



ZHENGYE
INTERNATIONAL

正業國際控股有限公司

ZHENGYE INTERNATIONAL HOLDINGS COMPANY LIMITED

Incorporated in Bermuda with limited liability
於百慕達註冊成立的有限公司

Stock Code 股份代號 : 3363.HK

www.zhengye-cn.com

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

2020



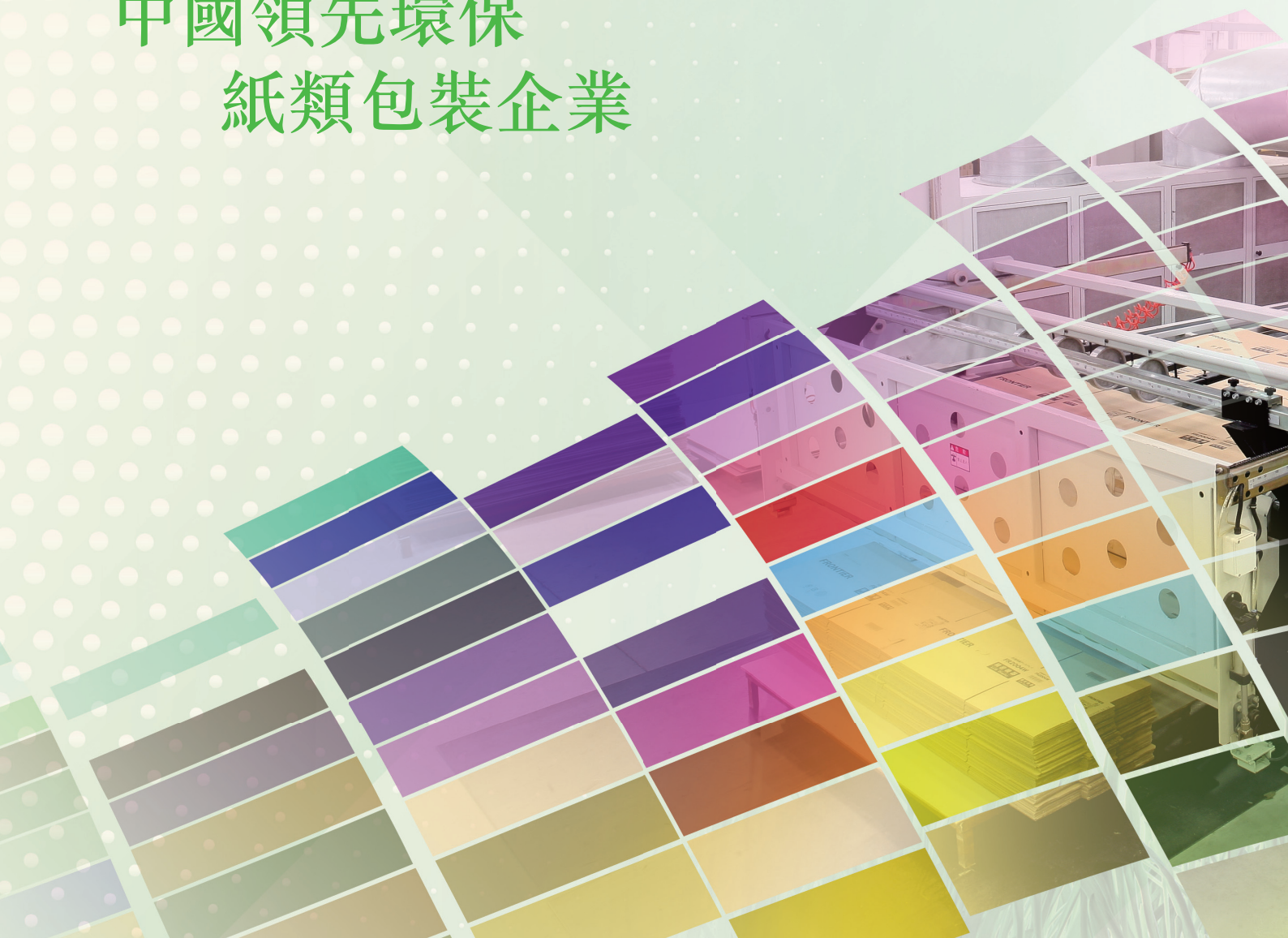
VISION 願景

Strive to become

China's leading environmentally
friendly paper packaging enterprise

致力成為

中國領先環保
紙類包裝企業





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Environmental, Social and Governance Report

環境、社會及管治報告

About this Report

This Environmental, Social and Governance Report (the "Report") discloses the initiatives, plans and performance on environmental, social and governance ("ESG") of Zhengye International Holdings Company Limited and its subsidiaries (collectively, the "Group" or "Zhengye International") in a transparent and open manner, and demonstrates its commitment to sustainable development to increase confidence in and understanding of the Group among its stakeholders.

Zhengye International mainly provides paper-based packaging products for well-known domestic and foreign manufacturers of air conditioners, food seasonings, consumer electronic products, etc. At the same time, it provides comprehensive services, including design, printing, logistics and other customer services, to customers with integrated packaging solutions. In addition, in order to enhance the competitiveness of the Group's paper-based packaging products, the Group has also extended the back-end industry chain to use recycled waste paper as raw materials to produce corrugated core paper for the Group's paper packaging products and external sales.

The Group is committed to becoming one of the global leading eco-friendly packaging enterprises. Therefore, the Group adheres to the ESG management approach to pursue sustainable development and is committed to handling ESG affairs effectively and responsibly. The Group believes that this is the key to our continued success in the future and has taken it as a core part of the Group's business strategy.

ESG Governance Structure

The ESG work of the Group is shared by core members from different departments of the Group, who will be responsible for collecting relevant information on our ESG aspects for the preparation of this Report. Relevant personnel will report to the board of directors (the "Board"), assist in identifying and assessing the Group's ESG risks, and evaluate the effectiveness of the Group's ESG internal control mechanism, and also examine and evaluate our performance in different aspects such as environment, health and safety, labour standards and product responsibility in the ESG area. The Board sets the general direction of the Group's ESG strategy and ensures the effectiveness of the risk management and internal control mechanism on ESG.

關於本報告

此《環境、社會及管治報告》(「本報告」)以透明、公開的方式披露正業國際控股有限公司及其附屬公司(統稱「本集團」或「正業國際」)在環境、社會及管治(「環境、社會及管治」)上的倡議、計劃和績效，並展示其在可持續發展方面的承諾，以增加持份者對本集團的信心和瞭解。

正業國際主要為國內外知名空調、食品調味料及消費電子產品等製造商提供配套的紙製包裝產品，並同時提供包括設計、印刷、物流等客戶服務在內的全面服務，為客戶提供一體化的包裝解決方案。此外，為提升本集團紙製包裝產品的競爭力，本集團還向後端產業鏈延伸，利用回收廢紙為原料生產瓦楞芯紙，作為本集團紙製包裝產品使用物料和對外銷售產品。

本集團致力成為全球領先的環保包裝生態企業之一，故秉承以可持續發展為環境、社會及管治的管理方針，致力於有效及負責任地處理環境、社會及管治事務。本集團深信這是讓我們在未來繼續取得成功的關鍵，並已將其作為本集團商業戰略的核心部分。

環境、社會及管治治理結構

本集團的環境、社會及管治工作由本集團不同部門的核心成員分擔，相關人員將負責搜集我們在環境、社會及管治方面的相關資料以編製本報告。相關人員會向董事會(「董事會」)彙報，協助辨識和評估本集團的環境、社會及管治風險以及評估本集團環境、社會及管治內部控制機制的有效性，亦會檢查和評估我們在環境、社會及管治範疇內環境、健康與安全、勞工標準、產品責任等不同方面的表現。董事會則會設定本集團環境、社會及管治戰略上的大方向，並確保環境、社會及管治風險控制及內部控制機制的有效性。

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Reporting Period

Unless otherwise stated, the Report covers the ESG performance, challenges and measures of Zhengye International from 1 January 2020 to 31 December 2020 ("2020" or the "Reporting Period"). In the next years, the Group will publish ESG reports on an annual basis for inspection by the public and continuously improve transparency and accountability in information disclosure.

Scope of the Report

The scope of the Report focuses on the key places of operations of Zhengye International. Other than the two production plants operated by Zhongshan Yong Fa Paper Industry Company Limited ("Zhongshan Yong Fa") and Zhongshan Rengo Hung Hing Paper Manufacturing Company Limited ("Hung Hing"), respectively, in Zhongshan, the Report also covers the Jiangxi papermaking base, which joined the Group after 1 March 2020, and the Zhongshan and Zhuhai factories in Guangdong Province.

The scope of disclosure will be continuously extended to entirely cover all operations of the Group as and when the Group has improved its data collection system and deepened its works on ESG and sustainable development.

Reporting Guideline

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") set out in Rule 27 under the Rules Governing the Listing of Securities on the Main Board of The Stock Exchange of Hong Kong Limited (the "Stock Exchange") and summarised Zhengye International's ESG performance. Information herein is derived from the Group's official documents and statistics, consolidated based on the monitoring, management and operational information provided by subsidiaries pursuant to the relevant rules of the Group. A complete index is available in the last chapter hereof for readers to make quick reference. The Report is prepared both in Chinese and English and has been uploaded to the Group's website (www.zhengye-cn.com). In case of any conflict or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

For the Group's corporate governance structure and other relevant information, please refer to the Corporate Governance Report on pages 26 to 38 of the Annual Report 2020.

報告年度

除另有說明者外，本報告涵蓋正業國際於二零二零年一月一日至二零二零年十二月三十一日（「二零二零年」或「本報告期內」）在環境、社會及管治方面的績效、挑戰及措施。往後，本集團將每年定期發佈《環境、社會及管治報告》，以供各界隨時查閱，並持續提升信息披露的透明度和責任。

報告範圍

本報告的報告範圍聚焦於正業國際的主要營運點。除了位於中山的兩所生產廠房，分別為中山永發紙業有限公司（「中山永發」）及中山聯合鴻興造紙有限公司（「鴻興」），本報告亦涵蓋於二零二零年三月一日後加入本集團的江西造紙基地，以及位於廣東省的中山和珠海工廠。

待本集團在資料收集系統更趨成熟，以及環境、社會及管治的工作深化之後，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍，直至全面覆蓋本集團的所有營運。

報告準則

本報告是依照香港聯合交易所有限公司（「聯交所」）主板證券上市規則附錄27所載的《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）而編製。報告以精簡的形式概述正業國際的環境、社會及管治表現。報告中的資料來自本集團的官方文件和統計數據，以及根據本集團相關制度由旗下公司提供的監測、管理和營運資料整合匯總。報告的最後一章有完整的內容索引，以便讀者快速參閱。本報告以中、英文兩種文字編製，亦已上載至本集團網站www.zhengye-cn.com。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

有關本集團企業管治架構及其他相關資料，請參閱二零二零年年報第26頁至第38頁的《企業管治報告》。

FEEDBACK

意見反饋

Your valuable comments on our performance and reporting format are essential for our continuous progress. You are welcome to e-mail any question or suggestion on the Report to info@zhengye-cn.com to help us continuously improve our ESG practices.

我們的持續進步有賴閣下對我們的表現及匯報方法發表寶貴意見。如閣下對報告有任何疑問或建議，歡迎將意見經電郵發送至 info@zhengye-cn.com，令本集團得以不斷改善環境、社會及管治工作。

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Communication with Stakeholder

As a responsible enterprise, the Group not only actively develops business and improves profitability but also attaches great importance to communication with stakeholders and their feedback on our business and ESG issues to actively balance the interests of all parties and promote corporate sustainability.

As for Zhengye International, stakeholders are groups and individuals that are significantly important to or might be affected by the Group's business. The Group's stakeholders include, but are not limited to, employees, customers, business partners, investors, regulators and various community groups. In the past year, the Group communicated with key stakeholders through different channels. In preparing the Report, the Group engaged a professional consultant to conduct a materiality analysis through management interviews and clarified important reporting issues by referencing expert opinions to direct the Group's sustainable development roadmap.

By utilising diversified cooperation methods and communication channels shown in the table below, we incorporate stakeholders' expectations into our operations and ESG strategies.

持份者溝通

本集團作為一家負責任的企業，在積極發展業務，提升盈利能力之餘，亦非常重視與持份者的溝通及其對我們業務及環境、社會及管治事宜的反饋意見，以積極平衡各方利益，促進企業可持續發展。

對於正業國際而言，持份者指的是對本集團的業務有重大影響，或會受本集團業務影響的群體和個人。本集團的持份者包括但不限於員工、客戶、業務夥伴、投資者、監管機構及各類型的社區團體。在過去的一年，本集團透過不同渠道與關鍵持份者溝通。是次報告的籌備過程中，本集團特意委託專業顧問公司以管理層訪談的形式進行實質性分析，並結合專家顧問的意見釐清匯報的重要議題，以此作為本集團可持續發展路向的制定。

透過運用下表所示的多元化合作方式及溝通渠道，我們將持份者的期望帶入我們的營運及環境、社會及管治戰略當中。

Stakeholders 持份者	Communication Channels 溝通管道	Expectations 期望
The Board, management and executive officers 董事會、管理層及行政人員	<ul style="list-style-type: none"> The Board 董事會 Weekly meeting 每週例會 Performance evaluation 績效評估 	<ul style="list-style-type: none"> Corporate sustainability 企業可持續發展 Anti-corruption 反腐倡廉 Talent retention 人才保留 Development and training 發展與培訓
Shareholders and Investors 股東及投資者	<ul style="list-style-type: none"> Annual general meeting and other shareholders' meetings 股東週年大會及其他股東會議 Financial report 財務報告 Announcement and circular 公告及通函 	<ul style="list-style-type: none"> Financial results 財務業績 Corporate transparency 企業透明度 Improving risk management and internal control 完善風險管理及內部監控
Employees 僱員	<ul style="list-style-type: none"> Training and seminars 培訓和研討會 Regular performance assessment 定期工作表現評估 Employee suggestion box, internal notices and internal communication network 員工意見箱內部公告及通訊內部網絡 	<ul style="list-style-type: none"> Career Development 職業發展 Competitive compensation and benefits 具競爭力的薪酬與福利 Equal promotion opportunity 平等晉升機會 Healthy and safe working environment 健康安全的工作環境

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Stakeholders 持份者	Communication Channels 溝通管道	Expectations 期望
Customers 客戶	<ul style="list-style-type: none"> Customer satisfaction survey 客戶滿意度調查 Telephone enquiries 電話查詢 Company website 公司網頁 	<ul style="list-style-type: none"> Customer rights and interests protection 客戶權利及權益保障 Customer privacy protection 客戶隱私保護 High quality products and services 高質量的產品與服務
Suppliers 供貨商	<ul style="list-style-type: none"> Site visits 實地考察 Supplier performance assessment 供應商表現評估 Conference call 電話會議 	<ul style="list-style-type: none"> Integrity cooperation 誠信合作 Responsible supply chain management 負責任的供應鏈管理 Business ethics and reputation 商業道德與信譽 Fair and open competition 公平公開競爭
Banks 銀行	<ul style="list-style-type: none"> Telephone enquiries, written or electronic communication 電話查詢書面或電子溝通 In-person visit 親身到訪 	<ul style="list-style-type: none"> Financial results 財務業績 Integrity cooperation 誠信合作 Compliance operation 合規經營
Social and public 社會及公眾	<ul style="list-style-type: none"> Charity activities (e.g. volunteer services) 慈善活動(如義工服務) Community investment (e.g. donation) 社區投資(如捐款) ESG report 環境、社會及管治報告 	<ul style="list-style-type: none"> Fulfilling environmental protection 履行環境保護 Providing employment opportunities 提供就業機會 Supporting public welfare 支持公益事業 Open and transparent information 公開透明資料

Zhengye International's business has an impact on different stakeholders who have different expectations for the Group. In the future, the Group will continue and enhance communication with its stakeholders and collect opinions from a broader range of stakeholders through various means to improve the materiality analysis. The Group will also upgrade the principles of quantitative, balanced and consistent reporting in an effort to define the report content and the presentation of information to meet stakeholders' expectations better.

正業國際的業務影響著不同持份者，而持份者對本集團也有著不同期望。未來，本集團將持續並擴大持份者的溝通，透過不同形式更廣泛地收集持份者的意見，令實質性分析更完備。同時，本集團也會提升量化、平衡及一致性的匯報原則，以更符合持份者期望的方式，界定報告的內容及資訊的呈現。

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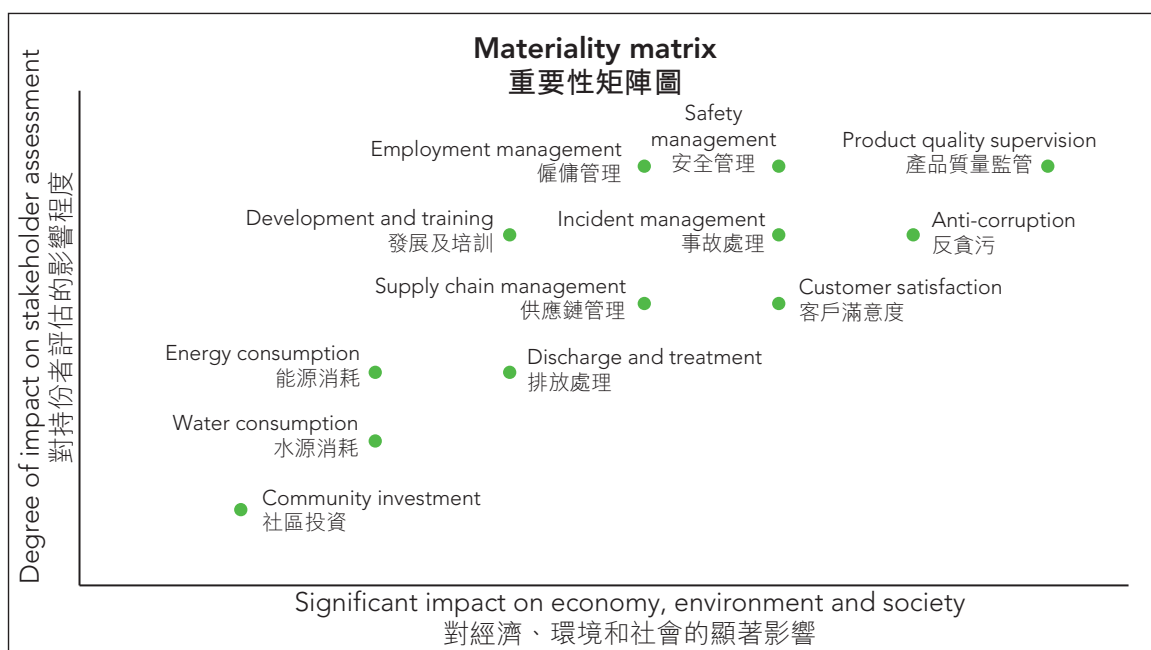
環境、社會及管治報告

Materiality Assessment

In order to have a better understanding on stakeholders' opinions and expectations to the Group's ESG performance, the Group adopts a systematic approach to conducting an annual materiality assessment by inviting stakeholders related to the Group to participate in the materiality survey, rating potential material issues, and making reference to the Group's business development strategies and industry practices. The Group analysed the results of the materiality survey into a materiality matrix. The identified material issues and stakeholders' concerns will be reviewed and discussed with the management and disclosed in this Report. During the Reporting Period, the Group's materiality matrix is as follows:

重要範疇評估

為更有效瞭解持份者對本集團之環境、社會及管治表現的意見及期望，本集團採用有系統的方法進行年度重要範疇評估工作，邀請各與本集團有關的持份者參與重要性調查，對潛在重大議題進行評級，並參考本集團業務發展策略及行業慣例。本集團將重要性調查的結果分析為重要性矩陣，已識別的重要議題及持份者關注事宜會經審閱並與管理層進行討論，並於本報告作出披露。於本報告期內，本集團的重要性矩陣如下：



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A. Environmental

A1. Emissions

Climate changes have brought unprecedented challenges to global economic development. The resulting extreme weather has directly or indirectly affected the ability of the Group to access resources and sustain operations. Therefore, the Group attaches great importance to good internal environmental management and actively implements management policies to cope with the challenges against sustainable development and fulfill the social responsibilities of the Group.

Both Zhongshan Yong Fa and Hung Hing held ISO14001: 2004 certificates in force issued by a third-party certification authority and developed their first HSE (Health, Safety and Environment) Management Manual ("HSE Manual") and Quality Environment Manual, respectively, in 2015 and 2009 to define the commitments, policies, objectives, division of responsibilities, control procedures and monitoring and auditing systems in environmental management. Under the management system comprising the manuals, the two plants detailed respective operational and management procedures, covering such areas as environmental hazards and risk identification, target management, energy use, environmental monitoring, etc.

The Group strictly abides by the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Air Pollution Control, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and other laws and regulations related to environmental protection. During the Reporting Period, the Group did not have any material non-compliance with relevant local environmental laws and regulations relating to the emission of air and greenhouse gas (GHG), sewage, and hazardous and non-hazardous waste.

A. 環境

A1. 排放物

氣候變化為全球經濟發展帶來了前所未見的挑戰，其所帶來的極端天氣直接或間接地影響著本集團在獲取資源和維持營運的能力。因此，本集團重視良好的內部環境管理並積極落實管理方針，以應對可持續發展挑戰及履行本集團應承擔的社會責任。

中山永發及鴻興均持有由第三方認證機構發出的ISO14001:2004認證證書，並分別於二零一五年及二零零九年，首次制定《HSE(健康、安全與環境)管理手冊》(簡稱「HSE手冊」)及《質量環境手冊》，明確環境管理的承諾、政策、目標、職責分工、控制程序及監測審核制度等。兩所廠房以手冊為管理體系，分別自行制定細化的營運管理程序，涵蓋如環境危害及風險識別、目標管理、能源利用、環境監測等範疇。

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》及其他有關環境保護的法律法規。於本報告期內，本集團並無因空氣及溫室氣體、污水、有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

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Exhaust gas emissions

The Group's exhaust gas emissions mainly consist of nitrogen oxide and sulphur oxide generated from the boilers in thermal power sub-plants as well as relatively small amount of nitrogen oxide, sulphur oxide, and particulate matter generated from vehicles. The Group's thermal power sub-plants are mainly used for power and steam for production plants. In order to fulfill the corporate responsibility of energy conservation and emission reduction, the Group not only regulates the use of vehicles and conducts regular maintenance but also establishes internal standards on acceptance inspection of raw coal in the plants to ensure that moisture, ash content, volatile substance and sulphur content of raw coal are in accordance with their requirements through visual inspection, photographing, sampling inspection, third-party testing and other means. Boiler flue gas from the plants must be processed by denitration, electrostatic precipitator, bag-hose precipitation and desulphurisation procedures before emitted to the atmosphere. Both plants have automatic monitoring devices installed at their boiler discharge outlets to monitor the type and emission volume of pollutants, thus ensuring that the exhaust gas emissions meet the Air Pollutant Emission Standards on Thermal Power Plants and other applicable national standards.

During the Reporting Period, the Group's performance on exhaust gas emissions was summarised as follows:

廢氣排放

本集團的廢氣排放主要來自熱電分廠的鍋爐排放的氮氧化物及硫氧化物，以及相對少量的車輛排放的氮氧化物、硫氧化物及顆粒物。本集團熱電分廠主要用於生產廠房所需的電力和蒸汽。為履行節能減排的企業責任，本集團除規管車輛使用及進行定期檢修外，並於廠房均設有原煤驗收相關的內部規範，通過目測、拍照、抽樣檢驗及第三方機構化驗等方式，確保原煤的水分、灰份、揮發物、硫含量等符合廠房要求。廠房的鍋爐煙氣先經脫硝處理、靜電除塵、袋式除塵及脫硫處理，才會排放至大氣中。廠房均於鍋爐排放口安裝自動監測裝置，監測污染物種類及排放量，確保排放的廢氣符合《火電廠大氣污染物排放標準排放標準》及其他相關國家標準。

於本報告期內，本集團的廢氣排放表現概述如下：

Type of exhaust gas 廢氣種類	Unit 單位	Emissions 排放量
Nitrogen oxide 氮氧化物	tonne 噸	96.38
Sulphur oxide 硫氧化物	tonne 噸	47.40
Particulate matter 顆粒物	tonne 噸	0.002

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GHG emissions

The primary GHG emissions of the Group are generated from direct GHG emissions (Scope 1) from gasoline consumed by vehicles and combustion of fuels in boilers, as well as energy indirect GHG emissions (Scope 2) from purchased electricity.

During the Reporting Period, the Group's performance on GHG emissions was summarised as follows:

溫室氣體排放

本集團的主要溫室氣體排放來自車輛使用所消耗汽油以及鍋爐燃燒燃料所造成的直接溫室氣體排放(範圍一)以及外購電力造成的能源間接溫室氣體排放(範圍二)。

於本報告期內，本集團的溫室氣體排放表現概述如下：

Indicators 指標	Unit 單位	Emissions 排放量
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範圍1)	tCO ₂ e 噸二氧化碳當量	1,189,678.82
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放(範圍2)	tCO ₂ e 噸二氧化碳當量	270,395.56
Total GHG emissions 溫室氣體排放總量	tCO₂e 噸二氧化碳當量	1,460,074.38
Total GHG emission density 溫室氣體排放總量密度	tCO ₂ e/million revenue 噸二氧化碳當量／百萬元收益	585.66

Remarks:

- The GHG emissions data is presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The GHG Protocol Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" and the latest released Quantifying Baseline Emission Factors of Air Pollutants in China's Regional Power Grids, "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, and "Global Warming Potential Values" from the IPCC Fifth Assessment Report (2014) (AR5).
- For the year ended 31 December 2020, the revenue of the Group was approximately RMB2,493,041,000. This data is also used for calculating other density data.

備註：

- 溫室氣體排放資料乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》和最新發佈的中國區域電網基線排放因數、聯交所頒佈的《如何編制環境、社會及管治報告 — 附錄二：有關環境關鍵績效指標的報告指引》、IPCC第五次評估報告(二零一四年)(AR5)「全球變暖的潛在價值」。
- 截至二零二零年十二月三十一日止年度，本集團的收入約人民幣2,493,041,000元。此資料亦會用作計算其他密度資料。

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Sewage discharge and treatment

Sewage from the plants is mainly derived from pulping, screening, concentration and compressing (commonly known as “white water”). With a sewage station in place, white water must be processed by suspension, precipitation, anaerobic, aerobic and fenton treatment procedures before discharged to the designated emission points. The plants also regularly test the sewage after treatment to ensure compliance with the Water Pollutant Emission Standards on Pulping and Papermaking Industry, Guangdong Provincial Water Pollutant Emission Limits and other applicable national standards.

During the Reporting Period, the Group’s total water discharge was 3,157,273.44 tonnes.

Waste disposal

Hazardous and non-hazardous wastes are generated during the Group’s operation and production process. In order to reduce the impact of waste to the environment, the Group strictly complies with laws and regulations such as the Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and the Standard for Pollution Control on Hazardous Waste Storage and continues to implement various measures on waste management and emission reduction.

Hazardous waste disposal

The hazardous wastes generated by the Group’s business operations mainly include waste engine oil, waste packaging materials, waste plastic plates and waste packaging barrels. In order to effectively identify and dispose the hazardous wastes, each department has been assigned a designated area to classify, position and label the wastes, which will be handed over to the materials department for disposal by a qualified third-party processing unit after reaching a certain amount. The time, name, specification and quantity of the waste transferred are clearly recorded in the recycling record. We also arrange special personnel to collect solid wastes and maintenance of temporary storage sites to prevent the leakage of hazardous wastes in the factory. After the hazardous waste is recycled, it is stored in the hazardous waste warehouse and regularly disposed of through a company with relevant qualifications in hazardous waste disposal entrusted by us.

污水排放及處理

廠房產生的污水主要來自碎漿、篩選、濃縮及壓榨等工序(俗稱「白水」)。廠房均設有污水站，白水經過氣浮、沉澱、厭氧、好氧和芬頓處理等過程後，方排放至《排污許可證》中的指定排放點。廠房亦定期抽驗檢測處理後的污水，確保符合《制漿造紙工業水污染物排放標準》、《廣東省水污染物排放限值》等相關國家標準。

於本報告期內，本集團的總排水量為3,157,273.44噸。

廢物處理

在本集團的營運及生產過程中，均會產生有害及無害廢棄物。為降低廢棄物對環境造成的影響，本集團嚴格依照《中華人民共和國固體廢物污染環境防治法》和《危險廢物貯存污染控制標準》等法律法規，持續實施多項廢棄物管理及減排措施。

有害廢棄物處理

本集團業務營運產生的有害廢棄物主要包括廢機油、廢包裝物、廢膠版和廢包裝桶等。為有效識別及處理有害廢棄物，各部門已劃分指定區域，以此對廢棄物分類、定位、定標擺放，達到一定數量後移交物料部統一交由第三方有資格處理單位處置。移交廢物的時間、名稱、規格及數量會被清楚登記於回收記錄中。我們亦安排專人負責固體廢物收集和暫存場所的維護工作，防止有害廢棄物在廠內產生洩漏。危險廢物被回收後會儲存於危廢品倉庫，並定期通過我們委託的擁有相關危廢品處理資歷的公司進行處理。

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During the Reporting Period, the Group's performance on hazardous waste discharge was summarised as follows:

於本報告期內，本集團的有害廢棄物排放表現概述如下：

Type of hazardous waste 有害廢棄物種類	Unit 單位	Disposal 棄置量
Waste engine oil 廢機油	tonne 噸	11.54
Waste packaging materials 廢包裝物	tonne 噸	9.58
Waste plastic plates 廢膠版	tonne 噸	7.89
Waste packaging barrels 廢包裝桶	tonne 噸	7.09
Ink-containing wastewater 含油墨廢水	tonne 噸	3.00
Waste films 廢膠片	tonne 噸	0.67
Laboratory waste liquid 實驗室廢液	tonne 噸	0.60
Waste oil drums 廢機油桶	tonne 噸	0.40
Waste oil rags 廢油抹布	tonne 噸	0.22
Waste light tubes 廢燈管	tonne 噸	0.01
Total hazardous waste disposed 有害廢棄物總棄置量	tonne 噸	41.00
Total hazardous waste disposal density 有害廢棄物總棄置量密度	Tonnes/million revenue 噸／百萬元收益	0.02

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Non-hazardous waste disposal

The plants mainly generate general wastes, including coal fly ash, gypsum, waste residue, and sludge, from papermaking, which are classified as industrial waste other than hazardous waste. Such wastes are categorised into reusable and non-reusable for processing, respectively. For example, Zhongshan Yong Fa sold coal fly ash to cement manufacturers and delivered waste residue, sludge and gypsum to local sanitation authorities and qualified contractors for processing, respectively. Both plants have management accounts in place for the continuous record of waste generation, delivery date and destination.

During the Reporting Period, the Group's performance on non-hazardous waste discharge was summarised as follows:

無害廢棄物處理

廠房主要產生一般廢棄物，即不屬於危險廢物的工業廢物，包括造紙粉煤灰、石膏、造紙廢渣、造紙污泥等。廠房均將廢物分為可再利用及不可再利用兩類，分別處理。例如，中山永發將粉煤灰供予水泥製造商，廢渣、污泥及石膏則分別交由當地環衛處及合資格的機構承包商清運處理。兩廠亦建立管理台賬，持續記錄廢物的產生量、轉運日期及去向等。

於本報告期內，本集團的無害廢棄物排放表現概述如下：

Type of non-hazardous waste 無害廢棄物種類	Unit 單位	Disposal 棄置量
Papermaking waste residue 造紙廢渣	tonne 噸	42,978.10
Coal fly ash 粉煤灰	tonne 噸	13,813.79
Waste paper 廢紙	tonne 噸	12,028.00
Papermaking sludge 造紙污泥	tonne 噸	1,948.57
Gypsum 石膏	tonne 噸	1,689.96
Slag 爐渣	tonne 噸	280.00
Dyeing sludge 印染污泥	tonne 噸	196.00
Total non-hazardous waste disposed 無害廢棄物總棄置量	tonne 噸	72,934.42
Total non-hazardous waste disposal density 無害廢棄物總棄置量密度	Tonnes/million revenue 噸／百萬元收益	29.26

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A2. Use of Resources

To actively promote the efficient use of resources, the Group monitors the potential influence of its business operations on the environment on a real-time basis and minimises the impact of the Group's operations on the environment and enhances environmental sustainability by promoting green office and operating environment. The Group manages the use of resources, including water and electricity, collects monthly consumption data, focuses on managing major energy-consuming equipment, and standardises equipment operating procedures to fully and effectively use energy.

Energy consumption

The primary energy used in the papermaking process includes electricity, diesel, coal and natural gas used in boilers and canteens, and diesel and gasoline used in vehicles. The plants adopt cogeneration units to supply coal-fired power and residual heat for generating steam for production purposes. Compared to the traditional coal-fired power generation model, cogeneration technology can reduce the energy loss in the form of heat and contribute to higher energy efficiency by using an equivalent amount of coal. In order to coordinate with national policy development, Hung Hing and Zhongshan Yong Fa have completed the coal-to-gas conversion project and began to use clean energy from natural gas boilers in 2020 to replace coal furnaces for production.

A2. 資源使用

本集團以積極推動有效使用資源為宗旨，即時監察業務營運對環境帶來的潛在影響，並透過推廣綠色辦公及營運環境，將本集團營運對環境的影響減至最低，提高環境可持續性。本集團對水、電等資源使用進行管理，每月統計用量，對主要耗能設備進行重點管理，規範設備作業流程，以充分有效地利用能源。

能源消耗

造紙過程主要使用的能源包括電力、鍋爐和食堂使用的柴油、煤及天然氣，以及汽車使用的柴油及汽油。廠房均採用熱電聯產設備，在燃煤發電的同時，將產生的廢熱用於製造蒸汽，供生產所用。相比傳統燃煤發電模式，熱電聯產技術可減少能量以熱量的形式損失，使用同量燃煤而能達至更高的能源效益。為配合國家政策發展，鴻興及中山永發已完成煤改氣工程，並在二零二零年開始使用天然氣鍋爐的清潔能源取代煤爐進行生產工作。

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During the Reporting Period, the Group's performance on energy consumption was summarised as follows:

於本報告期內，本集團的能源消耗表現概述如下：

Type of energy 能源種類	Unit 單位	Consumption 消耗量
Direct energy consumption 直接能源消耗	MWh 兆瓦時	3,866,814.99
Coal 煤	MWh 兆瓦時	3,542,885.21
Natural gas 天然氣	MWh 兆瓦時	321,817.06
Gasoline 汽油	MWh 兆瓦時	34.89
Diesel 柴油	MWh 兆瓦時	2,077.83
Indirect energy consumption 間接能源消耗	MWh 兆瓦時	333,755.04
Electricity 電力	MWh 兆瓦時	333,755.04
Total energy consumption 能源總消耗量	MWh 兆瓦時	4,200,570.03
Total energy consumption density 能源總消耗量密度	MWh/million revenue 兆瓦時／百萬元收益	1,684.92

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Water Consumption

To save water and reduce emissions, white water is reused to the greatest extent in the production process of the plants. For example, at Zhongshan Yong Fa, there is a process consisting of a white water tank to recycle white water from pulpers, desanders, thickeners and fourdrinier units for reuse in disintegration, pulping, and paper machine spraying processes. The Group has also been strengthening water-saving publicity, encouraging all employees to develop the habit of consciously saving water and guiding employees to use water reasonably. To improve water efficiency, the Group has adopted the following measures:

- Water-saving appliances are used in water facilities as far as possible;
- The faucet should be turned off immediately after using to prevent long-running water and the running, emitting, dripping and leaking of water;
- If abnormal conditions are found, the relevant department shall be notified in time to prevent waste of water resources; and
- Water-saving slogans are posted in pantries and washrooms to remind employees to save water.

Through the above measures, employees' awareness of water conservation has been enhanced.

During the Reporting Period, the Group's accumulated sewage recycled volume was 7,194,273.99 tonnes. The Group's performance on water consumption was summarised as follows:

Water resources 水資源	Unit 單位	Consumption 消耗量
Total water consumption 總耗水量	tonne 噸	4,903,490.30
Water consumption density 水量密度	tonne of water/million revenue 噸水／百萬元收益	1,966.87

Due to the geographical location of the offices and plants, the Group does not have any issue in sourcing water that is fit for purpose.

水源消耗

為了節約用水、減少排放，廠房均盡量於生產中重用白水。以中山永發為例，廠房設有白水池，回收碎漿機、除砂器、濃縮機及長網部等產生的白水，並重用於制漿碎解及紙機淋噴的過程。本集團亦一直加強節水宣傳，鼓勵所有員工養成自覺節約用水的習慣，引導員工合理用水。為提升用水效益，本集團採取以下措施：

- 用水設施儘量採用節水型器具；
- 用水後應及時關閉水龍頭，防止長流水和跑、冒、滴、漏現象；
- 如發現有異常狀況，應及時通知相關部門處理，以防止浪費水資源；及
- 茶水間及洗手間均張貼節水標語以提醒僱員節約用水。

通過以上措施，員工的節水意識得以提高。

於本報告期內，本集團累計污水回用量為7,194,273.99噸。本集團的水源消耗表現概述如下：

基於辦公室及廠房的地理位置，本集團並沒有任何求取適用水源上的問題。

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Use of raw materials

Zhengye International adopted the performance indicator method to manage its corrugated medium paper production lines and succeeded in improving its production efficiency as a whole. The performance programme was developed by both paper mills to incorporate resource utilisation requirements into departmental performance indicators. For instance, if the Thermal Power Department and the Raw Materials Department can reduce monthly steam and waste paper consumption by a certain quantity, corresponding bonuses will be granted according to the policies to further incentivise the departments to save resources. Such management model will be promoted across the Group to optimise the efficiency of the production line for corrugated cartons and honeycomb paper-based products, with an aim at continuous improvements in the Group's core competitiveness.

During the Reporting Period, the Group's performance in the use of raw materials was summarised as follows:

原材料使用

正業國際採用了績效指標法管理瓦楞芯紙生產線，成功提高整體生產線的生產效益。兩家廠房制定《績效方案》，將資源使用的要求納入部門的績效指標當中。例如，熱電部及原料部若每月可減少一定數量的蒸汽及廢紙消耗量，則可按規定獲得相應的獎金，進一步鼓勵各部門節約資源。本集團將繼續沿用此管理模式，優化瓦楞紙箱及蜂窩紙製品生產線的營運效率，持續提升本集團的核心競爭力。

於本報告期內，本集團的原材料使用表現概述如下：

Type of raw materials 原材料種類	Unit 單位	Consumption 消耗量
Waste paper 廢紙	tonne 噸	686,494.15
Raw paper 原紙	tonne 噸	162,610.00
Starch 澱粉	tonne 噸	21,702.07
Water-based ink 水性油墨	tonne 噸	200.00
Plastic printing ink 膠印油墨	tonne 噸	28.00

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Use of packaging materials

During the production process, the Group uses a variety of packaging materials, including binding thread, packaging film and packing belt. During the Reporting Period, the Group's performance in the use of packaging materials was summarised as follows:

包裝材料使用

在生產過程中，本集團會使用到各種包裝材料，包括釘線、打包膜及打包帶等。於本報告期內，本集團的包裝材料使用表現概述如下：

Type of packaging materials 包裝材料種類	Unit 單位	Consumption 消耗量
Binding thread 釘線	tonne 噸	247.14
Packaging film 打包膜	tonne 噸	140.86
Packing belt 打包帶	tonne 噸	76.36

A3. The Environment and Natural Resources

Zhengye International seeks to monitor and enhance the environmental performance of its plants in operation. Departments at the plants collaborated to measure and record various emissions and consumption of resources. In the future, the Group will benchmark against such statistics to set quantitative targets on emission reduction and resource-saving in a drive to boost the efficiency of its day-to-day operations. The Group will further commit resources in research and development, seeking to introduce more advanced environmentally friendly production technologies and equipment.

Zhengye International is committed to avoiding fire, explosion, chemical leakage, significant water and electricity supply disruption and other potential incidents. To this end, the plants developed respective emergency response plans to define the incident reporting and control procedures, avoid spreading of pollution sources, and manage the impact of incidents to the environment and the surrounding communities. Zhongshan Yong Fa also maintained green plants outside of its coal bunker and alongside roads to green the plant area.

A3. 環境及天然資源

正業國際致力監察和提升廠房營運的環保績效。廠房的各部門已開始協調合作，記錄和統計各種排放物及資源使用量。未來，本集團將會以這些數據作為基準，訂立減少排放及節約資源的量化目標，提升日常營運的效率。本集團將繼續投入研發工作，致力採用更先進的環保生產技術和設備。

正業國際致力避免如火警、爆炸、化學品洩漏、大範圍水電供應中斷等潛在事故，廠房已制定相應的應急預案，界定事故發生時的通報控制程序，避免污染源擴散，控制事故對環境和周邊社區的影響。中山永發亦在煤倉外、車路兩旁等廠內多處栽種綠色植物，致力綠化環境。

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B. Social

B1. Employment

Zhengye International respects each of its employees. In terms of remunerations and benefits, working hours, rest time, performance appraisal, career development, recruitment and selection, etc., Zhongshan Yong Fa and Hung Hing have open and transparent employment systems in place. The relevant requirements are set out in the Human Resources Cycle Management Policy, Labour and Personnel Management Regulations, and Code for Employees. The plants attach importance to the principle of open and fair staff recruitment and select the best candidates based on job requirements.

The plants have set up mediation committees for employees to lodge oral or written complaints on employment systems. The committees will assist the parties in dispute to arrive at a settlement, failing which the parties concerned may choose to make an application to the local labour supervision authorities for arbitration.

The Group has complied with all laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, including but not limited to the Company Law of the People's Republic of China, the Contract Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China and the Regulations on Labour Security Supervision. During the Reporting Period, the Group was not aware of any non-compliance with relevant local employment laws and regulations having a significant impact on the Group.

B. 社會

B1. 僱傭

正業國際尊重每一位員工。在薪酬福利、工時制度、休息時間、績效考核、職業發展、招聘與錄用等各方面，中山永發及鴻興均建立了公開透明的僱傭制度，並將有關規定載於《人力資源循環管理政策》、《勞動人事管理規定》和《員工守則》。廠房均強調以公開、平等的原則招聘員工，因應崗位需要擇優錄用。

廠房設有調解委員會，員工可透過口頭或書面形式作出有關僱傭制度的申訴，由委員會協助爭議雙方調解。若調解不成立，當事人可選擇向當地勞動監察部門申請仲裁。

本集團已遵守所有與薪酬及解僱、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法律法規，包括但不限於《中華人民共和國公司法》、《中華人民共和國合同法》、《中華人民共和國勞動合同法》及《勞動保障監察條例》。於本報告期內，本集團並無發現任何對本集團造成重大影響的當地相關僱傭法律及法規之違規事件。

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As at 31 December 2020, the Group's subsidiaries covered in the scope of the Report had a total of 2,567 full-time employees, the breakdown of which is as follows:

於二零二零年十二月三十一日，本集團於本報告涵蓋之附屬公司共有 2,567 名全職僱員，其劃分如下：

	Number of employees 人數	Percentage of total number of employees 佔總人數百分比
By gender 按性別劃分		
Male 男性	1,985	77.33%
Female 女性	582	22.67%
By age 按年齡劃分		
Aged below 30 30 歲以下	365	14.22%
Aged 30 – 50 30 – 50 歲	1,622	63.19%
Aged over 50 超過 50 歲	580	22.59%
By region 按地區劃分		
Zhongshan 中山市	1,925	74.99%
Zhuhai 珠海市	357	13.91%
Ganzhou 贛州市	166	6.47%
Others 其他	119	4.63%

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During the Reporting Period, the Group's overall staff turnover rate was approximately 34.87%, the breakdown of which is as follows:

於本報告期內，本集團的整體僱員流失率約為34.87%，其劃分如下：

	Number of turnover 流失人數	Turnover Rate 流失率
By gender 按性別劃分		
Male 男性	651	32.80%
Female 女性	244	41.92%
By age 按年齡劃分		
Aged below 30 30歲以下	306	83.84%
Aged 30 – 50 30 – 50歲	511	31.50%
Aged over 50 超過50歲	78	13.45%
By region 按地區劃分		
Zhongshan 中山市	724	37.61%
Zhuhai 珠海市	107	29.97%
Ganzhou 贛州市	35	21.08%
Others 其他	29	24.37%

B2. Health and Safety

As a producer, Zhengye International attaches extra importance to sustaining a healthy and safe workplace. Under the Production Safety Accountability System and the Production Safety Management System formulated respectively by Zhongshan Yong Fa and Hung Hing, a management framework comprising management executives of the plant and heads of engineering, equipment, production, safety office and other departments is in place to define the duties of personnel and implement the managerial initiatives. At Zhongshan Yong Fa, efforts were taken to further standardise the planning, implementation, inspection and improvement procedures in its safety management programme through the HSE Manual with reference to OHSAS 18001-2007 standards.

B2. 健康與安全

作為生產型企業，正業國際尤其注重維持一個健康及安全的工作環境。中山永發及鴻興分別制定《安全生產責任制》及《安全生產管理制度》，建立由廠房管理層，以及工程、設備、生產、安全辦等部門負責人組成的管理架構，界定各人員的職責，落實各項管理措施。中山永發更依據OHSAS 18001-2007標準，透過《HSE手冊》進一步將安全管理方案的策劃、實施、檢查和改進流程標準化。

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Zhengye International provided employees with safety training to enhance their safety awareness. The plants provided new staff with training courses and assessments at three levels, namely company, department and work group, covering safety regulations, equipment operation, case study, etc. Employees engaged in specific work such as electrical, lifting, boiler and welding must receive additional professional training, pass the examination and obtain an operational certificate before performing their respective duties. The plants regularly organised safety education in various forms. At Hung Hing, for example, morning and evening meetings were held from time to time to explain to the staff the safety and health issues identified in inspection to enhance their safety awareness.

Post-specific safety guidelines, protective gears and health support were provided to employees. Zhongshan Yong Fa also developed safety management guidelines for the thermal process, electrical work, aerial work and confined space work to illustrate the post-specific safety matters to be noted. Safety helmets, work shoes, gloves, protective glasses, earplugs and other protective gears suitable for the post were provided to employees. Hung Hing introduced a mechanism linking the usage of protective gears to safety bonuses to incentivise employees in self-discipline and proper use. Each year physical examination is provided to employees, and job transfer and re-examination are arranged for the employees with suspected symptoms of occupational disease to follow up their health status.

During the Reporting Period, none of the plants was found of any non-compliance case against the Production Safety Law of the People's Republic of China, the Occupational Disease Prevention and Control of Law of the People's Republic of China and other safety regulations or any work-related death. Based on the amount of employee medical expenses or the number of rest days caused by work-related injuries, the plants classified work-related injury accidents into four categories, i.e., minor, general, serious and extra serious. During the Reporting Period, there were 7 cases of minor work-related injuries, 10 cases of general work-related injuries and 1 case of serious work-related injury, which met some of the targets set in 2019.

正業國際為員工提供安全培訓，以加強員工的安全認知。廠房為新員工安排公司、部門和班組三個層級的培訓及考核，內容包括安全法規、設備操作、案例學習等。從事電氣、起重、鍋爐及焊接等特殊工種的員工，必須額外接受專門操作訓練，考試合格並取得操作證後方可工作。廠房亦會定期以不同形式展開安全教育；例如，鴻興不時在早會及晚會，向全體員工講解巡檢中發現的安全衛生問題，提升員工的安全意識。

針對不同工作崗位，廠房為員工提供安全指引、裝備及健康支援。例如，對於熱工序、電工作、高空作業及密閉空間工作等，中山永發制定了相應的安全管理指引，說明崗位需要注意的安全事項。廠房向員工提供適合該工種的安全帽、工作鞋、手套、防護眼鏡、耳塞等安全防護裝備；鴻興更將裝備的使用與員工的安全獎金制度掛鉤，推動員工自律並正確佩戴。廠房每年為員工安排身體檢查，若發現懷疑職業病症狀，則安排有關員工調職和接受覆檢，跟進其健康狀況。

本報告期內，本集團並無發現與《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》等安全法規相關的違規個案，亦無因工死亡的個案。按照工傷導致的員工醫療費用或休息日數，廠房將工傷事故劃分為輕微、一般、重大及特大四類。於本報告期內，有7宗輕微工傷個案，10宗一般工傷個案及1宗重大工傷個案，達成了部分於二零一九年制訂的目標。

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Targets of the Group in 2021:

- Zero work-related death accident
- Not more than one serious accident
- Not more than four general accidents
- Not more than seven minor accidents

All such work-related injuries were investigated and analysed to identify and record occurrence time, place, sequence of events, casualties, etc., and circulated to all departments of the plants. Based on the findings, the plants punished the persons liable and implemented the remedial measures pursuant to the established regulations. For other minor and general accidents, the plant also took corrective actions, including more frequent equipment inspections, updating safety operating procedures, strengthening staff training, replacing or installing protective equipment, etc.

In view of the relatively high incidence of occupational injury at the plants, Zhengye International will strengthen its supervision on the implementation of the safety management systems of the plants. The plants will also clearly define the work-related accident indicators in their safety targets for the coming year.

During the Reporting Period, the Group's data on work-related injury accidents are as follows:

本集團將致力於二零二一年將：

- 因工死亡事故控制在零宗
- 嚴重事故控制在不多於一宗
- 一般事故控制在不多於四宗
- 輕微事故控制在不多於七宗

廠房對所有工傷個案均進行了調查分析，查明和記錄發生的時間、地點、經過、傷亡等，並通報全體部門。基於調查結果，廠房已按既定準則對事故責任人進行懲處，並落實改善措施。然而，廠房在工傷事故均召開事故分析會，對輕微和一般事故，採取了糾正措施，包括提高設備巡檢頻率、更新安全操作規程、加強員工培訓、更換或加裝防護裝置等。

正業國際注意到廠房目前的工傷意外率偏高，未來將加強監管廠房的安全管理制度之實施情況。廠房亦於來年的安全目標中，明確界定工傷事故的指標。

於本報告期內，本集團的工傷事故數據如下：

		2020 二零二零年	2019 二零一九年	2018 二零一八年
Work-related death accidents	因工死亡的個案	—	—	—
Lost days due to work injury	因工傷損失工作日數	1,824	828	1,276

Prevention and Control of Coronavirus Disease 2019 ("COVID-19")

The outbreak of COVID-19 globally poses a serious health threat, and the Group places great emphasis on the potential health and safety impacts of COVID-19 on its employees and customers. The Group follows and adopts the infection prevention and control measures adopted by the government against COVID-19 to reduce the risk of spreading COVID-19 among employees. In order to minimise the risk of cross-infection, the Group has closely monitored the epidemic situation at the beginning of the epidemic, promptly issued several notices and formulated emergency response plans. During the epidemic outbreak, the Group has provided sufficient anti-epidemic and disinfection supplies to all production bases.

2019冠狀病毒病(「COVID-19」)防控措施

在全球爆發COVID-19令健康受到嚴重威脅，本集團極其重視COVID-19對其員工以及客戶帶來的潛在健康及安全影響。本集團遵循並採取政府針對COVID-19採取之感染防控措施，以減少員工之間傳播COVID-19之風險。為了最大程度地減少交叉感染的風險，本集團在疫情出現之初，已對疫情形勢緊密監控，並迅速下達多項通知，制定了應急預案。在疫情爆發期間，本集團已為各生產基地提供足夠的抗疫及消毒物資。

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B3. Development and Training

Zhengye International treats its employees as strategic partners. Taking into account the departmental development and job function requirements, the human resources department of the plants conducts annual analysis on the training needs of employees and formulates annual training plans. The relevant departments make arrangements for various training activities, covering aspects like national laws and regulations, industry standards, project management, product technology and internal Audit. The plants also arrange for employees to participate in external training on a as-need basis. For instance, Hung Hing has an entrusted training system in place for selecting employees to participate in learning activities in other institutions. The plants conduct annual performance appraisal. For example, at Zhongshan Yong Fa's plant, staff appraisal exercises are classified based on one's performance on administrative duties and technical levels. Department heads assess the employees' character, conduct, work performance and future career development potential. The results will be considered for career advancement and salary adjustment and serve as the basis for human resources development and planning.

During the Reporting Period, the percentage of employees trained by the Group and average training hours are as follows:

B3. 發展及培訓

正業國際視員工為企業的策略夥伴。針對部門發展及崗位職能的需要，廠房人力資源部每年均分析員工的培訓需求，制定年度培訓計劃，並由相關部門組織各項培訓，內容涵蓋國家法規、行業標準、項目管理、產品技術、內部審核等範疇。廠房亦會視乎需要安排員工參與外部培訓，例如鴻興便設有委託培養制度，選派員工前往其他機構學習。廠房設年度績效考核。以中山永發為例，廠房的員工考核按其行政職務之表現及技術等級劃分，由各部門主管評價員工的品操德行、工作表現與未來職業發展潛力，作為職位晉升、薪資調整的考慮，亦為人力資源的開發與規劃提供依據。

於本報告期內，本集團受訓員工比例及平均受訓時數如下：

	Percentage of employees trained 受訓僱員百分比	Average training hours 平均受訓時數
By gender 按性別劃分		
Male 男性	77.60%	39.10
Female 女性	22.40%	41.62
By employee category 按僱員類別劃分		
Management 管理層	4.52%	21.53
Managerial staff 經理人員	16.08%	49.53
General staff 一般員工	79.40%	39.84

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B4. Labour Standards

Zhengye International fully understands that child labour and forced labour violate fundamental human rights and international labour conventions. The Group prohibits using child labour. The plants will validate the actual age of the job applicants in the recruitment process and check the identity documents of those selected for employment. Entering into, alteration, performance and discharge of labour contracts are voluntary and adhere to the principles of equality and reach a consensus only after consultation between the employer and the employees. The plants will never use any unlawful or unfair means to set constraints on the employment relationship between the employees and the enterprise. When employees are required to work overtime or work on rest days due to special circumstances, the plants must obtain prior consent from the employees and pay overtime wages or arrange for compensation leave to protect labour rights. The Group has complied with all relevant laws and regulations relating to the prevention of child and forced labour, including but not limited to the Labour Law of the People's Republic of China, the Provisions on the Prohibition of Using Child Labour of the People's Republic of China and the Abolition of Forced Labour Convention. During the Reporting Period, the Group was not aware of any cases of child labour or forced labour.

B5. Supply Chain Management

Zhongshan Yong Fa and Hung Hing have respectively formulated the Administrative Measures for Supplier Assessment and the Administrative Procedures for External Supplier, respectively, to regulate all suppliers. The suppliers are jointly managed by departments including the purchasing department, quality control department and production department. When the existing suppliers do not meet the procurement requirements, the plants will identify at least two to three potential suppliers, review information like product descriptions and operation compliance, and conduct a preliminary evaluation through plant inspections. The plants will request those that have passed the preliminary evaluation to provide samples for testing and trial use, and only those that have passed the trial use can become qualified suppliers of the plants. The plants will review collaborative suppliers annually, and poor performers will be disqualified.

B4. 勞工準則

正業國際充分明白到童工和強制勞工違反基本人權及國際勞工公約。本集團禁止使用童工，廠房在招聘過程中會對應徵者進行實際年齡的審查，檢查應聘者的身份證明文件。勞動合同的訂立、變更、履行和解除均以勞資雙方平等自願、協商一致為原則，廠房絕不利用任何不法不公的方式，限制員工與企業的僱傭關係。如因特殊情況而需要員工加班或在休息日上班，廠房必須事先得到員工同意，亦會支付加班工資或安排補假，以保障勞工權益。本集團已遵守所有與防止童工或強制勞工有關的法律法規，包括但不限於《中華人民共和國勞動法》、《中華人民共和國禁止使用童工規定》及《廢除強迫勞動公約》。在本報告期內，本集團並無發現童工或強制勞工的個案。

B5. 供應鏈管理

中山永發及鴻興分別制定《供應商評審管理辦法》及《外部供方管理程序》以規管所有供應商，由採購部、質管部、生產部等部門共同管理。若現有供應商未符合採購需求，廠房會識別至少兩至三家潛在供應商，審核產品說明、經營合規性等資訊，以及透過廠房視察進行初步評價。廠房向通過初步評價者索取樣品作檢測試用，只有試用結果合格者方可成為廠房的合格供方。廠房會對合作供應商每年進行複審，表現欠佳者會被取消合格供方資格。

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The corrugated medium paper products of the plants use waste paper as the primary raw materials. During the Reporting Period, the waste paper raw materials of the plants came domestically from China. If it is necessary to purchase imported waste paper raw materials, the plants also have additional management requirements to ensure compliance with the Administrative Provisions on Environmental Protection Concerning Solid Wastes with Import Restrictions that Can be Used as Raw Materials. The Group also encourages the purchasing department to take the initiative to collect information on suppliers regarding quality and environmental protection, so as to select raw materials that are of better quality and more environment-friendly.

The corrugated medium paper products of the plants use waste paper as the primary raw materials, with the majority coming from Zhongshan City, Guangdong Province, where the plants are located to help shorten transport distance and promote local resource recycling. During the Reporting Period, the Group had a total of 472 suppliers, the geographical breakdown of which is as follows:

廠房的瓦楞芯紙產品均以廢紙為主要原材料。在本報告期內，廠房的廢紙原料均來自中國國內。如有需要採購進口廢紙原料，廠房亦設有額外的管理規定，確保符合《限制進口類可用作原料的固體廢物環境保護管理規定》。本集團亦鼓勵採購部門主動收集供應商有關質量及環境保護的資料，選擇更優質及環保的原材料。

廠房的瓦楞芯紙產品均以廢紙為主要原材料，來源大多來自廠房所在的廣東省中山市，有助減省運輸距離，推動當地資源回收。於本報告期內，本集團共有472家供應商，其地區劃分如下：

	Geographical segments 地區劃分	Number of suppliers 供應商數目
Zhongshan, Zhuhai, Foshan, Jiangmen and Shenzhen	中山、珠海、佛山、江門及深圳	256
Overseas and other provinces	海外及其他省市	216

B6. Product Responsibility

The Group attaches great importance to product and service quality and corporate reputation. The Group actively ensures product quality through internal control and strives to provide products that meet industry standards. To continuously improve its product quality, the Group also maintains communication with customers to ensure that it understands and meets customers' needs and expectations and hopes to understand customers' satisfaction.

The Group strictly complies with relevant laws and regulations, including but not limited to the Law of the People's Republic of China on Protection of Consumer Rights and Interests, the Advertising Law of the People's Republic of China and other relevant laws and regulations on consumer protection in Mainland China. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations relating to the quality of its products and services.

B6. 產品責任

本集團十分重視產品及服務品質及企業信譽。本集團積極透過內部監控確保產品品質，致力提供符合行業標準的產品。本集團亦一直保持與顧客的溝通，確保理解和滿足顧客的需求和期望，並希望瞭解客戶的滿意情況，以對本集團的產品品質不斷作出改進。

本集團嚴格遵守相關法律法規，包括但不限於中國內地的《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》等消費者保護相關法律法規的規定。於本報告期內，本集團並無發現任何違反其產品及服務品質相關的法律法規的重大事宜。

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Product quality

Zhengye International attaches importance to the quality and safety of products. The plants have Substandard Product Control Procedures relevant administrative procedures for rectification measures in place, which clearly describe the handling criteria when the inspection results of raw materials and finished products do not conform to national or the Group's quality standards. For example, if it is found that the hazardous materials mixed with the waste paper raw material exceed national standards, the plants will warn the supplier and request to reject the item. The plant will also commission a third-party inspection agency annually to carry out compliance inspection under the European Union's Restriction of Hazardous Substances Directive (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation to determine whether the heavy metal and chemicals contents comply with the standards.

Customer Service

Zhengye International is also very stringent in terms of after-sales management. The plants will implement the Administrative Procedures for Customer-related Processes, distribute the Customer Satisfaction Survey Questionnaire to major customers of the Group, conduct analysis after understanding their recommendations and aspirations, and carry out investigation and improvement in accordance with the Procedures for Rectification and Preventive Measures.

During the Reporting Period, the Group received a total of six complaints about products and services and three rejects, which proved to be product quality problems after verification. The relevant departments have immediately organised incident analysis meetings, formulated targeted improvement measures, and processed and reworked the finished and semi-finished products in stock. At the same time, the Group strengthens the training for employees, strictly implements operation instructions, and checks the implementation results from time to time.

Customer privacy protection

The Group strictly and carefully manages customer files to avoid leakage of customer privacy. The Group strictly abides by laws and regulations such as the Law of the People's Republic of China on Guarding State Secrets and the Provisions on the Secrets-guarding Management of State Secret Carriers. To ensure that the customers' personal information is not leaked or misused, the Group also undertakes to implement strict security protection measures in collecting such information during the course of business operation.

產品品質

正業國際重視產品的質素和安全。廠房均設有《不合格品控制程序》及有關糾正措施的管理程序，闡明原材料及成品的檢驗結果不符合國家或本集團的質量標準時之處理準則。例如，當發現廢紙原料夾雜的危險物質超出國家標準，廠房會對供應商作出警告及要求退貨。廠房亦會每年委託第三方檢驗機構，對廠房的產品進行歐盟《危害性物質限制指令》(Restriction of Hazardous Substances Directive, RoHS)及《關於化學品註冊、評估、許可和限制法案》(Registration, Evaluation, Authorisation and Restriction of Chemicals, REACH)之合規性檢驗，確定重金屬及化學物含量是否符合標準。

客戶服務

正業國際對售後管理亦絕不鬆懈。廠房均執行《與客戶有關的過程的管理程序》，向本集團的主要客戶發放《顧客滿意度調查表》，了解其建議及訴求後進行分析，並按《糾正與預防措施程序》進行調查及改善。

於本報告期內，本集團共接到6宗關於產品及服務的投訴，以及接到3宗退貨個案數目，查證後證實源於產品質量問題。相關部門已即時組織事故分析會，制定針對性的改善措施，並對庫存成品和半成品進行處理返工處理。同時，本集團對員工加強培訓，嚴格按作業指導書執行，並不定期檢查實施效果。

客戶隱私保護

本集團對客戶檔案進行嚴密謹慎的管理，避免客戶隱私的洩露。本集團嚴格遵守《中華人民共和國保守國家秘密法》、《國家秘密載體保密管理的規定》等法律法規，承諾對在業務運營過程中收集的客戶個人資料執行嚴格的安全保護措施，確保客戶個人資料不被洩露及濫用。

Environmental, Social and Governance Report

環境、社會及管治報告

Research and development

The national environmental protection policies guide the community to reduce or eliminate the use of plastic packaging, and substituting paper for plastic will bring new opportunities to the paper packaging industry, and the global packaging industry is undergoing profound changes. In response to the industry trend, Zhengye International attached great importance to the research and development ("R & D") investment in the design of paper-based packaging products and developed more integrated packaging solutions that meet the environmental protection needs of customers so that product packaging will be more sustainable. The Group respects the intellectual property rights of third parties and is committed to protecting its own intellectual property rights from infringement. The Group has stated in the relevant policies that the intellectual property rights, such as technology, trademarks and trade secrets, of customers or external suppliers should be kept confidential.

Advertising and labelling

As a manufacturer of paper-based packaging products and corrugated medium paper, the Group is not involved in material matters relating to advertising and labelling. Nevertheless, the Group is committed to ensuring that the labelling of the Group's products is in line with the product facts. The Group strictly abides by the Advertising Law of the People's Republic of China and other laws and regulations related to advertising and marketing, formulates and implements relevant systems governing advertising and marketing, and strictly reviews publicly released promotional materials and sales commitments to prevent false or misleading publicity content and protect customers' consumption rights from infringement. The Group requires that all publicity materials, including external image display, activity promotion and marketing promotion, of all units, institutions and subordinate projects be reviewed and approved by the head of the management before production and release to the public to avoid any form of false publicity and ensure the authenticity and accuracy of the publicity content.

研究與發展

國家環保政策引導社會減少或淘汰塑膠包裝的使用，以紙代塑將為紙包裝行業帶來新的契機，全球包裝業正在發生深刻變化。因應行業趨勢，正業國際重視對紙制包裝產品設計的研究與發展（「研發」）投入，為客戶開發更多滿足環保需要的一體化包裝解決方案，使產品包裝更具可持續性。本集團尊重協力廠商智慧財產權，亦致力保護自身智慧財產權不受侵犯。本集團已於相關政策中列明對於顧客或外部供方的智慧財產權，如技術、商標、商業機密等資訊，應進行保密控制。

廣告及標籤

作為一家紙製包裝產品及瓦楞芯紙製造商，本集團並不涉及重大與廣告及標籤有關的事項。儘管如此，本集團致力保證本集團產品的標籤符合產品實情。本集團嚴格遵守《中華人民共和國廣告法》等廣告行銷相關法律法規，制定和實施監管廣告行銷的相關制度，嚴格審核公開發佈的宣傳材料及銷售承諾，防止宣傳內容失實或存在誤導性，保障客戶的消費權益不被侵害。本集團要求各單位、各機構和下屬專案所有對外形象展示、活動宣傳、行銷宣傳等宣傳內容，須由分管領導長審批後，方可製作及對外發佈，避免任何形式虛假宣傳，確保宣傳內容的真實準確。

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B7. Anti-corruption

The Group formulated Eight Provisions on Integrity and Self-discipline as its anti-corruption policies, which cover stringent enforcement of established procedures for screening, obtaining quotations and tendering when selecting suppliers, contractors and collaborators. The policy prohibits the acceptance of benefits and gifts from collaborative partners and the abuse of power for the benefit of relatives, carrying out related party transactions and embezzlement of corporate funds and corporate property. Employees can report to the human resources department if they are aware of the above conduct. If found to be true after investigation, the plants will impose on the employee in breach of regulations penalties such as giving a warning, lowering the salary, removing from office, dismissal and termination of labour relations. Those who violate the law will be referred to the judiciary for handling. The Group has complied with all relevant laws and regulations relating to bribery, extortion, fraud and money laundering, including but not limited to the Company Law of the People's Republic of China, the Invitation and Submission of Bids Law of the People's Republic of China and the Interim Provisions on Banning Commercial Bribery in Mainland China. During the Reporting Period, the Group was not aware of any material non-compliance with the laws and regulations relating to bribery, extortion, fraud and money laundering, nor was there any non-compliance case or litigation regarding corruption in relation to the Group and its employees.

B7. 反貪污

本集團制定了《廉潔自律八項規定》作為反貪政策，包括規定在選擇供應商、承包商及合作商時，嚴格執行篩選、詢價、招標等既定程序，不得接受合作夥伴的利益餽贈；不得濫用職權，為親屬謀取利益、進行關聯交易、將公款公物據為己有等。若發現上述行為，員工可向人力資源部舉報。若查證屬實，廠房會按規定對違規員工作警告、降薪、撤職、開除並解除勞動關係等處分，觸犯法律者則移交司法處理。本集團已遵守所有有關防止賄賂、勒索、欺詐及洗黑錢的法律法規，包括但不限於中國內地的《中華人民共和國公司法》、《中華人民共和國招標投標法》及《關於禁止商業賄賂行為的暫行規定》。於本報告期內，本集團並無發現任何違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規的重大事宜，亦沒有出現與本集團及員工相關的貪污違規個案或訴訟案件。

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B8. Community Investment

There has been growing awareness of corporate social responsibility in the market, resulting in the emergence of the concept of "Social Licence to Operate" and emphasising the idea that instead of pursuing short-term financial results and returns for its shareholders as its goals, an enterprise should have regard to the long-term interests of society as a whole. The Group adheres to the belief of being responsible for contributing to society while developing the economy. As a responsible corporate citizen, the Group has been committed to supporting various public welfare and community activities and giving back to society with professionalism. The Group actively fulfills its social responsibilities as a corporate citizen and cultivates employees' sense of social responsibility. Therefore, the Group encourages employees to participate in social welfare activities during work and leisure time to have a better contribution to society. The Group has also been arranging its employees to participate in environmental protection and public welfare activities, donations for student financial aid and social services.

During the Reporting Period, the Group participated in various charitable activities and donations to help improve the quality of life of the community. Under the epidemic, the Group has made multiple donations to Zhuhai Finance and Treasury Payment Center, Zhongshan Red Cross and Shaxi Town Charity Association of Zhongshan to help the country fight against the COVID-19 epidemic and help society to overcome difficulties. In addition, the Group also donated to the Poverty Alleviation Association of the CPPCC of Yudu County, Fengkai Transportation Bureau and Yongshan County Red Cross to support their social welfare projects, including bridge maintenance. During the Reporting Period, the Group donated a total of approximately RMB470,000.

The Group believes that employees can enhance their civic awareness and establish correct values by participating in activities to give back to society in person. In the future, the Group will make additional improvements to its community policies and plans to reinforce the links between the Group and the communities where it operates.

B8. 社區投資

市場對企業社會責任日益重視，衍生「社會營運許可」的概念，強調企業不能只以短期的財務績效及股東回報為目標，更要放眼社會整體的長遠利益。本集團堅守在發展經濟的同時肩負為社會做貢獻的責任的信念。作為負責任的企業公民，本集團一直致力支援各項公益及社區活動，並希望以專業回饋社會。本集團積極履行作為企業公民的社會責任，培養員工的社會責任感，因此一直鼓勵員工於工作期間及私人時間參與社會公益活動，為社會作更大貢獻，亦一直安排本集團員工參與環保公益、捐資助學和社會服務等活動。

於本報告期內，本集團參與多項慈善活動及捐款，以助提高社會的生活素質。在疫情下，本集團曾多次捐款予珠海市財政國庫支付中心、中山市紅十字會及中山市沙溪鎮慈善會，以助國家對抗COVID-19疫情，助社會共渡難關。此外，本集團亦捐款予於都縣政協扶貧救助會、封開縣交通運輸局及永善縣紅十字會以支援其社會公益項目，包括橋樑修護等。於本報告期內，本集團合共捐款約人民幣470,000元。

本集團相信，借著親身參與回饋社會的活動，可以令員工的公民意識得以提升，以樹立正確的價值觀。未來，本集團將進一步完善社區政策及計劃，進一步強化本集團與營運所在社區的聯繫。



ZHENGYE
INTERNATIONAL

正業國際控股有限公司
ZHENGYE INTERNATIONAL HOLDINGS COMPANY LIMITED