeholder including shareholders, business partners, customers, investors, governments and regulators, the public, employees, suppliers and the media, and regards these opinions as an important opportunity for the Group's continuous and sustainable development. As such, the Group has established a number of formal and informal communication channels to maintain regular and close communications with our stakeholders in order to listen to, and address their opinions in, material issues they are concerned with.

CWT重視各持份者(包括股東、業務夥伴、客戶、投資者、政府及監管機構、公眾、僱員、供應商及媒體)的意見，並視該等意見為本集團持續及可持續發展的重要機會。因此，本集團已建立多個正式及非正式的溝通渠道，以與持份者保持定期及密切的溝通，從而聽取及處理彼等所關注重大議題的意見。

Stakeholder Types 持份者類型	Channels 渠道	Frequency 頻率	Matters of Concern 關注事項	The Group's Responses 本集團的回應
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> Shareholders' meetings Annual reports, financial statements and announcements The Group and its subsidiaries' websites Social media 股東大會 年報、財務報表及公告 本集團及其附屬公司網站 社交媒體 	<ul style="list-style-type: none"> Regular Regular Irregular Irregular 定期 定期 不定期 不定期 	<ul style="list-style-type: none"> Good business performance Good corporate governance Risk control and integrity The Company's strategic direction Sufficient disclosure 良好業務表現 良好企業管治 風險監控及誠信 本公司的策略方向 充足披露 	<ul style="list-style-type: none"> Improving corporate governance Corporate strategy meeting investors' expectations Factual and sufficient disclosure 完善企業管治 企業策略符合投資者期望 事實及充分披露
Business Partners 業務夥伴	<ul style="list-style-type: none"> Daily communication between business representatives Management-level meetings 業務代表之間的日常溝通 管理層會議 	<ul style="list-style-type: none"> Irregular Irregular 不定期 不定期 	<ul style="list-style-type: none"> Mutual benefits Promotion and innovation of management 互惠互利 管理推廣與創新 	<ul style="list-style-type: none"> Enhancing communication 加強溝通



Stakeholder Types 持份者類型	Channels 渠道	Frequency 頻率	Matters of Concern 關注事項	The Group's Responses 本集團的回應
Customers 客戶	<ul style="list-style-type: none"> Business communication Meetings Customer service hotline 商業通訊 會議 客戶服務熱線 	<ul style="list-style-type: none"> Irregular Irregular Irregular 不定期 不定期 不定期 	<ul style="list-style-type: none"> Service quality Privacy 服務質素 私隱 	<ul style="list-style-type: none"> Improving service quality Strengthening data security 提升服務質素 加強資料安全
Government Authorities 政府部門	<ul style="list-style-type: none"> Information submission Social media The Group and its subsidiaries' websites 資料提交 社交媒體 本集團及其附屬公司網站 	<ul style="list-style-type: none"> Irregular Irregular Irregular 不定期 不定期 不定期 	<ul style="list-style-type: none"> Operating in compliance 合規經營 	<ul style="list-style-type: none"> Maintaining compliance with laws and regulations 秉持遵守法律法規
Local Community 當地社區	<ul style="list-style-type: none"> Charitable activities Social media The Group and its subsidiaries' websites 慈善活動 社交媒體 本集團及其附屬公司網站 	<ul style="list-style-type: none"> Irregular Irregular Irregular 不定期 不定期 不定期 	<ul style="list-style-type: none"> Charity investment Safety and environmental protection 慈善投資 安全及環境保護 	<ul style="list-style-type: none"> Increasing community investment Maintaining work safety Enhancing environmental protection 增加社區投資 維護工作安全 加強環境保護





Stakeholder Types 持份者類型	Channels 渠道	Frequency 頻率	Matters of Concern 關注事項	The Group's Responses 本集團的回應
Employees 僱員	<ul style="list-style-type: none"> Internal communication system Meetings Annual appraisal Company activities Social media 內部通訊系統 會議 年度評核 公司活動 社交媒體 	<ul style="list-style-type: none"> Irregular Irregular Regular Irregular Irregular 不定期 不定期 定期 不定期 不定期 	<ul style="list-style-type: none"> Sound welfare Good career development Comfortable working environment 良好福利 良好事業發展 舒適工作環境 	<ul style="list-style-type: none"> Providing diverse employee activities Providing training 提供多元化的僱員活動 提供培訓
Suppliers 供應商	<ul style="list-style-type: none"> Business communication Meetings 商業通訊 會議 	<ul style="list-style-type: none"> Irregular Irregular 不定期 不定期 	<ul style="list-style-type: none"> Win-win cooperation 合作共贏 	<ul style="list-style-type: none"> Increasing investment, being open and transparent 增加投資，公開透明
Potential Investor or Financial Institution 潛在投資者或金融機構	<ul style="list-style-type: none"> Information disclosures Briefings for investors Roadshows Briefings for analysts 資料披露 投資者簡報 路演 分析員簡報會 	<ul style="list-style-type: none"> Irregular Irregular Irregular Irregular 不定期 不定期 不定期 不定期 	<ul style="list-style-type: none"> Disclosing information timely and accurately 及時準確披露資料 	<ul style="list-style-type: none"> Disclosing information timely and accurately 及時準確披露資料



MATERIALITY ASSESSMENT

CWT conducted its materiality assessment for its sustainability issues with the help of an independent third-party consultant. The process includes issue identification, issue ranking, survey result analysis, and issue validation.

ASSESSMENT METHOD

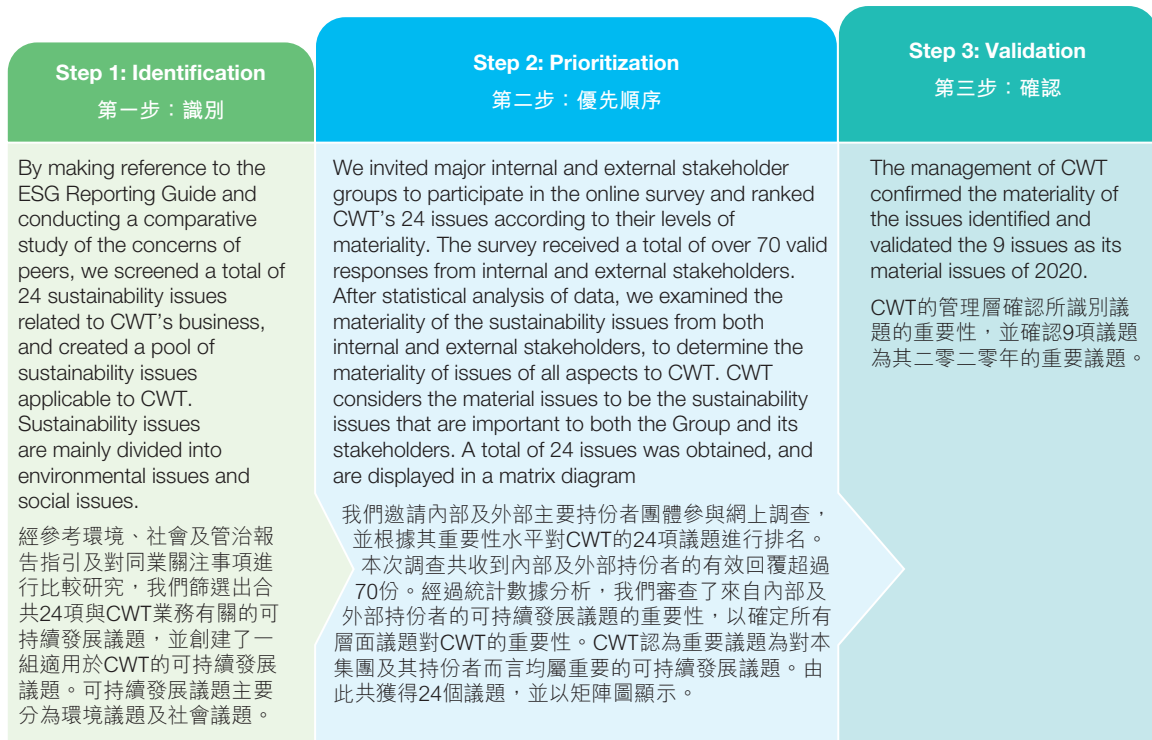
The procedures and steps of the Group's materiality assessment are as follows:

重要性評估

CWT在獨立第三方顧問的協助下對其可持續發展議題進行了重要性評估，包括議題識別、議題排序、調查結果分析及議題驗證。

評估方式

本集團重要性評估的程序及步驟如下：



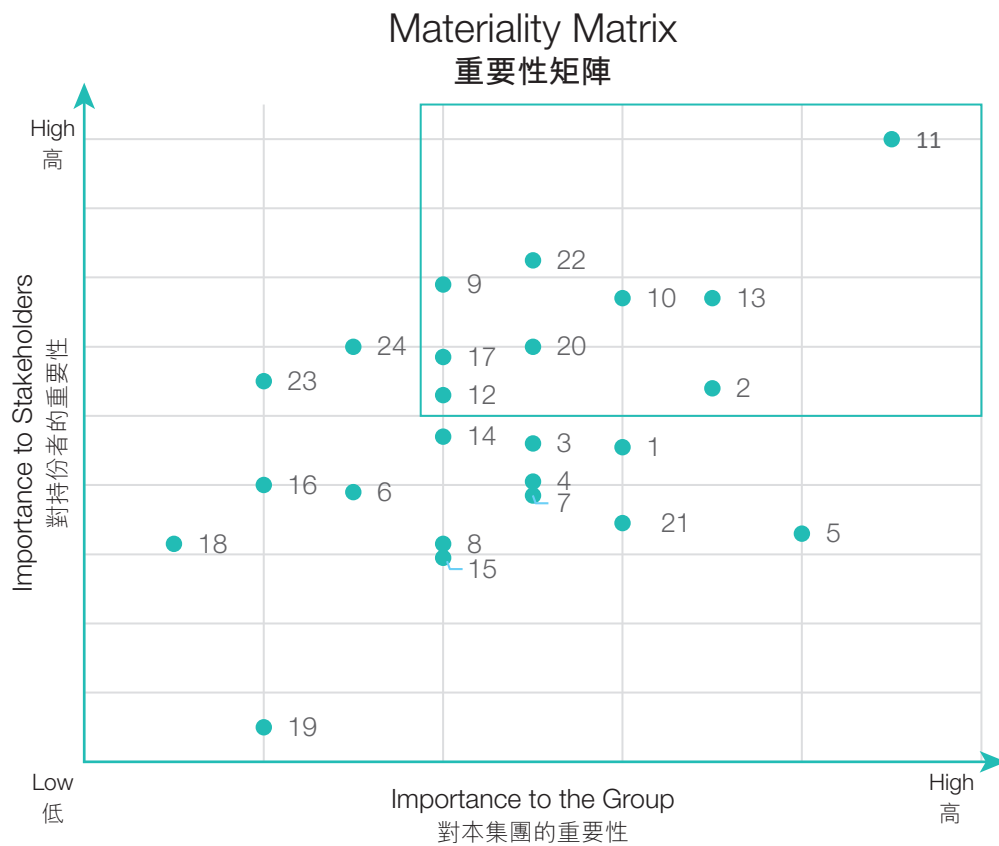


MATERIALITY MATRIX

CWT reviewed the sustainability issues in two dimensions – the “Importance to Stakeholders” and the “Importance to CWT”. We assumed that the opinions of all stakeholders in each dimension are of equal importance. The matrix was sorted according to the levels of materiality of the issues from low to high, and from left to right on the horizontal axis; from bottom to top on the vertical axis.

重要性矩陣

CWT從「對持份者的重要性」及「對CWT的重要性」兩個維度檢討可持續發展議題。我們假設各維度中所有持份者的意見同等重要。該矩陣根據議題的重要性程度排列，水平軸從左到右的重要性程度遞增，垂直軸從底部到頂部的重要性水平遞增。





OUR COMMUNICATION 我們的溝通

The material issues are highlighted in the table below.

重要議題於下表概述。

1. Air emissions 1. 廢氣排放	2. Waste 2. 廢物	3. Carbon emission and energy 3. 碳排放及能源	4. Water consumption 4. 耗水量
5. Packaging material consumption 5. 包裝材料消耗	6. Climate change risk 6. 氣候變化風險	7. Green procurement 7. 綠色採購	8. Environmental risk in supply chain 8. 供應鏈環境風險
9. Staff welfare 9. 員工福利	10. Equal-opportunity, diversity, anti-discrimination 10. 平等機會、多元化及反歧視	11. Occupational health and safety 11. 職業健康與安全	12. Staff development and training 12. 員工培訓與發展
13. Employment compliance 13. 僱傭合規	14. Ethically responsible sourcing 14. 道德與責任採購	15. Transparency & traceability of raw materials 15. 原材料透明度及可追溯性	16. Product assurance and quality 16. 產品保證及質量
17. Customer service 17. 客戶服務	18. Intellectual property rights 18. 知識產權	19. Marketing and advertising 19. 營銷及廣告	20. Anti-corruption 20. 反貪污
21. Community investment 21. 社區投資	22. Data protection & cyber security 22. 數據保護及網絡安全	23. Economic performance 23. 經濟表現	24. Business growth 24. 業務增長



RESPONDING TO MATERIAL ISSUES

By analysing the results of the survey, we identified 9 material issues and disclosed these issues in detail in this Report. In the future, we will continue to place emphasis to material issues in our long-term operations, formulate corresponding strategies, improve policies and set long-term goals. The 9 material issues identified through materiality assessment and the corresponding sections of responses are as follows:

回應重要議題

通過分析調查結果，我們識別出9項重要議題，並在本報告中詳細披露這些議題。日後，我們將繼續重視長期營運中的重大議題、制定相應策略、改善政策及設立長遠目標。透過重要性評估識別的9項重要議題及相應的回應章節如下：

Aspect 層面	Material Issues 重要議題	Corresponding Response Sections 相應回應章節
Emissions 排放物	2. Waste 2. 廢物	Waste Management 廢棄物管理
Employment 僱傭	9. Staff welfare 9. 員工福利	Respecting and Rewarding Employees 尊重及獎勵僱員
Employment 僱傭	10. Equal-opportunity, diversity, anti-discrimination 10. 平等機會、多元化及反歧視	Respecting and Rewarding Employees 尊重及獎勵僱員
Health and safety 健康與安全	11. Occupational health and safety 11. 職業健康與安全	Occupational Health and Safety 職業健康與安全
Training and development 培訓及發展	12. Staff development and training 12. 員工培訓與發展	Training and Development 培訓與發展
Labour standards 勞工準則	13. Employment compliance 13. 僱傭合規	Labour Standards 勞工準則
Product responsibility 產品責任	17. Customer service 17. 客戶服務	Quality Services and Safety 優質服務及安全
Anti-corruption 反貪污	20. Anti-corruption 20. 反貪污	Upholding Business Ethics and Integrity 堅持商業道德及誠信
Product responsibility 產品責任	22. Data protection & cyber security 22. 數據保護及網絡安全	Protecting Intellectual Property Rights and Privacy 保護知識產權及私穩



OUR WORKFORCE 我們的僱員

In the hope of becoming an ideal employer, CWT sees each employee as its valuable asset and is dedicated to bringing our employees with robust, harmonious and a warm work atmosphere free from workplace discrimination and inequality. Accompanied by competitive and satisfactory remuneration and benefits as compensation to the hard work and effort contributed to the Group, we also introduced a number of human resources-related policies to define the rights and responsibilities of the Group and our employees by strictly complying with applicable labour-related laws and regulations, including but not limited to the Employment Act and Workplace Safety and Health Act of Singapore, Employment Ordinance and Occupational Safety and Health Ordinance of Hong Kong, Labour Law and Occupational Safety and Health (OSH) Strategic Framework of European Union. We have clearly stated labour-related terms in Employee Handbook and relevant policies, including but not limited to working hours, rest periods, wages, benefits as well as terms of dismissal and termination of employment contract. During the Reporting Period, the Group was not aware of material breach of laws and regulations in terms of compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

為成為理想僱主，CWT視每名員工為寶貴資產，並致力為員工帶來穩健、和諧及溫暖的工作氛圍，杜絕工作場所歧視及不平等。除提供具競爭力及令人滿意的薪酬及福利作為辛勤工作及對本集團所付出努力的補償外，我們亦引入多項人力資源相關政策，透過嚴格遵守適用的勞工相關法律法規（包括但不限於新加坡的《僱傭法》及《工作場所安全與健康法》、香港的《僱傭條例》及《職業安全與健康戰略框架》界定本集團及員工的權利及責任。我們在員工手冊及相關政策中明確規定了與勞工相關的條款，包括但不限於工時、休息日、工資、福利以及解僱及終止僱傭合約的條款。於報告期間內，本集團並不知悉在賠償及解僱、招聘及晉升、工時、休息日、平等機會、多元化、反歧視以及其他利益及福利方面嚴重違反法律法規的情況。

The ESG Policy – Employment and Labour Practices

CWT is committed to providing employees a motivating, rewarding and diversified working environment, where each employee is valued and respected, enabling them to fully participate in its employment experience.

To meet the commitment, including but not limited to, we shall:

- ensure employees perform work for the Group based on an employment relationship and provide employees with labour protection regarding compensation and dismissal, working hours, rest periods and other benefits and welfare;
- provide equal opportunity in employment, training and career development regardless of gender, age, nationality, race, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs or social status;
- maintain transparency with respect to the career progression and mobility for all employees;
- provide employees a discrimination-free and harassment-free work environment; and
- embrace and encourage our employees' differences in order to foster and cultivate a culture of diversity and inclusion at workplace.

環境、社會及管治政策 – 僱傭及勞工常規

CWT致力為員工提供一個氣氛積極、有成就感且多元化的工作環境，令每位員工均獲珍視及尊重，讓員工全身心投入於工作中。

為此，我們（包括但不限於）：

- 確保員工基於僱傭關係為本集團服務，並在賠償及解僱、工時、休息日及其他利益及福利方面為員工提供勞工保障；
- 在招聘、培訓及職業發展方面提供平等機會，而不論性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭成員、性取向、政治信仰或社會地位；
- 關於全體員工的晉升及調遣維持清晰透明；
- 為員工提供一個不受歧視及騷擾的工作環境；及
- 包容並鼓勵我們員工求同存異，藉以培養及營造一種多元及包容的企業文化。



The material issues – “Staff welfare”, “Staff development and training”, “Occupational health and safety”, and “Equal-opportunity, diversity, anti-discrimination” identified in the materiality assessment are particularly addressed in this section of this Report.

RESPECTING AND REWARDING EMPLOYEES

CWT believes that upholding the principle of equal opportunity, diversity and anti-discrimination throughout human resources-related processes is favourable for attracting and retaining our talents from a diversified background. As such, we treat each employee equally, regardless of employees’ gender, age, nationality, ethnicity, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs or social status at all times, including recruitment, determination of remuneration, promotion and training. In case of any work harassment or unfair treatment identified, employees can file a complaint through our well-established grievance procedure to the Group. We would take it seriously and conduct appropriate investigation and follow-up actions to protect employees’ right.

We would recruit suitable talents through internal recruitment, job agencies, campus recruitment, local newspapers, referrals, online job posting etc. and consider candidates’ qualifications, experience aptitude for work position and legal work status. In recognition of the hard work of our employees, we would reward them with competitive remuneration package accompanied by numerous welfare and benefits. Basic remuneration of employees is comprised of basic salaries, discretionary bonuses and incentives. In view of the regulatory requirements and legal practices of different work locations, we also offer employees with different welfare and benefits as follows:

重要性評估中發現的重要議題 – 「員工福利」、「員工培訓與發展」、「職業健康與安全」及「平等機會、多元化及反歧視」於本報告本節中特別提及。

尊重及獎勵僱員

CWT相信，在人力資源相關流程中堅持平等機會、多元化及反歧視原則，有利於吸引及挽留多元化背景的人才。因此，我們在任何時候(包括招聘、釐定薪酬、晉升及培訓)對每名僱員一視同仁，不論僱員的性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭成員、性取向、政治信念或社會地位。倘發現任何職場騷擾或不公平待遇，僱員可透過我們完善的申訴程序向本集團提出投訴。我們會嚴肅對待，並進行適當調查及跟進事件以保障僱員權利。

我們透過內部招聘、職業中介、校園招聘、本地報章、轉介、網上招聘等方式招聘合適人才，並考慮候選人的資格、工作職位的經驗能力及合法工作狀況。為表彰我們僱員付出的努力，我們提供具競爭力的薪酬待遇連同多項福利及利益作為獎勵。僱員的基本薪酬包括基本薪金、酌情花紅及獎勵。鑒於不同工作地點的監管規定及法律慣例，我們亦為僱員提供以下不同的福利及待遇：



CWT Welfare at a Glance CWT的福利概覽			
Leaves and Rest Periods 假期及休息日	Statutory Social Benefits 法定社會福利	Subsidies 補助	Award 獎勵
<ul style="list-style-type: none"> Annual leave Sick leave Marriage leave Maternity leave & paternity leave Shared parental leave Childcare leave and unpaid infant leave Adoption leave Compassionate leave National service leave Union leave Education leave Leave to attend funeral Graduation ceremony leave Tea breaks 	<ul style="list-style-type: none"> Mandatory Provident Fund Social security contributions 	<ul style="list-style-type: none"> Rental tax efficiency Transport allowance Meal and transport allowance for overtime work Mileage claim Maternity subsidies Parking allowances Child allowances 	<ul style="list-style-type: none"> Service award
<ul style="list-style-type: none"> 年假 病假 婚假 產假及侍產假 共享育嬰假 育兒假及無薪育嬰假 收養假 恩恤假 國家服務假期 工會假期 教育假期 喪假 畢業典禮假期 午休 	<ul style="list-style-type: none"> 強制性公積金 社會保障供款 	<ul style="list-style-type: none"> 租賃稅務效益 交通津貼 超時工作膳食及交通津貼 行車申索 生育補助 泊車津貼 兒童津貼 	<ul style="list-style-type: none"> 服務獎



Apart from the above welfare and benefits, we also organize a wide range of employee activities, allowing our employees to get rest from work and enhance their bonding. Such activities include yoga classes and regular mental wellness workshops. Nevertheless, due to Covid-19, we have greatly reduced the frequency of employee activities to ensure the health of our employees.

OCCUPATIONAL HEALTH AND SAFETY

As the Group sees every employee as our valuable asset, we pledge to take care of their physical and mental wellbeing through establishing a sound occupational health and safety system with relevant measures by abiding by applicable laws and regulations, including but not limited to Workplace Safety and Health Act Fire Safety Act of Singapore, Occupational Safety and Health Ordinance of Hong Kong and Occupational Safety and Health (OSH) Strategic Framework of European Union. During the Reporting Period, the Group was not aware of any work-related fatalities, nor material work injury within the Group.

Our logistics business has already obtained OHSAS 18001:2017/ISO45001:2018 Occupational Health and Safety Management system certification, recognizing our effort in occupational health and safety management. We have already established a Safety Committee that supervises safety management in our logistics services. Responsible personnel would carry out regular inspections in workshops, warehouses and open storage areas in our logistics hub to ensure environmental safety. We have also established an Environmental, Health and Safety (“EHS”) Policy, accompanied by emergency preparedness and response teams to identify and manage occupational health and safety risks in the workplace, including workplace accidents and chemical spillage from stored chemical drums, in the hope of minimizing health and safety hazards.

Furthermore, we also offer employees with a wide range of health benefits, including medical check-up, medical insurance for employees, their spouse and children, outpatient medical benefits, dental and healthcare benefits and executive health screening.

除上述福利及待遇外，我們亦組織廣泛的員工活動，讓員工在工作之餘得到休息，並加強彼等之間的聯繫。有關活動包括瑜伽課程及恆常心理健康工作坊。然而，由於新型冠狀病毒疫情，我們已大幅減少舉辦員工活動的頻次，以確保員工的健康。

職業健康與安全

由於本集團視每名員工為我們的寶貴資產，我們承諾透過遵守適用法律法規（包括但不限於新加坡《工作場所安全與健康法》、香港《職業安全及健康條例》及歐盟《職業安全與健康戰略框架》）建立完善的職業健康與安全系統以及相關措施，關心員工的身心健康。於報告期間內，本集團並不知悉本集團內發生任何與工作有關的死亡事故或重大工傷。

我們的物流業務已取得OHSAS 18001:2017/ISO45001:2018職業健康與安全管理體系認證，肯定了我們在職業健康與安全管理方面的努力。我們已成立安全委員會，監督物流服務的安全管理。負責人員會定期檢查我們物流中心的車間、倉庫及露天儲倉區域，以確保環境安全。我們亦已制定環境、健康及安全（「環境、健康及安全」）政策，並配備應急準備及應對團隊，以識別及管理工作場所的職業健康與安全風險，包括工作場所事故及儲存化學品桶的化學品洩漏，以盡量減少健康與安全危害。

此外，我們亦為僱員提供廣泛健康福利，包括體檢、僱員、其配偶及子女的醫療保險、門診醫療福利、牙科及保健福利以及行政人員健康檢查。



Stringent Measures to Cope with Covid-19

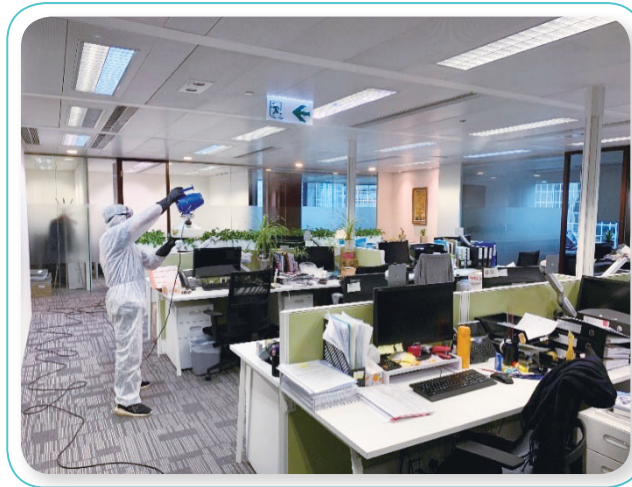
The global outbreak of Covid-19 since early 2020 has greatly heightened public awareness on control of spread of pandemic among enterprises. To minimize the risk of spread of viruses, CWT has implemented Safe Management Measures at Workplace with a series of pandemic prevention measures:

- Conduct frequent disinfection
- Require employees to scan QR code upon entry and exit from work premise in Singapore
- Require employees to wear masks and other necessary personal protective equipment (“PPE”) at all times
- Require employees to maintain good personal hygiene
- Maintain safe distancing by splitting team
- Require employees to measure body temperature every day
- Discourage activities involving close and prolonged contact, large gatherings and in-person meetings

應對新型冠狀病毒的嚴格措施

自二零二零年初以來，新型冠狀病毒在全球爆發大大提高了公眾對控制疫情在企業間傳播的意識。為盡量降低病毒傳播風險，CWT已實施工作場所安全管理措施，並採取一系列防疫措施：

- 定時消毒
- 要求員工在進出新加坡工作場所時掃描二維碼
- 要求員工時刻佩戴口罩及其他必要個人防護裝備
- 要求員工保持良好的個人衛生
- 將員工分成不同團隊以維持社交距離
- 要求員工每天量度體溫
- 不鼓勵密切長期的接觸、大型聚會及面對面會議等活動



TRAINING AND DEVELOPMENT

CWT strives to do its best to keep up with latest market trend and technology in order to maintain our position in the market. We provide employees with ample training opportunities, enabling them to be equipped with the latest technology and knowledge, as well as providing them with a comprehensive career development channel in order to let them grow and develop with the Group. We offer sufficient training opportunities through organizing a wide range of training courses from time to time. Types of training include orientation training, on-the-job training and management training. As we advocate the concept of life-long learning, employees are encouraged to participate in external training courses arranged by authorized organizations. They can apply for a tuition sponsorship from the Group as an incentive that encourages continuous learning. We also review the needs of training on an annual basis and arrange a wide variety of courses for employees.

培訓與發展

CWT致力緊貼最新市場趨勢及技術，以維持我們的市場地位。我們為員工提供豐富的培訓機會，讓彼等掌握最新的技術及知識，並為彼等提供全面的職業發展渠道，讓彼等與本集團一同成長及發展。我們通過不時組織廣泛的培訓課程提供足夠的培訓機會。培訓類型包括入職培訓、在職培訓及管理培訓。我們提倡終身學習的理念，鼓勵員工參加由獲授權機構安排的外部培訓課程。彼等可向本集團申請學費資助，作為鼓勵持續學習的獎勵。我們亦每年檢討培訓需要，並為僱員安排各式各樣的課程。



OUR WORKFORCE 我們的僱員

During the Reporting Period, the Group has arranged over 2,000 hours of trainings.

於報告期間內，本集團已安排超過2,000小時的培訓。

Continuous Training for Directors

Directors are required to pursue continuous training to keep abreast of updates on listing rules and regulatory requirements. During the Reporting Period, the Group has arranged a number of professional trainings for our directors, in which topics include but not limited to:

- Corporate governance
- Disclosure of inside information
- Updates on listing rules
- Directors' duties in the context of valuations in corporate transactions
- Company registry guide on directors' duties

董事持續培訓

董事須接受持續培訓，以緊貼最新的上市規則及監管規定。於報告期間內，本集團已為董事安排多項專業培訓，課題包括但不限於：

- 企業管治
- 內幕消息披露
- 上市規則更新
- 董事於企業交易估值方面的責任
- 公司註冊處對董事責任的指引

In terms of promotion, we would select appropriate employees through performance appraisal twice a year depending on the results. Such appraisal would also set as a reference for employees' salary adjustment. Besides, we also provide adequate internal job vacancies, including overseas job positions to let employees develop their career according to their capabilities and career goals.

我們會根據業績每年進行兩次績效評估，以甄選合適的員工提出晉升。有關評估亦將作為員工薪金調整的參考。此外，我們亦提供足夠的內部職位機會，包括海外職位，讓僱員根據自己的能力及職業目標發展事業。

LABOUR STANDARDS

CWT is in stringent compliance with applicable labour-related laws and regulations in the jurisdictions where our businesses operate, and hold a zero-tolerance approach in terms of child and forced labour. During recruitment process, we strictly prohibit the recruitment of candidates who do not meet legal working age. In addition, we would provide adequate compensation to employees who have worked overtime. In case of recruitment of foreign manpower in Singapore, we would ensure that they have valid working passes and completion of all pre-employment formalities and medical clearance, and comply with rules to govern their stay in Singapore for employment in order to avoid forced labour. During the Reporting Period, the Group was not aware of any child or forced labour within the Group.

勞工準則

CWT嚴格遵守我們業務經營所在司法權區的適用勞工相關法律法規，並對童工及強制勞工採取零容忍態度。在招聘過程中，我們嚴格禁止招聘不符合法定工作年齡的候選人。此外，我們會向超時工作的僱員提供足夠補償。倘於新加坡招聘外籍勞工，我們將確保彼等擁有有效的工作簽證，完成所有入職前手續及取得健康證明，並遵守規管彼等於新加坡受僱的規則，以避免強制勞工。於報告期間內，本集團並不知悉本集團內有任何童工或強制勞工。





OUR OPERATION 我們的營運

CWT undertakes its responsibility to provide quality services to our customers while paying attention to the health and safety, advertising and privacy matters relating to our services, aiming at bringing long-term value to our customers and building concrete and long-term relationships with them. Due to our business nature, product labelling is not a material issue to the Group. CWT places great emphasis on upholding business ethics and integrity and aligning with the highest standards of market conduct. We are in stringent compliance with applicable laws, regulations and industrial standards in terms of product responsibility, corruption, bribery, extortion, fraud and money laundering, including but not limited to the Personal Data Protection Act 2012, Personal Data Protection Regulations 2014, Competition Act of Singapore, Trade Descriptions Ordinance, Personal Data (Privacy) Ordinance and Prevention of Bribery Ordinance of Hong Kong, General Data Protection Regulation and Anti-money Laundering Directive of the European Union. During the Reporting Period, we were not aware of any material breach of applicable laws and regulations.

CWT承擔向客戶提供優質服務的責任，同時關注與我們服務有關的健康及安全、廣告及私隱事宜，旨在為客戶帶來長期價值，並與彼等建立具體及長期關係。由於我們的業務性質，產品標籤對本集團而言不屬重大議題。CWT非常重視商業道德及誠信，並與市場行為的最高標準保持一致。我們嚴格遵守有關產品責任、貪污、賄賂、勒索、欺詐及洗黑錢的適用法律法規及行業標準，包括但不限於新加坡《二零一二年個人資料保護法》、《二零一四年個人資料保護規例》、《競爭法》、香港《商品說明條例》、《個人資料(私隱)條例》及《防止賄賂條例》、歐盟《一般資料保護規範》及《反洗黑錢指令》。於報告期間內，我們並不知悉任何嚴重違反適用法律法規的情況。

The ESG Policy – Operating Practices Anti-corruption

CWT takes a zero-tolerance approach to bribery or corruption in connection with business activities. We require our employees to uphold the virtues and principles of honesty, integrity, respect, trust, humility, responsibility and citizenship, when communicating with customers, suppliers, communities and shareholders. Instructions in respect of accepting gifts are available in the Employee Handbook. We endeavour to:

- take adequate precautions to prevent bribery, extortion, fraud and money laundering in daily operations; and
- enhance employees' anti-corruption awareness.

Supply Chain Management

CWT acknowledges its responsibility in managing environmental and social risk associated with our supply chain. We aim to extend our commitment to good corporate citizenship and sustainability of our supply chain. We shall:

- identify, select and purchase products (i.e. goods and services) with significantly less adverse environmental and social impacts;
- include environmental and social performance in the assessment criteria for our suppliers; and
- ensure continuous communication with suppliers and timely support to enhance their environmental and social performance.

環境、社會及管治政策 – 營運慣例 反貪污

CWT對業務活動中的賄賂或貪污一貫零容忍。我們要求員工在與客戶、供應商、社區及股東溝通時堅守誠信、清廉、尊重、信任、謙遜、負責及公民意識的美德及原則。員工手冊內載有關於接受餽贈的指引。我們致力：

- 採取適當措施預防日常營運中可能出現的賄賂、敲詐、欺詐及洗黑錢行為；及
- 增強員工的反貪污意識。

供應鏈管理

CWT明白我們有責任管理與我們供應鏈有關的環境及社會風險。我們旨在做好一個良好企業公民及維持我們供應鏈的可持續發展。我們：

- 物色、篩選及採購對環境及社會的不利影響較低的產品(即貨品及服務)；
- 在評核供應商的標準中計及環境及社會表現；及
- 確保與供應商持續保持溝通，並及時提供支援以提高彼等的環境及社會表現。



Product Responsibility

CWT is committed to providing safe and high-quality products and services to our customers. Our commitment to product responsibility goes beyond regulatory compliance and strives to meet the current and future needs of our customers. To meet this commitment, including but not limited to, we shall:

- take all reasonable steps to ensure the health and safety of our customers;
- provide sufficient information of our products and services, including advertising and information materials, to customers in an accurate and open way; and
- respect the statutory privacy rights when collecting, storing, using and transmitting client's personal information.

Work Safety

CWT is committed to providing employees a motivating, rewarding and diversified working environment, where each employee is valued and respected, enabling them to fully participate in our employment experience.

To meet the commitment, including but not limited to, we shall:

- provide and maintain a high standard of health and safety in all business activities;
- provide adequate safety information, instruction, training and personal protective equipment for all employees; and
- provide training regarding arrangements for the safe use, handling, storage and transportation of substances that may be a risk to health.

產品責任

CWT致力為我們的客戶提供安全優質的產品及服務。我們在產品責任方面的要求，不僅僅是遵例，更致力於滿足我們客戶的當前及未來所需。憑此信念，我們(包括但不限於)：

- 採取所有合理步驟以保障我們客戶的健康安全；
- 以準確公開的方式向客戶提供有關產品及服務的充分資料，包括廣告及資訊材料；及
- 在收集、存儲、使用和傳輸客戶的個人信息時尊重其法定隱私權。

工作安全

CWT致力為員工提供一個氣氛積極、有成就感且多元化的工作環境，令每位員工均獲珍視及尊重，讓員工全身心投入於工作中。

為此，我們(包括但不限於)：

- 就所有業務活動中均制定及維持高水平的健康與安全標準；
- 為全體員工提供足夠的安全資訊、指示、培訓及個人保護裝備；及
- 就安全使用、處理、儲存及運輸可能危害健康的材料的各項安排提供培訓。



The material issues – “Customer service”, “Anti-corruption” and “Data protection & cyber security” identified in the materiality assessment are particularly addressed in this section of this Report. The Group strictly abides by relevant laws and regulations, and established policies to ensure compliant operation. For more details, please refer to Appendix I of this Report.

MANAGING SUPPLIERS

We prefer engagement with local suppliers in order to minimize carbon footprint generated from transportation of goods, especially flights. CWT, being a logistics service provider, promotes positive and sustainable development in the entire supply chain. We have already established the Procurement Policy which incorporates terms of business ethics and integrity, expecting our suppliers to always uphold principle of sustainability into daily operations, including ethical conduct, health and safety, employment practices, human rights protection, environmental sustainability and compliance of laws and regulations.

To ensure products and services from suppliers meet the Group’s standard, we would conduct regular monitoring on suppliers and contractors to evaluate their performance and ensure they have complied with applicable laws and regulations. For our commodity marketing business in particular, since it is involved in the trading of minerals, we would perform due diligence work against our suppliers, origination or minerals, supply chain (including logistics provider, counter and dealer) and receivers where applicable to ensure compliance with laws and regulations that regulate metals and minerals products, especially those from conflict and high risk areas. The Group has formulated the Conflict Minerals Policy and only engage suppliers approved by the ITRI (Industrial Technology Research Institute) Tin Supply Chain Initiative (iTSCi) so that the materials could be traceable by the mine tag or equivalent.

重要性評估中識別的重要議題 –「客戶服務」、「反貪污」及「數據保護及網絡安全」於本報告本節中特別提及。本集團嚴格遵守相關法律法規，並制定政策確保合規經營。有關更多詳情，請參閱本報告附錄一。

供應商管理

我們傾向與本地供應商合作，以盡量減少運輸貨物(尤其是航班)所產生的碳足跡。CWT作為一家物流服務供應商，促進整個供應鏈的積極及可持續發展。我們已制定採購政策，當中包含商業道德及誠信條款，期望供應商在日常營運中始終堅持可持續發展原則，包括道德操守、健康與安全、僱傭慣例、人權保護、環境可持續性及遵守法律法規。

為確保供應商提供的產品及服務符合本集團的標準，我們會對供應商及承包商進行定期監察，以評估彼等的表現及確保彼等已遵守適用法律法規。特別就商品貿易業務而言，由於當中涉及礦產貿易，我們將對供應商、來源或礦產、供應鏈(包括物流供應商、櫃檯及經銷商)及接收者(如適用)進行盡職審查，以確保遵守監管金屬及礦產(尤其是來自衝突及高風險地方者)的法律法規。本集團已制定衝突礦產政策，並僅委聘獲工業技術研究院(ITRI)錫供應鏈倡議(iTSCi)批准的供應商，以便能夠透過礦場標籤或同等方式追溯材料。



QUALITY SERVICES AND SAFETY

Providing quality services while guaranteeing safety at all times has always been our core value in business operations.

In terms of our logistics business, due to our business nature, we would handle tonnes of various types of goods going in and out of our workshops, warehouses and storage areas from time to time on a daily basis. Therefore, we have responsibility to ensure the goods are in good condition during transportation as we are liable to our customers. We pay special attention to the quality and safety of our logistics services, and have established a series of policies to guide our employees on the work procedures. Together with a number of relevant certifications from a well-rounded aspect, our dedication is recognized in ensuring the best services and safety management. The certifications we have obtained among our subsidiaries and warehouses are highlighted in the table below.

優質服務及安全

在保證安全的同時提供優質服務一直是我們業務營運的核心價值。

就我們的物流業務而言，由於我們的業務性質，我們每日不時會在我們的車間、倉庫及儲存區域處理數以噸計的各種貨物進出。因此，基於我們對客戶的責任，我們有責任確保貨物在運輸過程中處於良好狀況。我們特別關注物流服務的質量及安全，並已制定一系列政策以指導僱員的工作程序。同時，我們獲得多項全面的相關認證，肯定了我們在確保最佳服務及安全管理方面的貢獻。下表概述我們的附屬公司及倉庫取得的證書。

ISO9001:2015 Quality Management System certificate ISO9001:2015質量管理體系認證證書	ISO/PAS 22399:2007 for storage and handling of frozen, chilled and ambient temperature goods ISO/PAS 22399:2007冷凍、冷藏和室溫商品的儲存和處理	UN Marking Certification (on transport of dangerous goods) 聯合國危險貨物運輸標記認證
ISO 28000:2007 Provision of Services for distribution, storage, and management of disposal of hazardous chemicals ISO 28000:2007提供有害化學品處置的配送、儲存和管理服務	HACCP for handling and storage of fine wine and frozen food products HACCP精品葡萄酒和冷凍食品的處理和儲存	ISO 22000: 2005 Food Safety management systems for handling and storage of fine wine and frozen food products ISO 22000:2005食品安全管理系統：精品葡萄酒和冷凍食品的處理和儲存
Halal certification for frozen, chiller and dry chamber (certifying that certain storage facilities are free from any non-Halal items or other elements of impurities according to the Islamic Law) 冷凍、冷藏及乾燥室清真認證(根據伊斯蘭法證明若干儲存設施不含任何非清真產品或其他雜質元素)	ISO28000:2007 (Specification for security management systems for the supply chain) ISO28000:2007(供應鏈安全管理系統規範)	ISO22301:2012 Security and resilience ISO22301:2012安全及適應性





As for our commodity marketing business, we also strive to uphold quality services at all times. MRI Trading AG, a CWT's subsidiary under the commodity marketing business is responsible for handling physical trading and supply chain management of non-ferrous base metal concentrates. It has introduced comprehensive internal control systems to manage and minimize risks incurred regarding its business nature, including price risk and volatility in the market in view of our extensive lines of credit, structuring and project finance capabilities, use of advanced financial instruments and insurance facilities.

就商品貿易業務而言，我們亦致力一直堅持優質服務。CWT商品貿易業務下的附屬公司MRI Trading AG負責處理有色金屬卑金屬精礦的實物貿易及供應鏈管理。鑒於我們廣泛的信貸額度、結構及項目融資能力、使用先進的金融工具及保險融資，MRI Trading AG已引入全面的內部監控系統，以管理及盡量降低因其業務性質而產生的風險，包括價格風險及市場波動。

Safety is another point of concern regarding our business nature. For our logistics business in particular, safety management is of utmost importance. Highlights of our robust and comprehensive safety management during our operations are outlined below:

安全是我們業務性質的另一個關注點。尤其是對於我們的物流業務而言，安全管理至關重要。我們於營運過程中穩健及全面的安全管理重點概述如下：

<p>Handling Vulnerable Goods</p> <p>處理易碎貨物</p>	<p>CWT provides logistics services for vulnerable and specific goods, such as London Metals Exchange (LME) metals, Intercontinental Exchange and London International Financial Futures and Options approved soft commodities, chemicals/ petrochemicals, food and wine and customs-approved and duty-free goods. Since certain goods are vulnerable and dangerous in nature, we would deploy suitable facilities and qualified personnel to store and handle such goods in a careful and safe manner. We have established internal guidelines in terms of handling of hazardous waste with relevant training, and engage qualified third parties to transport and handle chemical. For the transportation of inflammable goods, we have also been certified by Fire Safety Bureau in Singapore to ensure that we are capable for handling and transporting such goods.</p> <p>CWT為易碎及特定貨物提供物流服務，如倫敦金屬交易所(LME)金屬、洲際交易所及倫敦國際金融期貨及期權批准的軟商品、化學品／石化產品、食品及酒類以及經海關批准的免稅商品。由於若干貨品性質易屬易碎及危險，我們將部署合適的設施及合資格人員以謹慎及安全的方式儲存及處理該等貨品。我們已就處理有害廢棄物制定內部指引，並提供相關培訓，並委聘合資格第三方運輸及處理化學品。就運輸易燃貨物而言，我們亦已獲新加坡消防安全局認證，以確保我們能夠處理及運輸該等貨物。</p>
<p>Ensuring Trucks in Good Condition</p> <p>保證卡車性能良好</p>	<p>We have established a Daily Vehicle Inspection Checklist for employees to conduct thorough inspection on trucks on a daily basis before out for transportation. Inspection criteria include but not limited to battery water level, brake fluid, brake effectiveness, engine oil level, condition of first aid kit, side mirrors, signal lights, tailgate condition, cleaning/sanitizing of truck interior and tyres etc.</p> <p>我們制定了日常車輛檢查清單，供員工每天對卡車進行徹底檢查，然後才安排運輸。檢查標準包括但不限於電池水位、制動液、制動效能、發動機油量、急救箱狀況、側鏡、信號燈、尾門狀況、清潔／消毒卡車內部及輪胎等。</p>



OUR OPERATION 我們的營運

Managing Drivers' Condition	Drivers' condition is of paramount importance. As a result, we require drivers to report to the control room every day and conduct drug and alcohol test to guarantee that they are in good condition for work to minimize the risk of traffic accident.
管理司機狀況	司機狀況至關重要。因此，我們要求司機每天向控制室報告，並進行藥物及酒精測試，以確保其處於良好的工作狀態，從而盡量減少交通事故的風險。
Monitoring Live Condition of Transportation	We provide drivers with a portable gadget equipped with GPS system for real-time vehicle location monitoring and driving speed detection for ongoing monitoring conducted by our control room operator to ensure safety of the transportation. The gadget is equipped with our internally invested communication system, enabling notification for real-time traffic condition and communications between depot, warehouse and port so that drivers can be notified with any road problem and minimize the risk of disruptions and accidents. Our control room is also equipped with integrated systems, providing a linkage between our customers, vendors and relevant government statutory boards to offer optimal route planning and inform them with delivery status.
監察運輸現場情況	我們為司機提供配備GPS系統的便攜式裝置，用於實時車輛位置監控及駕駛速度檢測，以便我們的控制室操作員持續監控，確保運輸安全。有關裝置配備我們內部投資的通訊系統，可實時通報車場、倉庫及港口之間的交通狀況及通訊，以便司機知悉任何道路問題，並盡量降低中斷及事故的風險。我們的控制室亦配備綜合系統，聯繫客戶、供應商及相關政府法定機構，以提供最佳路線規劃及告知彼等交付狀況。
Ensuring Safety in Warehouses	We ought to ensure the good condition of our workshops, warehouses and storage areas. As such, we have formulated an Operations Safety Inspection Checklist, requiring our employees to conduct inspection on a regular basis. Inspection criteria include but not limited to condition of safety equipment, labelling of chemical cargo, unobstructed use of passageway or aisle, condition of cleaning equipment, no leakage/spillage of chemicals, proper waste segregation, security of cargoes and lack in speeding etc.
確保倉庫安全	我們應確保車間、倉庫及儲存區域的良好狀況。因此，我們制定了安全生產檢查清單，要求員工定期進行檢查。檢查標準包括但不限於安全設備狀況、化學品標籤、走廊或通道暢通無阻使用、清潔設備狀況、化學品並無洩漏／溢出、適當廢物分類、貨物保安及沒有超速的情況等。
Providing Safety Reminders for Companies and Visitors	Our CWT Logistics Hub allows loading and unloading work of a number of companies. We have formulated User Manual and Regulations, guiding them the safety management in the Hub, including facilities management, fit-out works, general guidelines on use of premises and common areas, use of forklifts, disposal of waste, marshalling area, loading and unloading, pest control etc. We would also provide visitors of the Hub with safety card to remind them of safety rules and location of assembly area and walkway in case of emergency.
為公司及訪客提供安全提醒	我們的CWT物流樞紐中心能夠容納多家公司進行裝卸工作。我們已制定用戶手冊及規定，指導彼等在中心進行安全管理，包括設施管理、裝修工程、使用處所及公共區域的一般指引、使用叉車、處置廢物、編組區域、裝卸、害蟲防治等。我們亦會向中心的訪客提供安全卡，提醒彼等緊急情況下的安全規則以及裝配區域及行人通道的位置。



PROTECTING INTELLECTUAL PROPERTY RIGHTS AND PRIVACY

Protecting intellectual property rights and privacy is considered as of paramount importance. CWT has outlined our requirements towards our employees in protecting intellectual properties and confidential information in our Employee Handbook. While conducting orientation training for new-joiners, we would also highlight their responsibility to keep privacy information confidential and not to disclose such information to third parties without prior approval. Our logistics business in Singapore is in compliance with ISO8001 and ISO9001. We would inspect our IT systems regularly and establish Software Copyright Policy to prohibit use of installation of pirated or illegal software in order to protect the data in the computers.

UPHOLDING BUSINESS ETHICS AND INTEGRITY

Upholding business ethics and integrity at all times is believed to be the cornerstone for the Group's long-term development. Thus, we adopt a "zero-tolerance" approach towards corruption, bribery, extortion, fraud, money-laundering and other unethical and illegal business behaviours by requiring our employees to strictly abide by the Code of Conduct and Business Conduct established by the Group to uphold the principles of honesty, integrity, respect, trust, humility, responsibility and citizenship during operations. The Group's Audit Committee also plays a role in the prevention of such behaviours by approving the audit plan for internal auditors to conduct internal audits. If anyone suspects there is such behaviour has taken place, the whistle-blower is encouraged to report to the management through email. The Group pledges to conduct timely and thorough investigation to protect the rights of the Group and its stakeholders, while ensuring the confidentiality of the identity of the whistle-blower. During the Reporting Period, the Group was not aware of material lawsuits or complaints involving the Group regarding corruption, bribery, extortion, fraud and money laundering.

保護知識產權及私隱

保護知識產權及私隱被視為至關重要。CWT已在員工手冊中概述我們對員工保護知識產權及機密資料的要求。在對新入職員工進行入職培訓時，我們亦會強調彼等對私隱資料保密的責任，且不得在未經事先批准的情況下向第三方披露該等資料。我們於新加坡的物流業務符合ISO8001及ISO9001。我們會定期檢查我們的IT系統，並制定軟件版權政策，禁止安裝盜版或非法軟件，以保護電腦數據。

恪守商業道德及誠信

我們相信，時刻秉持商業道德及誠信是本集團長期發展的基石。因此，我們對貪污、賄賂、勒索、欺詐、洗黑錢以及其他不道德及非法商業行為採取「零容忍」態度，要求員工嚴格遵守本集團制定的操守守則及商業守則，以於營運過程中秉持誠信、清廉、尊重、信任、謙遜、責任及公民意識的原則。本集團的審核委員會亦在預防該等行為方面扮演重要角色，包括批准內部核數師進行內部審核的審核計劃。倘任何人士懷疑發生違反操守的行為，我們鼓勵舉報人通過電子郵件向管理層報告。本集團承諾進行及時及徹底的調查，以保障本集團及持份者的權利，同時確保舉報人的身份保密。於報告期間內，本集團並不知悉涉及本集團有關貪污、賄賂、勒索、欺詐及洗黑錢的重大訴訟或投訴。



OUR ENVIRONMENT 我們的環境

CWT pledges to take up its responsibility to reduce its carbon footprint and bring positive influence to the environment for the sake of our next generations. The Group's logistics business has already obtained ISO14001: 2015 Environmental Management System certification regarding our rigorous management and monitoring on our environmental performance. We have established an environmental committee and a safety committee in our logistics services to monitor the overall environmental management of warehouses, workshops and open storage areas. Through the Group's ESG Policy together with a series of well-established policies and measures in terms of environmental management, the Group strives to integrate the principle of emission reduction and energy saving and achieve environmental sustainability at all levels of our operations, while complying with applicable environmental laws and regulations, including but not limited to Environmental Protection & Management Act, Environment Public Health Act, Environmental Protection and Management (Hazardous Substances) Regulations and Road Traffic Act of Singapore, Air Pollution Control Ordinance and Waste Disposal Ordinance of Hong Kong, as well as the Waste Framework Directive in the European Union. During the Reporting Period, the Group was not aware of material violations of environmental-related laws and regulations. Besides, we have no significant harvest and consumption of raw materials from the natural environment.

CWT承諾承擔減少碳足跡的責任，為下一代的利益對環境作出積極影響。本集團的物流業務已取得ISO14001:2015環境管理體系認證，涉及對我們環境表現的嚴格管理及監控。我們已就物流服務成立環境委員會及安全委員會，以監控倉庫、車間及露天儲存區域的整體環境管理。透過本集團的環境、社會及管治政策以及一系列有關環境管理的完善政策及措施，本集團致力將減排及節能原則融入營運的各個層面，以實現環境可持續發展，同時遵守適用環境法律法規，包括但不限於新加坡的《環境保護及管理法》、《環境公共衛生法》、《環境保護及管理(有害物質)規例》及《道路交通安全法》、香港的《空氣污染管制條例》及《廢物處置條例》，以及歐盟的《廢棄物框架指令》。於報告期間內，本集團並不知悉任何嚴重違反環境相關法律法規的情況。此外，我們並無從天然環境中大量收割及消耗原材料。

The ESG Policy – Environmental

CWT is committed to minimizing the impact of its business activities to the environment whilst addressing other business challenges. We recognize not only the important role that our core business as a supply chain management business can play in minimizing possible adverse environmental impact of our operations, but also our potential in reducing greenhouse gas ("GHG") emissions and our ability to help enabling innovation and positive changes in the areas of sustainability.

To meet the commitment, including but not limited to, we shall:

- measure, minimize and manage our air and GHG emissions;
- properly handle and reduce and hazardous and non-hazardous waste generated in business operations, in line with the industry's best practices standards;
- prevent and minimize discharges into land and water;
- enhance the usage efficiency of energy, paper, water and other raw materials during the business operations; and
- identify, assess and minimize any potential adverse impacts of our activities on the environment and natural resources.

環境、社會及管治政策 – 環境

CWT在努力解決業務難題時，亦竭力減低其業務活動對環境的影響。我們不單意識到我們的核心業務－供應鏈管理業務在減低我們業務對環境可能造成的不利影響方面能發揮重要作用，更清楚我們在減少溫室氣體（「溫室氣體」）排放方面的潛力及在推動可持續發展領域開創性及有利轉變方面的能力。

為此，我們(包括但不限於)：

- 計量、盡量減低及控制我們的廢氣及溫室氣體排放；
- 妥善處理及減少業務營運過程中產生的有害及無害廢棄物，以符合行業最佳慣例標準；
- 預防及盡量減少向土地及水域的排放；
- 提高業務營運過程中能源、紙張、水及其他原材料的使用效益；及
- 識別、評估及盡量減低我們業務活動對環境及天然資源的任何潛在不利影響。





ENERGY, AIR AND GREENHOUSE GAS EMISSIONS

The energy consumption, air and GHG emissions of CWT can mainly be attributed to purchased electricity and solar power used for supporting daily operations of our work offices, warehouses, workshops and storage areas, as well as fuel consumption of our vehicles and equipment including trucks and stackers. Such energy consumption and emissions are mainly contributed by our logistics services. Regarding adverse climate events becoming more frequent and worse, we have adopted a number of energy-saving and emission reduction measures in our logistics services, in the hope of taking up our responsibility to combat climate change problem.

能源、廢氣及溫室氣體排放

CWT的能源消耗、廢氣及溫室氣體排放主要來自外購電力及太陽能，用於支持我們工作辦公室、倉庫、車間及儲存區域的日常營運，以及車輛及設備(包括卡車及堆垛機)的燃料消耗。該等能源消耗及排放主要來自我們的物流服務。鑒於不利氣候事件變得更加頻繁及惡化，我們已於物流服務中採取多項節能減排措施，以期承擔應對氣候變化問題的責任。

Energy-saving and Emission Reduction Measures in Logistics Services

- Use Euro IV and V prime movers and lorries currently, keep updated with latest Euro emission standards to upgrade our fleet correspondingly and ensure emissions complying with the Road Traffic Act (Chapter 276) of Singapore through annual test conducted by Land Transport Authority
- Adopt energy efficient chilled water mechanical ventilation and air conditioning system
- Adopt variable-frequency drive water pumps and cooling tower fans
- Prefer LED lighting system to traditional one
- Install carbon monoxide sensors to enhance ventilation in carparks
- Replace solar energy to around 5% of purchase electricity consumption
- Use cool roof design to reduce air conditioning needs in order to reduce energy consumption
- Use well insulated freezer storage, foam wall and conveyor system for loading pallet in and out of freezer for better heat insulation and minimize lost of cold air in order to reduce energy consumption in our cold chain logistics business
- Install temperature monitoring and tracking system to closely monitor change of temperature in the freezer of our cold chain logistics business
- Use ammonia gas as refrigerant for larger cold room which is more environmentally friendly

物流服務節能減排措施

- 目前使用歐盟四期及五期原動機和卡車，緊貼最新的歐盟排放標準以相應升級車隊；及透過新加坡陸路交通管理局每年為車隊進行測試，確保排放符合新加坡《道路交通法》(第276章)的規定
- 採用節能冷水機械通風及空調系統
- 採用變頻驅動水泵及冷卻塔風機
- 優先採用LED照明系統而非傳統照明系統
- 安裝一氧化碳感應器以加強停車場的通風
- 使用太陽能以抵銷購買電力消耗的5%左右
- 使用冷屋頂設計以減少空調需求，從而減少能源消耗
- 使用隔熱良好的冷凍庫、泡沫牆及輸送系統將貨盤裝入和裝出冷凍庫以提高隔熱效果及盡量減少冷空氣流失，從而減少我們冷鏈物流業務的能源消耗
- 安裝溫度監察及追蹤系統，密切監察冷鏈物流業務冷凍庫的溫度變化
- 大型冷藏室使用更環保的氨氣作為製冷劑



OUR ENVIRONMENT 我們的環境

In view of the comprehensive energy-saving measures, three of our warehouses have obtained Singapore BCA Green Mark Building Award over the years.

WASTE MANAGEMENT

The Group's daily operations would generate certain hazardous and non-hazardous waste, including damaged chemical drums, spilt contents, general refuse, paper, plastics, wooden pallets and waste packaging materials. In order to prevent waste generated imposing adverse impact on the surrounding environment, we have formulated the Collection, Handling and Disposal of Hazardous Waste Policy to monitor hazardous waste generated, separately collect hazardous waste, recyclable waste (including carton, plastic wrap and strap) and non-recyclable waste, and engage qualified third-party organizations to collect and handle such waste. In addition, we have also adopted the following measures to reduce generation of waste at source:

- Use the integrated logistics solution system internally developed to widely adopt electronic means in daily operations such as dispatching electronic copies of documents to truck drivers, generation of electronic proof-of-delivery, transferring documents on server and conducting approval and generating invoices online, in the hope of largely reducing the use of paper
- Only purchase packaging materials when needed by monitoring current stock levels and estimated customer demand in the short term
- Reuse packaging materials collected from goods received to reduce purchase of new packaging materials
- 使用內部制訂的綜合物流解決方案系統以在日常營運中廣泛採用電子方式工作，例如向卡車司機發送電子文件副本、使用電子交付證明、在伺服器上轉移文件以及網上審批及發出發票，以大量減少紙張的使用
- 透過監控當前存貨水平及估計客戶短期需求，僅於需要時購買包裝物料
- 重用收取貨物的包裝物料，減少購買新包裝物料

鑒於全面的節能措施，多年來，我們有三個倉庫獲得新加坡BCA綠色標誌建築獎。

廢棄物管理

本集團的日常營運會產生若干有害及無害廢棄物，包括受損化學桶、洩漏物、一般垃圾、紙張、塑膠、木製貨盤及廢棄包裝物料。為防止產生對週邊環境造成不利影響的廢棄物，我們制定了有害廢棄物收集、處理及處置政策，對產生的有害廢棄物進行監控，對有害廢棄物、可回收廢棄物(包括紙箱、塑膠包裝及帶子)及不可回收廢棄物進行分類收集，並委託合資格第三方機構進行收集及處理。此外，我們亦採取以下措施從源頭減廢：



WASTEWATER EMISSIONS AND USE OF WATER RESOURCES

Domestic water consumed is supplied by water supply companies in locations where we operate. We did not encounter any issues in water sourcing. Besides, our container logistics business would generate wastewater emissions from ISO tank cleaning station. Recognizing the importance of conserving water resources, we would monitor our water consumption from time to time and adopt rainwater harvesting for recycling at one of our warehouses. In terms of wastewater emissions, we have installed an in-house wastewater treatment system which is designed together with the United Kingdom's Atomic Energy Agency Technology which treat wastewater generated before discharge. We closely monitor the quality of wastewater discharged, and engage qualified third-party to conduct monthly water analysis to ensure the quality of treated wastewater complies with applicable laws and emission standards.

廢水排放及水資源使用

生活用水由我們經營所在地的供水公司供應。我們在求取水源方面並無遇到任何問題。此外，在集裝箱物流業務過程中，ISO集裝罐清潔站會產生廢水排放。我們明白保護水資源的重要性，因此會不時監察用水量，並於其中一個倉庫採用雨水收集作循環再用。就廢水排放而言，我們已安裝內部廢水處理系統，該系統乃與英國原子能機構技術合作設計，用於處理排放前的廢水。我們密切監察所排放廢水的質量，並委聘合資格第三方每月進行水質分析，以確保經處理廢水的質量符合適用法律及排放標準。



OUR COMMUNITY 我們的社區

CWT believes that giving back to society lies as the foundation for the sustainable development. Throughout the years, we have invested adequate resources in community investment and initiated our employees to join hands to help the needy in the community, hoping to share our love and care to the community which has shown unceasing support to our business.

CWT認為回饋社會是可持續發展的根基。多年來，我們在社區投資方面投入了足夠的資源，並組織員工攜手幫助社區中的有需要人士，以將我們的愛心和關懷傳遞給社區，從而讓我們的業務得到持續的支持。

The ESG Policy – Community

CWT is committed to fulfilling its corporate responsibility by contributing to the communities in which we operate, and by creating value for society and the environment. It is our objectives to support the community through a diverse range of initiatives such as providing sponsorships and offering volunteer services. To meet our objectives, we endeavour to:

- Pay attention to the social concerns to understand the needs of the community in which we operate;
- Sponsor and contribute to programs and activities that have a positive impact on social development;
- Encourage and arrange staff participation in volunteer services and charitable activities; and
- Continue to look for new opportunities to expand its community involvement efforts.

環境、社會及管治政策 – 社區

CWT竭誠履行企業責任，為我們營運所在的社區做出貢獻，為社會及環境創造價值。我們的目標是通過提供贊助及義工服務等多元化的方式支援社區。為此，我們致力：

- 關注社會訴求以了解我們營運所在社區的需求；
- 贊助及貢獻對社會發展有正面影響的項目及活動；
- 鼓勵及安排員工參與義工服務及慈善活動；及
- 繼續物色新機會以加大對社區的參與。

DELIVERING VALUES TO COMMUNITIES

To showcase our dedication in community investment, CWT has established an internal charity group – CWT HOPE, gathering the Group's resources and employees to run a series of charity programs on a continuous basis. Due to Covid-19, CWT HOPE has been facing a difficulty to initiate charity programs. However, we would endeavour to add value to social contribution on a continuous basis to spread love to the needy.

向社區傳遞價值

為展示我們對社區投資的貢獻，CWT已成立內部慈善小組 – CWT HOPE，匯集本集團的資源及員工以持續開展一系列慈善項目。由於新型冠狀病毒疫情，CWT HOPE在開展慈善項目方面遇到困難。然而，我們將致力持續為社會貢獻，將愛心傳遞予有需要人士。



H	O	P	E
Happiness 快樂	Opportunity 機會	Passion 熱情	Energy 活力

Below outlines the focused areas of CWT's community investment:

下文概述CWT社區投資的重點領域：

Supporting Charitable Organizations 支持慈善組織	Voluntary Activities 義工活動	Fostering the growth of Industry 促進行業發展
<p>CWT supports charitable organizations, especially those focusing the less privileged, young children and the needy as beneficiaries. During the Reporting Period, the Group donated S\$29,800 to various charitable organizations, including The Rice Company for their Children for Children campaign, Lion Befrienders to support their Overcoming Covid-19 campaign, Children's Cancer Foundation for their "Hair for Hope" Campaign, as well as Smile Asia for their charitable work.</p> <p>CWT聚焦以弱勢社群、幼童和有需要人士為受益人的慈善組織。於報告期間，本集團向多個慈善組織總共捐款29,800新加坡元，包括The Rice Company的兒童歡慶兒童節活動、Lion Befrienders的克服新型冠狀病毒活動、兒童癌症基金會的「散髮希望」活動，以及Smile Asia的慈善工作。</p>	<p>Our employees participated in various activities to promote healthy living and donated their time through volunteer and outreach activities.</p> <p>我們的員工參與各種活動，以促進健康的生活，並為義工及外展活動獻出自己的時間。</p>	<p>CWT takes an active role in industry associations including Singapore Logistics Association, Singapore Chemical Industry Council and Container Depot Association Singapore.</p> <p>CWT積極參與行業協會，包括新加坡物流協會、新加坡化學工業協會及新加坡集裝箱堆放場協會。</p>



Highlights of charitable donations we were involved in are as follow:

我們參與的慈善捐獻工作重點如下：

Children for Children

Children for Children is an annual fundraising event jointly organized by The Rice Company Limited (TRCL), CHIJ Kellock, The Business Times and RWS to bring fun and cheer to children from low-income families. It has been keeping its tradition of treating children to an iconic Singapore attraction for 12th consecutive year in 2020. This year, 1,000 children from 50 primary schools received tickets to visit Universal Studios Singapore to celebrate Children's Day. Apart from treating children to Universal Studios, the campaign also launched an online musical video, featuring music, dance and theatre talents from CHIJ Kellock and beneficiaries of The Business Times Budding Artists Fund (BT BAF), which has provided financially disadvantaged children and youth with arts training and performing opportunities since 2004. During the Reporting Period, we donated a total of S\$10,000 for this event.

兒童歡慶兒童節

兒童歡慶兒童節是由The Rice Company Limited (TRCL)、CHIJ Kellock、商業時報及RWS共同舉辦的年度籌款活動，為低收入家庭的兒童帶來樂趣及歡樂。該活動於二零二零年已連續12年秉承款待兒童參觀新加坡標誌性旅遊景點的傳統。今年，來自50所小學的1,000名兒童收到門票前往新加坡環球影城慶祝兒童節。除邀請兒童到環球影城參觀外，該活動亦推出以來自CHIJ Kellock及商業時報綠苗藝術家基金(BT BAF)受益人的音樂、舞蹈及劇院人才為特色的網絡音樂視頻。商業時報綠苗藝術家基金自二零零四年起為經濟困難的兒童及青少年提供藝術培訓及表演機會。於報告期間，我們為是次活動捐款共10,000新加坡元。

Overcoming Covid-19

For the campaign of Overcoming Covid-19 organized by Lions Befrienders, CWT donated S\$5,000 to help 6,000 at-risk elderly at Lions Befrienders Senior Activity Centre, regarding that the lack of interaction and the disruption due to Covid-19 has put many of beneficiaries at risk of depression. The donations helped to provide food rations of the essential items, customized programmes and activities during and post-extended Covid-19 Circuit Breaker period.

克服新型冠狀病毒

新型冠狀病毒導致人與人之間缺乏互動，生活中斷，使許多人面臨抑鬱的風險。有見及此，CWT向Lions Befrienders組織的克服新型冠狀病毒活動捐贈5,000新加坡元，以幫助Lions Befrienders樂齡活動中心的6,000名長者。該筆捐款有助於在新型冠狀病毒阻斷措施漫長的實施期間及往後的日子供應必需的食品、定制計劃及活動。

Supporting "Hair for Hope" for Children

We are a longstanding official logistics partner for "Hair for Hope" fund raising campaign held by Children's Cancer Foundation ("CCF") in support of children patients. However, due to Covid-19, CCF shifted to online fundraising instead of holding physical events in 2020. During the Reporting Period, we donated S\$10,000 for this campaign.

支持兒童「散髮希望」

我們是兒童癌症基金會(「兒童癌症基金會」)為兒童患者舉辦的「散髮希望」籌款活動的長期官方物流合作夥伴。然而，由於新型冠狀病毒疫情，兒童癌症基金會於二零二零年轉為網上籌款代替舉行實體活動。於報告期間，我們亦為是次活動捐出10,000新加坡元。

Donating to Smile Asia

Smile Asia is a global alliance of charities working together to treat facial deformities like cleft lip and cleft palate, aiming to raise standards of medical care by creating opportunities of collaborate learning and exchange of best practices. During the Reporting Period, we donated S\$4,800 in support of its charitable activities.

向Smile Asia捐款

Smile Asia是國際性的慈善聯盟，支援有面部缺陷，包括唇裂及腭裂的人，旨在透過合作、學習和交流機會，提升醫療標準。於報告期間，我們捐出4,800新加坡元，以支持其相關慈善活動。





APPENDIX I THE MATERIAL LAWS AND REGULATIONS THAT THE GROUP COMPLIED WITH DURING THE REPORTING PERIOD

附錄一報告期間內本集團遵守的重大法律法規

ESG Aspects 環境、社會及管治 層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Environmental 環境	<i>Environmental Protection & Management Act</i> <i>Environment Public Health Act</i> <i>Environmental Protection and Management (Hazardous Substances) Regulations</i> <i>Road Traffic Act</i> 《環境保護及管理法》 《環境公共衛生法》 《環境保護及管理(有害物質)規例》 《道路交通安全法》	<i>Cap.311 Air Pollution Control Ordinance</i> <i>Cap.354 Waste Disposal Ordinance</i> 第311章《空氣污染管制條例》 第354章《廢物處置條例》	<i>The Waste Framework Directive</i> 《廢物框架指令》	<p>During the Reporting Period, the Group did not notice any violation of laws and regulations relating to the Group's air emissions and GHG emissions, discharges into water and land, waste generation and disposal that had a significant impact on the Group.</p> <p>於報告期間內，本集團並無發現任何違反有關本集團廢氣及溫室氣體排放、向水及土地的排污、廢棄物產生及處置且對本集團有重大影響的法律法規的情況。</p>
Employment and Labour Standards 僱傭及勞工準則	<i>Employment Act</i> 《僱傭法》	<i>Cap. 57 Employment Ordinance</i> <i>Cap. 480 Sex Discrimination Ordinance</i> <i>Cap. 487 Disability Discrimination Ordinance</i> <i>Cap. 602 Race Discrimination Ordinance</i> 第57章《僱傭條例》 第480章《性別歧視條例》 第487章《殘疾歧視條例》 第602章《種族歧視條例》	<i>Labour Law</i> <i>Employment Equality Framework Directive</i> 《勞動法》 《僱傭平等框架指令》	<p>During the Reporting Period, the Group did not notice any violations of laws and regulations that have a significant impact on the Group and are related to employment.</p> <p>於報告期間內，本集團並無發現任何違反有關僱傭且對本集團有重大影響的法律法規的情況。</p>



APPENDIX I THE MATERIAL LAWS AND REGULATIONS THAT THE GROUP COMPLIED WITH DURING THE REPORTING PERIOD

附錄一報告期間內本集團遵守的重大法律法規

ESG Aspects 環境、社會及管治 層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Health and Safety 健康與安全	<i>Workplace Safety and Health Act</i> <i>Fire Safety Act</i> 《工作場所安全與健康法》 《消防安全法》	<i>Cap. 509 Occupational Safety and Health Ordinance</i> <i>Cap. 282 Employees' Compensation Ordinance</i> 第509章《職業安全與健康條例》 第282章《僱員補償條例》	<i>Occupational Safety and Health (OSH) Strategic Framework</i> 《職業安全與健康戰略框架》	<p>During the Reporting Period, the Group did not notice any violations of laws and regulations that have a significant impact on the Group and are related to work safety.</p> <p>於報告期間內，本集團並無發現任何違反有關工作安全且對本集團有重大影響的法律法規的情況。</p>
Product Responsibility 產品責任	<i>Personal Data Protection Act 2012</i> <i>Personal Data Protection Regulations 2014</i> 《二零一二年個人資料保護法》 《二零一四年個人資料保護規例》	<i>Cap. 362 Trade Descriptions Ordinance</i> <i>Cap. 486 Personal Data (Privacy) Ordinance</i> 第362章《商品說明條例》 第486章《個人資料(私隱)條例》	<i>General Data Protection Regulation</i> 《一般資料保護規例》	<p>During the Reporting Period, the Group was not aware of any incidents of non-compliance with regulations and voluntary codes concerning the provision and use of the Group's products and services, which cover product and service information and labelling, marketing communications including advertising, promotion and sponsorship, and property rights including intellectual property rights that had a significant impact on the Group.</p> <p>於報告期間內，本集團並不知悉任何違反有關提供及使用本集團產品及服務的法規及自願守則（涵蓋產品及服務資料及標籤、市場推廣通訊（包括廣告、宣傳及贊助）及產權（包括知識產權）且對本集團造成重大影響的事件。</p>





附錄一報告期間內本集團遵守的重大法律法規 APPENDIX I THE MATERIAL LAWS AND REGULATIONS
THAT THE GROUP COMPLIED
WITH DURING THE REPORTING PERIOD

ESG Aspects 環境、社會及管治 層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Anti-corruption 反貪污	Competition Act 《競爭法》	Cap. 201 Prevention of Bribery Ordinance Cap. 622 Companies Ordinance 第201章《防止賄賂條例》 第622章《公司條例》	Anti-Money Laundering Directive 《反洗黑錢指令》	<p>During the Reporting Period, the Group did not notice any violations of laws and regulations that have a significant impact on the Group and are related to bribery extortion, fraud, and money laundering, and did not receive any case relating to internal employees involved in bribery, extortion, and money laundering.</p> <p>於報告期間內，本集團並無發現任何違反有關賄賂、勒索、欺詐及洗黑錢且對本集團有重大影響的法律法規的情況，亦無接獲任何有關內部僱員涉及賄賂、勒索及洗黑錢的案件。</p>



APPENDIX II KEY PERFORMANCE INDICATORS

附錄二關鍵績效指標

SOCIAL ASPECT

IN-SERVICE EMPLOYEES

社會層面

在職僱員

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
In-service Employees 在職僱員			
Number of In-service Employees by Business 按業務劃分的在職僱員人數			
Total Workforce 僱員總數	No. of people 人數	840	787
Hong Kong Head Office 香港總部辦公室	No. of people 人數	33	28
Logistics Business 物流業務	No. of people 人數	748	671
Commodity Marketing Business 商品貿易業務	No. of people 人數	59	88





附錄二關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
Number of In-service Employees by Employment Contract 按僱傭合約劃分的在職僱員人數			
		Permanent 長期	Other Contract Type 其他合約類型
Hong Kong Head Office 香港總部辦公室	No. of people 人數	33	–
Logistics Business 物流業務	No. of people 人數	748	–
Commodity Marketing Business 商品貿易業務	No. of people 人數	52	7
Number of In-service Employees by Gender 按性別劃分的在職僱員人數			
		Male 男性	Female 女性
Hong Kong Head Office 香港總部辦公室	No. of people 人數	25	8
Logistics Business 物流業務	No. of people 人數	589	159
Commodity Marketing Business 商品貿易業務	No. of people 人數	31	28



APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Indicator 指標	Unit 單位	2019 二零一九年			2020 二零二零年		
Number of In-service Employees by Age Group 按年齡組別劃分的在職僱員人數							
		Age 30 or below 30歲或以下	Age 31-50 31至50歲	Age above 50 50歲以上	Age 30 or below 30歲或以下	Age 31-50 31至50歲	Age above 50 50歲以上
Hong Kong Head Office 香港總部辦公室	No. of people 人數	7	24	2	7	18	3
Logistics Business 物流業務	No. of people 人數	132	396	220	81	341	249
Commodity Marketing Business 商品貿易業務	No. of people 人數	9	40	10	13	60	15
Number of In-service Employees by Employee Category 按僱員類別劃分的在職僱員人數							
		Non-executive 非主管	Executive 主管	Manager 經理	Non-executive 非主管	Executive 主管	Manager 經理
Hong Kong Head Office 香港總部辦公室	No. of people 人數	16	—	11	14	7	7
Logistics Business 物流業務	No. of people 人數	531	149	68	482	126	63
Commodity Marketing Business 商品貿易業務	No. of people 人數	33	22	4	45	33	10





COMMUNITY INVESTMENT

社區投資

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
Donation 捐贈	HKD 港幣元	127,327	174,879

ENVIRONMENTAL ASPECT

環境層面

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
Nitrogen Oxides 氮氧化物			
Logistics Business 物流業務	Kg 千克	61,983.58	33,084.86
Sulfur Oxides 硫氧化物			
Logistics Business 物流業務	Kg 千克	45.16	108.89
Particulate Matter (PM) 懸浮顆粒			
Logistics Business 物流業務	Kg 千克	3,413.50	2,288.03



APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
GHG Emissions 溫室氣體排放			
Total GHG Emissions (Scope 1 & 2) 溫室氣體總排放量(範圍1及範圍2)			
Hong Kong Head Office 香港總部辦公室	Tonnes CO ₂ e 公噸二氧化碳當量	40.62	32.08
Logistics Business 物流業務	Tonnes CO ₂ e 公噸二氧化碳當量	33,397.74	30,029.98
Commodity Marketing Business 商品貿易業務	Tonnes CO ₂ e 公噸二氧化碳當量	15.76	2.93
Direct GHG Emissions (Scope 1) 直接溫室氣體排放量(範圍1)			
Logistics Business 物流業務	Tonnes CO ₂ e 公噸二氧化碳當量	8,156.33	8,433.53
Indirect GHG Emissions (Scope 2) 間接溫室氣體排放量(範圍2)			
Hong Kong Head Office 香港總部辦公室	Tonnes CO ₂ e 公噸二氧化碳當量	40.62	32.08
Logistics Business 物流業務	Tonnes CO ₂ e 公噸二氧化碳當量	25,219.81	21,610.09
Commodity Marketing Business 商品貿易業務	Tonnes CO ₂ e 公噸二氧化碳當量	15.76	2.93





附錄二關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
GHG removal – Tree planting (Scope 1) 溫室氣體減除 – 植樹(範圍1)			
Logistics Business 物流業務	Tonnes CO ₂ e 公噸二 氧化碳 當量	31,096	13.64
GHG Emissions Intensity 溫室氣體排放密度			
Hong Kong Head Office 香港總部辦公室	Tonnes CO ₂ e/m ² 公噸二 氧化碳 當量／平 方 米	0.042	0.034
Logistics Business 物流業務	Tonnes CO ₂ e/m ² 公噸二 氧化碳 當量／平 方 米	0.059	0.047
Commodity Marketing Business 商品貿易業務	Tonnes CO ₂ e/m ² 公噸二 氧化碳 當量／平 方 米	0.011	0.003
Waste 廢棄物			
Total Non-hazardous Waste Generated and Disposed 無害廢棄物總產生量及處置量			
Hong Kong Head Office 香港總部辦公室	Tonnes 公噸	0.795	0.795
Logistics Business 物流業務	Tonnes 公噸	830	5,669.13
Commodity Marketing Business 商品貿易業務	Tonnes 公噸	3.60	3.60



APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
Intensity of Non-hazardous Waste Generated and Disposed 無害廢棄物產生及處置密度			
Hong Kong Head Office 香港總部辦公室	Tonnes 公噸	0.001	0.001
Logistics Business 物流業務	Tonnes 公噸	0.0015	0.0089
Commodity Marketing Business 商品貿易業務	Tonnes 公噸	0.003	0.004
Energy 能源			
Total Energy Consumption 能源總耗量			
Hong Kong Head Office 香港總部辦公室	MWh 兆瓦時	50.15	40.10
Logistics Business 物流業務	MWh 兆瓦時	89,326.88	77,067.84
Commodity Marketing Business 商品貿易業務	MWh 兆瓦時	139.00	96.67
Diesel 柴油			
Logistics Business 物流業務	MWh 兆瓦時	28,225.77	24,778.58
Purchase Electricity 外購電力			
Hong Kong Head Office 香港總部辦公室	MWh 兆瓦時	50.15	40.10
Logistics Business 物流業務	MWh 兆瓦時	60,219.22	51,550.78
Commodity Marketing Business 商品貿易業務	MWh 兆瓦時	139.00	96.67





附錄二關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Indicator 指標	Unit 單位	2019 二零一九年	2020 二零二零年
Solar Power 太陽能			
Logistics Business 物流業務	MWh 兆瓦時	881.89	738.49
Intensity of Total Energy Consumption 能源總耗量密度			
Hong Kong Head Office 香港總部辦公室	MWh/m ² 兆瓦時／平方米	0.052	0.042
Logistics Business 物流業務	MWh/m ² 兆瓦時／平方米	0.16	0.12
Commodity Marketing Business 商品貿易業務	MWh/m ² 兆瓦時／平方米	0.10	0.09
Water 水			
Total Water Consumption 耗水總量			
Logistics Business 物流業務	m ³ 立方米	203,245.83	146,265.80
Intensity of Water Consumption 耗水密度			
Logistics Business 物流業務	m ³ /m ² 立方米／平方米	0.36	0.23

Note: Please note that due to optimization of data collection system during the Reporting Period, the non-hazardous waste data of the logistics business in 2020 and 2019 cannot be directly compared.

註：務請注意，基於報告期間數據收集系統經完善，故2020年及2019年物流業務的無害廢棄物數據並不能直接比較。



APPENDIX III HKEX ESG REPORTING GUIDE INDEX

附錄三聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
A. Environmental A. 環境			
Aspect A1: Emissions 層面A1：排放	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>一般披露</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Our Environment</p> <p>我們的環境</p>	36-39





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
	KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	49
	KPI A1.2 關鍵績效指標 A1.2	Greenhouse gas emissions in total and where appropriate, intensity. 溫室氣體總排放量及(如適用)密度。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	50-51
	KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced and where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	52
	KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced and where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	51-52
	KPI A1.5 關鍵績效指標 A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Our Environment 我們的環境	36-39
	KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Our Environment 我們的環境	36-39



APPENDIX III HKEX ESG REPORTING GUIDE INDEX 附錄三聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect A2: Use of Resources 層面A2：資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	Our Environment 我們的環境	36-39	
	KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	52-53
	KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	53
	KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Our Environment 我們的環境	36-39
	KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Our Environment 我們的環境	36-39
	KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及(如適用)每生產單位佔量。	Not applicable to the Group. 不適用於本集團。	N/A 不適用





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect A3: The Environment and Natural Resources 層面A3：環境與天 然資源	General Disclosure		
	Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	Our Environment	36-39
	KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	



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Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
B. Social B. 社會				
Employment and Labour Practices 僱傭及勞工常規				
Aspect B1: Employment 層面B1：僱傭	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Our Workforce 我們的僱員	22-28
	KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	46-48
	KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Not disclosed during Reporting Period. 於報告期間內並無披露。	N/A 不適用





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect B2: Health and Safety 層面B2：健康與安全	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer. relating to providing a safe working environment and protecting employees from occupational hazards. 一般披露 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		Occupational Health and Safety 職業健康與安全	25-26
	KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities. 因工亡故的人數及比率。	Occupational Health and Safety 職業健康與安全	25-26
	KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康與安全	25-26
	KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康及安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康與安全	25-26



Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
Aspect B3: Development and Training 層面B3：發展與培訓	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。		Training and Development 培訓與發展	27-28
	KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Not disclosed during Reporting Period. 於報告期間內並無披露。	N/A 不適用
	KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Not disclosed during Reporting Period. 於報告期間內並無披露。	N/A 不適用





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect B4: Labour Standards 層面B4：勞工準則	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to preventing child and forced labour.</p> <p>一般披露</p> <p>有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Labour Standards</p> <p>勞工準則</p>	28
	<p>KPI B4.1</p> <p>關鍵績效指標 B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labour.</p> <p>描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	28
	<p>KPI B4.2</p> <p>關鍵績效指標 B4.2</p>	<p>Description of steps taken to eliminate such practices when discovered.</p> <p>描述在發現違規情況時消除有關情況所採取的步驟。</p>	28



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			Chapter/Disclosure 章節／披露	Page 頁碼
Operating Practices 營運慣例				
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。		Managing Suppliers 供應商管理	31
	KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Not disclosed during Reporting Period. 於報告期間內並無披露。	N/A 不適用
	KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有 關慣例的供應商數目，以及有關慣例的執 行及監察方法。	Managing Suppliers 供應商管理	31





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 一般披露 有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our Operation 我們的營運	29-35	
	KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Not applicable to the Group. 不適用於本集團。	N/A 不適用
	KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Not disclosed during Reporting Period. 於報告期間內並無披露。	N/A 不適用
	KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Protecting Intellectual Property Rights and Privacy 保護知識產權及私隱	35
	KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Not applicable to the Group. 不適用於本集團。	N/A 不適用
	KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Protecting Intellectual Property Rights and Privacy 保護知識產權及私隱	35

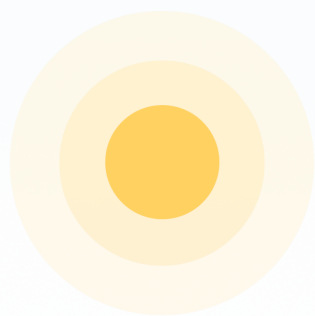


Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect B7: Anti-corruption 層面B7：反貪污	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>一般披露</p> <p>有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Upholding Business Ethics and Integrity</p> <p>恪守商業道德及誠信</p>	35
	<p>KPI B7.1</p> <p>關鍵績效指標 B7.1</p>	<p>Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.</p> <p>於報告期間對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。</p>	35
	<p>KPI B7.2</p> <p>關鍵績效指標 B7.2</p>	<p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p> <p>描述防範措施及舉報程序，以及相關執行及監察方法。</p>	35





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Community 社區			
Aspect B8: Community Investment 層面B8：社區投資	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。		Our Community 我們的社區 40-42
	KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	
	KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	Our Community 我們的社區 40-42



CWT International Limited

10th Floor, Everbright Centre, 108 Gloucester Road, Wanchai, Hong Kong
香港灣仔告士打道108號光大中心10樓

www.cwtinternational.com

