

震雄集團有限公司 

CHEN HSONG HOLDINGS LIMITED

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)

(股份代號 Stock Code: 00057)



2020/21

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



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一、關於本報告

I. About This Report

震雄集團有限公司(「本公司」)董事局(「董事局」)欣然發表本公司及其附屬公司(統稱「本集團」或「我們」)之環境、社會及管治報告(「本報告」)。本報告總結了本集團就其業務於環境及社會方面所採用之環境、社會及管治政策、可持續發展策略、管理方法、措施及表現。

本報告涵蓋了本集團的製造及銷售注塑機及有關產品業務截至二零二一年三月三十一日止年度的報告期間在環境及社會方面的可持續發展策略、方針與表現；並根據香港聯合交易所有限公司(「聯交所」)證券上市規則附錄二十七所載之《環境、社會及管治報告指引》當中之「遵守或解釋」條款而作出披露。相關之條款及內容載於本報告最末部分。

董事局負責為本集團訂立環境、社會及管治策略，以及評估和釐定本集團之有關環境、社會及管治之風險；並確保訂立合適及有效之環境、社會及管治風險管理措施及內部監控系統，並就這方面的表現作出匯報。為了釐定環境、社會及管治報告範圍，主要管理層會進行內部討論，並列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度；從而選擇出相對重要的環境、社會及管治議題於本報告中作出相關披露。

The board of directors (the “Board”) of Chen Hsong Holdings Limited (the “Company”) is pleased to present this Environmental, Social and Governance (hereinafter called “ESG”) Report (the “Report”) of the Company and its subsidiaries (collectively as the “Group” or “we”). This ESG Report summarizes the ESG policies, sustainability strategies, management approaches, initiatives and performance made by the Group in the environmental and social aspects of its business.

This ESG Report covers the environmental and sustainable development strategies and policies of the Group’s business in the manufacture and sale of plastic injection molding machines and related products for the year ended 31 March 2021, and discloses the required information under the “comply or explain” provisions of the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The relevant provisions and details are listed out at the end of the Report.

The Board is responsible for the Group’s ESG strategy formulation and reporting, evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the key management personnel have discussed internally and identified the environmental, social and operating items; and assessed their importance to the stakeholders and the Group. The summary of material ESG items are listed out in this Report.

二、持份者參與

II. Stakeholders' Engagement

本集團於維持業務的可持續發展的同時，積極承擔社會責任，秉承「互惠互利，締造雙贏；同心協力，永續發展」的價值觀，希望能取得經濟與社會雙重效益，多年來為環保及業務所在的社區提供支援。本集團與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，致力透過建設性之交流以平衡各方意見與利益，從而確定本集團的可持續發展方向。本集團評估及釐定環境、社會及管治風險，確保相關風險管理及內部控制制度妥善地及有效地運行。有關持份者的期望與要求、溝通管道及本集團管理層的相關回應如下：

While the Group is committed to maintaining the sustainable development of its business, it also actively bears the social responsibilities. It believes in the values of “building mutually beneficial relationships, creating win-wins; cooperating with other parties, supporting sustainable development”, hoping to achieve both economic and social benefits. It has also provided support in environmental protection to the communities in which it operates for years. The Group maintains a close tie with its stakeholders, including government/regulatory organizations, shareholders/investors, employees, customers, suppliers, community, etc. and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its environmental, social and governance risks, and ensure that the relevant risk management measures and internal control systems are operating effectively. The following table shows the means of communication with the stakeholders and the management response to the stakeholders' expectations and concerns:

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
政府／監管組織	<ul style="list-style-type: none"> ➢ 遵守法律法規 ➢ 履行稅務責任 ➢ 綠色營運 ➢ 安全生產 ➢ 共同對抗冠狀病毒病（「2019冠狀病毒病」） 	<ul style="list-style-type: none"> ➢ 定期報告／公告 ➢ 往來函件 ➢ 會議／實地調研 ➢ 透過政府政務網站或應用程序辦公務 	<ul style="list-style-type: none"> ➢ 秉持誠信及合規之營運 ➢ 按時繳稅 ➢ 建立全面有效的內部控制體系 ➢ 推行清潔生產 ➢ 全面推行安全生產責任制 ➢ 遵守政府的2019冠狀病毒病措施和指引，遏止2019冠狀病毒病蔓延
Government/regulatory organizations	<ul style="list-style-type: none"> ➢ Compliance with laws and regulations ➢ Fulfill tax obligations ➢ Green operation ➢ Safety production ➢ Work together to fight against the coronavirus (“COVID-19”) 	<ul style="list-style-type: none"> ➢ Periodic report/announcement ➢ Correspondence ➢ Meetings/Field investigation ➢ Handle official business through government affairs website or application 	<ul style="list-style-type: none"> ➢ Uphold integrity and compliance in operations ➢ Pay tax on time ➢ Establish comprehensive and effective internal control system ➢ Promote clean production ➢ Fully implement safety production responsibility system ➢ Comply with the government's COVID-19 measures and guidelines to curb the spread of COVID-19

二、持份者參與

II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
股東／投資者	<ul style="list-style-type: none"> ➢ 投資回報 ➢ 資訊透明度 ➢ 公司管治制度 ➢ 經營風險管理 	<ul style="list-style-type: none"> ➢ 於本公司及聯交所網站披露之資訊 ➢ 官方微信號 ➢ 股東大會及其他股東會議 ➢ 會議展覽 	<ul style="list-style-type: none"> ➢ 管理層具有相關經驗和專業知識，確保業務的可持續性 ➢ 透過於本公司及聯交所網站定期發放資訊，確保透明度及有效溝通 ➢ 持續加強內部監控及聚焦風險管理 ➢ 採取有效的防控措施及若發生事故，儘快解決並全面復工復產
Shareholders/investors	<ul style="list-style-type: none"> ➢ Return on investment ➢ Information transparency ➢ Corporate governance system ➢ Operational risk management 	<ul style="list-style-type: none"> ➢ Information disclosed on the websites of the Company and HKEX ➢ Official WeChat ID ➢ Annual general meeting and other shareholders' meetings ➢ Conventions and exhibitions 	<ul style="list-style-type: none"> ➢ Management possesses relevant experience and professional knowledge in business sustainability ➢ Ensure transparency and efficient communications published on the websites of the Company and HKEX ➢ Continuous improvement to internal control and focus on risk management ➢ Adopt effective preventive and control measures and if accident occurs, properly resolve and fully resume work and production as soon as possible
員工	<ul style="list-style-type: none"> ➢ 勞工權益 ➢ 事業發展 ➢ 待遇和福利 ➢ 健康及安全 ➢ 共同對抗2019冠狀病毒病 ➢ 性別平等 	<ul style="list-style-type: none"> ➢ 員工活動 ➢ 員工手冊 ➢ 員工績效考核 ➢ 入職與在職培訓 ➢ 內部會議及通告 ➢ 通過面談、電子郵件、電話及溝通應用程式聯絡 	<ul style="list-style-type: none"> ➢ 制定合約責任以保護勞工權益 ➢ 鼓勵員工參與持續教育及專業培訓 ➢ 建立公平、合理和具競爭力的薪酬體系 ➢ 注重職業健康及安全 ➢ 合理排班及輪班工作 ➢ 提供預防2019冠狀病毒病的物資 ➢ 制定及執行防止性別歧視及性騷擾指引
Employees	<ul style="list-style-type: none"> ➢ Labor rights ➢ Career development ➢ Compensation and welfare ➢ Health and safety ➢ Work together to fight against COVID-19 ➢ Gender equality 	<ul style="list-style-type: none"> ➢ Staff activities ➢ Employee handbook ➢ Employee performance assessment ➢ Induction and on the job training ➢ Internal meetings and announcements ➢ Contact via face to face meetings, emails, phone and communication applications 	<ul style="list-style-type: none"> ➢ Set up contractual obligations to protect labor rights ➢ Encourage employees to participate in continuous education and professional trainings ➢ Establish a fair, reasonable and competitive remuneration scheme ➢ Focus on occupational health and safety ➢ Reasonable scheduling and shift work ➢ Provide epidemic prevention materials ➢ Establish sex discrimination and sexual harassment prevention guidelines

二、持份者參與 II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
客戶	<ul style="list-style-type: none"> ➢ 優質與環保產品 ➢ 優質服務 ➢ 及時交貨 ➢ 價格合理 ➢ 共同對抗2019冠狀病毒病 	<ul style="list-style-type: none"> ➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 ➢ 會議展覽 ➢ 官方微信號 ➢ 客戶滿意度調查 ➢ 二十四小時客戶服務熱線 	<ul style="list-style-type: none"> ➢ 持續提高產品與服務的質素 ➢ 建立及不斷完善售前、售中、售後服務制度 ➢ 建立高效用及效率的綠色供應鏈系統 ➢ 制定全面的質量保證流程和召回程序 ➢ 確保履行合約責任 ➢ 捐贈預防2019冠狀病毒病的物資
Customers	<ul style="list-style-type: none"> ➢ High quality environmentally friendly products ➢ High quality services ➢ Timely delivery ➢ Reasonable price ➢ Work together to fight against COVID-19 	<ul style="list-style-type: none"> ➢ Business visit ➢ Contact via email and phone call ➢ Convention and exhibition ➢ Official WeChat ID ➢ Customer satisfaction survey ➢ 24-hour customer service hotline 	<ul style="list-style-type: none"> ➢ Improve the quality of products and services continuously ➢ Establish and improve the pre-sale, in-sale and after-sales service system continuously ➢ Establish an effective, efficient and green supply chain system ➢ Formulate comprehensive quality assurance process and recall procedures ➢ Ensure fulfillment of contractual obligations ➢ Donate supplies for the prevention of COVID-19
供應商	<ul style="list-style-type: none"> ➢ 需求穩定 ➢ 與公司保持良好關係 ➢ 企業信譽 ➢ 共同對抗2019冠狀病毒病 	<ul style="list-style-type: none"> ➢ 商務拜訪 ➢ 通過電子郵件及電話聯絡 ➢ 供應商表現評估與審核 	<ul style="list-style-type: none"> ➢ 確保履行合約責任 ➢ 制定供應鏈管理的政策和程序 ➢ 保持穩固與長期的合作關係 ➢ 嚴謹篩選供應商 ➢ 成功對抗病毒，迅速全面復工復產
Suppliers	<ul style="list-style-type: none"> ➢ Stable demand ➢ Good relationship with the Company ➢ Corporate reputation ➢ Work together to fight against COVID-19 	<ul style="list-style-type: none"> ➢ Business visit ➢ Contact via email and phone call ➢ Supplier performance evaluation and audit 	<ul style="list-style-type: none"> ➢ Ensure fulfillment of contractual obligations ➢ Establish policy and procedures in supply chain management ➢ Establish and maintain strong and long-term relationship with suppliers ➢ Select suppliers with due care ➢ Successfully fight against COVID-19 and promptly fully resume work and production as soon as possible

二、持份者參與

II. Stakeholders' Engagement

持份者 Stakeholders	期望與要求 Expectations and concerns	溝通渠道 Means of communication	管理層回應 Management response
社區	<ul style="list-style-type: none"> ➢ 環境保護 ➢ 減少溫室氣體的排放 ➢ 減少廢物的產生 ➢ 有效地利用資源 ➢ 經濟發展與社區貢獻 ➢ 共同對抗2019冠狀病毒病 	<ul style="list-style-type: none"> ➢ 本公司網站、官方微信號及政府部門資訊公示網站發佈公司訊息 ➢ 參與社區活動 	<ul style="list-style-type: none"> ➢ 關注氣候變化並積極採取各項清潔生產措施 ➢ 持續於環境保護方面投入資源 ➢ 積極創新環保技術及研發環保產品 ➢ 加強節能減排管理 ➢ 向員工灌輸環保知識 ➢ 鼓勵員工積極參與慈善活動和志願服務 ➢ 確保良好的財務業績和業務增長 ➢ 捐贈預防2019冠狀病毒病的物資，支援抗疫前線人員
Communities	<ul style="list-style-type: none"> ➢ Environmental protection ➢ Reduce greenhouse gas emissions ➢ Reduce waste generation ➢ Effective resource utilization ➢ Economic development and community contribution ➢ Work together to fight against COVID-19 	<ul style="list-style-type: none"> ➢ The Company's website, official WeChat ID and information publicity website of government department ➢ Community activities 	<ul style="list-style-type: none"> ➢ Pay attention to the problem of climate change and actively take various clean production measures ➢ Continue to invest resources in environmental protection ➢ Actively innovate environmental protection technology and develop environmentally friendly products ➢ Strengthen energy saving and emission reduction management ➢ Instill environmental protection knowledge into employees ➢ Encourage employees to actively participate in charitable activities and voluntary services ➢ Maintain good and stable financial performance and business growth ➢ Donate supplies for the prevention of COVID-19 and support frontline staff in the fight against COVID-19

與我們聯絡

您的意見和建議是本集團進步的動力，如果您就本報告或本集團在可持續發展方面的表現有任何意見及其他的疑問或查詢，請在下方填寫您的聯繫資訊 <https://chenhsong.com/contact-us/>。

Contact us

Your opinions and suggestions are our driving force for the Group's progress. If you have any comments and other questions or inquiries about this report or the Group's performance in sustainable development, please fill in your contact information at <https://chenhsong.com/contact-us/>.

三、重要性矩陣

III. Materiality Matrix

於本報告期內，本集團已找出多項涵蓋環境、社會及營運相關的事宜，並透過不同管道持續評估持份者與本集團對各項目的重視程度，此等評估有助本集團確保業務發展能夠滿足持份者的期望與要求。而本集團和持份者所關心的事項均列載於以下的重要性矩陣內。

During the reporting period, the Group has evaluated a number of environmental, social and operating items, and continually assessed their importance to stakeholders and the Group through various channels. This assessment helps to ensure that the Group's business objectives and development direction satisfy with the stakeholders' expectations and requirements. The Group's and stakeholders' matters of concern are listed in the following materiality matrix:

重要性矩陣
Materiality Matrix

對持份者的重要性 Importance to Stakeholders	高 High	<ul style="list-style-type: none"> ◆ 反歧視 ◆ 保障勞工權益 	<ul style="list-style-type: none"> ◆ 人才管理 ◆ 員工培訓與晉升機會 ◆ 員工報酬與福利 	<ul style="list-style-type: none"> ➢ 客戶滿意度 ➢ 產品質量與安全 ➢ 服務質素 ➢ 供應商管理 ➢ 防疫抗疫 ➢ 營運合規 ◆ 職業健康與安全 ◆ 防疫抗疫 ◇ 防疫抗疫
	中 Medium	<ul style="list-style-type: none"> ◆ Anti-discrimination measures ◆ Labor rights protection 	<ul style="list-style-type: none"> ◆ Talent management ◆ Staff training and promotion opportunities ◆ Staff compensation and welfare 	<ul style="list-style-type: none"> ➢ Customers' satisfaction ➢ Product quality and safety ➢ Service quality ➢ Suppliers management ➢ Anti-epidemic ➢ Operational compliance ◆ Occupational health and safety ◆ Anti-epidemic ◇ Anti-epidemic
	低 Low	<ul style="list-style-type: none"> ➢ 社會參與 ◆ 預防童工及強制勞工的措施 	<ul style="list-style-type: none"> ➢ 反貪污 ◇ 溫室氣體排放 ◇ 能源使用 	<ul style="list-style-type: none"> ➢ 保護客戶私隱措施 ◇ 清潔生產 ◇ 有害廢棄物排放
	中 Medium	<ul style="list-style-type: none"> ➢ Community contribution ◆ Preventive measures for child and forced labor 	<ul style="list-style-type: none"> ➢ Anti-corruption ◇ Greenhouse gas emissions ◇ Use of resources 	<ul style="list-style-type: none"> ➢ Customers' privacy measures and protection ◇ Clean production ◇ Generation of hazardous wastes amount
	低 Low	<ul style="list-style-type: none"> ➢ 產品標籤 	<ul style="list-style-type: none"> ◇ 水資源使用量 ◇ 無害廢物排放量 	<ul style="list-style-type: none"> ◇ 原材料使用 ◇ 廢氣排放量 ◇ 廢水排放量
	低 Low	<ul style="list-style-type: none"> ➢ Product labeling 	<ul style="list-style-type: none"> ◇ Water resources utilization ◇ Generation of non-hazardous wastes amount 	<ul style="list-style-type: none"> ◇ Use of raw materials ◇ Exhaust air emission amount ◇ Sewage discharge amount
		低 Low	中 Medium	高 High
		對本集團的重要性 Importance to the Group		
		◇ 環境方面 ◇ Environmental	◆ 員工方面 ◆ Employee	➢ 營運方面 ➢ Operation

四、環境保護

IV. Environmental Protection

1. 排放物的管理

本集團於生產過程中所產生的排放物主要來自國內及台灣的生產廠房，本集團因應各生產廠房所在地的政府政策及環境因素而制定不同的排放物管理辦法。為了貫徹執行國家有關環境保護的法律法規，包括《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》、《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噪聲污染防治法》、《中華人民共和國節約能源法》、《環境基本法》及其他地方的法律法規，本集團依照相關的環保法律法規與ISO 14001環境管理體系的標準作為藍本，並按照本集團的經營環境、架構、生產能力及人力資源等制定一套獨有的環境管理系統，以及訂定各類污染物的管理規定及指導書，以規範營運及生產過程中所產生的廢氣、廢水、噪音及各種固體廢物，而本年度持有ISO 14001環境體系認證的廠房亦已經由協力廠商專業認證機構核證並符合國際標準。

1. Management of Emissions

The emissions in the Group's production process are mainly generated by its production plants in Mainland China and Taiwan. The Group has formulated different emissions management measures in accordance with the local government policies and specific environmental conditions applicable to each production plant. In order to implement the national laws and regulations on environmental protection, including the "Law of the People's Republic of China on Environmental Protection", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", the "Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution", the "Energy Conservation Law of the People's Republic of China", the "Basic Environment Act" and other local laws and regulations, the Group based on the national and local laws and regulations, and the ISO 14001 environmental management system standards, and made reference to the Group's operating environment, structure, production capabilities and human resources to develop a unique environmental management system and established regulations and guidelines on pollutant management to regulate waste gases, wastewater, noise and different types of solid wastes generated in operation and production. The factories that hold ISO 14001 environmental system certification during the year have been certified by a third-party professional certification body, and comply with international standards.

1. 排放物的管理(續)

繼上兩個年度順德紅崗及鳳翔廠房被佛山市經濟和信息化局及佛山市環境保護局評為「清潔生產企業」後，深圳市生態環境局所組織的清潔生產專家為深圳廠房進行現場評審，評審工作是根據《中華人民共和國清潔生產促進法》及《清潔生產審核辦法》的要求與標準，深圳廠房已於二零二一年年二月成功通過評審，被評為「清潔生產優秀企業」，深圳廠房還按照環境專家的建議，優化廠房內的環保設施與設備，其中取得傑出減排效果的措施將於下文各排放物的管理部分詳細描述。此外，順德廠房於本年度獲得廣東省工業和信息化廳與香港特別行政區政府環境局頒發「粵港清潔生產夥伴(製造業)」標誌證書，嘉許順德廠房在清潔生產有良好表現，以及表揚順德廠房對環境所作的貢獻，鼓勵順德廠房持續實施清潔生產。這肯定了本集團多年來於環境保護方面的努力，本集團將繼續在環境保護方面投入資源。

1. Management of Emissions (Continued)

Honggang and Fengxiang plants in Shunde were granted the honor of “Clean Production Enterprise” by the Foshan Economic and Information Technology Bureau and the Environmental Protection Bureau of Foshan City last two years, the clean production experts from the Shenzhen Municipal Ecology Environment Bureau had also conducted an on-site assessment for the Shenzhen plant. The assessment work is based on the requirements and standards of the “Law of the People’s Republic of China on the Promotion of Clean Production” and the “Clean Production Audit Measures”; the Shenzhen plant has successfully passed the assessment in February 2021 and recognized as “Excellent Clean Production Enterprise”, the Shenzhen plant also follows the recommendations of the clean production experts to optimize the environmental protection facilities and equipment in the plant. Some of the measures had achieved an outstanding emission reduction effects and will be described in detail in the following emissions management section. In addition, the Shunde plant was awarded the “Guangdong-Hong Kong Cleaner Production Partner (Manufacturing)” logo certificate from the Department of Industry and Information Technology of Guangdong Province and the Environment Bureau of the Government of the Hong Kong Special Administrative Region this year. The plant’s contribution to the environment encourages the Shunde plants to continue to implement clean production. This affirms the Group’s efforts in environmental protection over the year. The Group will continue to invest resources in environmental protection.



四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

此外，為了履行社會責任，本集團秉持「節能減碳、遵守法規、綠化社會」的環境政策，透過各種措施與行動(詳細資料請參考下文「排放物的管理」與「資源使用的管理」部分)，讓本集團內各個層面更加瞭解自己對環境影響的重要性，並期望在維持營運穩定增長的同時，創造與環境保護同步發展的平衡點，從而減少企業的營業活動與員工的個人生活對環境造成不良影響。

廢氣及溫室氣體排放的管理

國家對大氣污染日漸嚴謹的整治方針對本集團營運帶來一定的影響。因此本集團嚴格遵守各營運地點與大氣污染相關的法律法規，以改善大氣環境為目標，堅持源頭治理，持續優化各生產廠房的能源結構、環保設施及大氣排放管理工作。本集團於營運過程中所產生的廢氣主要包括熔煉與鈹金工序中所產生的粉塵、甲苯、二甲苯、噴漆工序中所產生的非甲烷總烴與揮發性有機化合物、焊接與氣割工序中所產生的溫室氣體、電鍍工序中所產生的粉塵與有機廢氣、汽車和叉車使用汽油及柴油時所產生的廢氣和溫室氣體，以及使用電力、天然氣、石油氣等能源時所產生的溫室氣體。

1. Management of Emissions (Continued)

Besides, the Group upholds the environmental policy of “saving energy and reducing carbon, complying with law and regulations, and greening the society” to fulfill its social responsibilities. The Group lets the employees at all levels understand more about the importance of its impact on the environment through various measures and actions (Please refer to the “Management of Emissions” and “Management of Resources Utilization” sections below for details), and hope to create a balance with the simultaneous development of environmental protection while, at the same time, maintaining stable economic growth, thereby reducing the adverse effects on the environment from the enterprise’s business activities and the employees’ personal life.

Management of exhaust and greenhouse gas emissions

The country’s increasingly stringent requirement in air pollution control has brought certain impacts on the operations of the Group. Therefore, the Group strictly abides by the laws and regulations related to air pollution at each operating location, aims at improving the atmospheric environment, insists on solving problems at source, and continues to optimize the energy structure, environmental protection facilities and air emission management of each production plant. The waste gases generated by the Group during its operation mainly includes the dust, toluene, xylene, non-methane total hydrocarbons in painting process, from the smelting and sheeting metal process, the volatile organic compounds from the painting process, the greenhouse gas produced during the welding and gas cutting process and the waste gases and greenhouse gas when use of gasoline and diesel in cars and forklifts, and the greenhouse gas produced when using electricity, natural gas, petroleum gas and other energy resources.

1. 排放物的管理(續)

廢氣及溫室氣體排放的管理(續)

本集團遵循國家及各營運地點的排放標準，於各個排放口設置廢氣處理設施，以處理各類廢氣並達標排放。於電鍍工序中所產生的廢氣以獨立的排氣管道輸送至環保設施，經過多重淨化處理後，於國家規定的排放高度十五米排放。本集團於噴粉工序中採用環保型的粉末狀顏料；設置半密閉式的氣罩及強力抽風機，收集散於空氣中的粉末並定時交給回收商處理。於焊接、氣割工序、使用汽車和叉車時所產生的廢氣和溫室氣體，以及使用能源時所產生的溫室氣體屬於無組織排放氣體，因此本集團從源頭著手，使用高純度的焊接及氣割氣體，以減少二氧化硫、二氧化碳等溫室氣體的產生；採用環保型汽油及耗油量較少的車輛和叉車，以減少燃燒汽油、柴油所產生的溫室氣體。為了進一步減少廢氣排放，本集團於本報告期內進行多項改造工程，例如：深圳及順德廠房將油性噴漆線改造為水性噴漆線，增設噴漆廢氣處理設施，使用水性油漆有助減少甲苯、二甲苯、非甲烷總烴、揮發性有機化合物的排放。深圳廠房於鈹金噴粉車間增設回收噴粉的粉塵設施，加強收集粉塵的效率，以及於噴漆室加裝捲簾門，減少無組織廢氣排放。由於電鍍工序會產生很多廢氣，如含粉塵氣體、有機廢氣等，而且電鍍過程因使用化學物質清洗鍍件而產生廢水；雖然深圳廠房已安裝環保設施，但考慮到電鍍廢氣與廢水對環境與人體的危害極大，已於二零二零年六月拆除電鍍生產線。

1. Management of Emissions (Continued)

Management of exhaust and greenhouse gas emissions (Continued)

The Group establishes exhaust gas treatment facilities at various discharge outlets in accordance with the emission standards of the country and that of the respective operating locations so as to treat various types of exhaust gas and meet the emission standards. The waste gas generated in the electroplating process is discharged to the environmental protection facility through designated exhaust pipe, and after several rounds of purification treatments, it is discharged at a height of 15 meters according to the national requirement. The Group uses environmentally friendly powdered pigments in the powder spraying process; a semi-closed air hood and a powerful exhaust fan are set up to collect the powder dispersed in the air and pass it to the recyclers for disposal on a regular basis. Exhaust gas and greenhouse gas generated during the welding and gas cutting processes, the use of automobiles and forklifts, and greenhouse gas generated when energy is used are fugitive emissions; therefore, the Group starts at the source and uses high-purity welding and gas cutting gases, so as to reduce the production of greenhouse gas such as sulfur dioxide and carbon dioxide, uses environmentally friendly gasoline and vehicles and forklifts that consume less fuel to reduce the greenhouse gas produced by burning gasoline and diesel. In order to further reduce exhaust gas emissions, the Group carried out a number of renovation projects during the reporting period, such as, the Shenzhen and Shunde plants used water-based spray paint instead of oil-based, and we also set up facilities for spray paint waste gas treatment. The use of water-based paint can help reduce emissions of toluene, xylene, non-methane total hydrocarbons and volatile organic compounds. The Shenzhen plant has installed dust recovery facilities in the sheet metal powder spraying workshop to enhance the dust collection efficiency, and install rolling shutters in the spray booth to reduce fugitive exhaust emissions. Since a lot of waste gas is generated in the electroplating process, such as dust-containing gas, organic waste gas, etc., and the electroplating process uses chemical substances to clean the plated parts and produces wastewater. The Group has considered that the electroplating waste gas and wastewater are harmful to the environment and extremely risky to people's health despite environmental protection facilities were in place, the electroplating production line has been dismantled in June 2020.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

廢氣及溫室氣體排放的管理(續)

本集團各部門各司其職，互相配合監控各個控制點，確保工業廢氣的排放符合國家標準。為確保環保與生產設備能同時有效地運作；安全環保小組、工程部門及生產部門共同負責環保與生產設備的維護及保養工作，如發現任何隱患，必須立即向管理層匯報；與此同時，生產部門還對各污染源進行技術改造的分析及處理，並提出整改方案，以杜絕產生重大環境污染的機會。

台灣廠房一直持有廢氣排放許可證，而部分國內廠房按照當地環保部門的要求，委託專業檢測機構檢測生產部門排出的廢氣，檢測內容包括苯、甲苯、二甲苯、揮發性有機化合物，於報告期內的檢測結果均符合國家的《大氣污染物排放標準》及當地的排放標準。

1. Management of Emissions (Continued)

Management of exhaust and greenhouse gas emissions (Continued)

The various departments of the Group perform their duties and cooperate with each other to monitor various control points to ensure that the discharge of industrial waste gas meets the national standards. To ensure that environmental protection and production equipment can operate effectively at the same time; the safety and environmental protection team, the engineering department and the production department are jointly responsible for the environmental protection and the repairs and maintenance of production equipment. Whenever there is hidden hazard found, instant report to the management is required; and at the same time, the production department should perform technical analysis on each source of pollution, and propose remediation plan to eliminate the risk of severe environmental pollution.

Taiwan plant has been holding a waste gas emission permit, and some of the plants located in the mainland have entrusted professional testing company according to the requirements of the local environmental protection department to inspect the waste gases emitted by the production department. The testing contents include benzene, toluene, xylene, volatile organic compounds, etc.. The test results obtained during the reporting period are in line with the national "Integrated emission standard of air pollutants" and local emission standards.

1. 排放物的管理(續)

廢水排放的管理

本集團業務過程中所產生的有害廢水主要包括於生產或調試機件時使用過的廢油(如切削油、潤滑油、液壓油等)、廢乳化液等；本集團未有配置廢油無毒化的設備，因此嚴格規定員工不可將任何有害廢水或廢液，倒進廁所或任何有可能導致環境污染的地方；本集團還委託持有危險廢物經營許可證的回收商或具較佳循環利用技術的供應商進行回收及處置廢油，絕不容許非法傾倒任何有害廢水，以免造成環境污染；而順德廠房更在二零一九年年底，於零件加工工序增設低溫減壓蒸餾冷凝設備，對用於降溫及潤滑後的廢切削液進行加工處理，可將90%-95%的廢切削液回用於生產工序中，減少廢切削液的產生量。此外，員工須定期接受洩漏有害廢水的應急處理培訓與演練，確保員工使用正確的方法與設備處理有害廢水，避免受到職業性傷害。

1. Management of Emissions (Continued)

Management of Wastewater

The hazardous sewage produced by the Group's operation mainly includes waste oil (such as cutting oil, lubricating oil, hydraulic oil, etc.) used in production or machinery commissioning, waste emulsion, etc. As the Group has not installed hazard-free equipment to handle the waste oil, it is strictly stipulated that employees must not dispose of any wastewater or waste liquid into toilets or any place that might cause environmental pollution; the Group also entrusted recyclers holding the "Permit for Hazardous Waste Operation" or a supplier with better recycling technology to recycle and dispose of used oil, and will not allow any illegal dumping of hazardous sewage which might lead to environmental pollution. By the end of 2019, the Shunde plant has installed a low-temperature vacuum distillation and condensation equipment to the parts processing process for cooling purpose and also for further treatment to waste cutting fluid after lubrication. As such, about 90%-95% of the waste cutting fluid can be reused in the production process and reduce the amount of waste cutting fluid generated. In addition, employees are required to receive training and drills for emergency treatment of leaking hazardous wastewater regularly to ensure that employees use the correct methods and equipment to handle the hazardous sewage to avoid any occupational injuries.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

廢水排放的管理(續)

本集團之安全環保小組負責工業廢水的處理、監察各生產部門的排污情況及減排措施的有效性、掌握和評估環境質量等工作。各廠房均設有污水處理站，處理生產時所產生的有害廢水，包括除蠟廢水、酸洗廢水、磷化廢水等；有害廢水經過加藥中和、沉澱、反覆過濾等工序轉為無害廢水並符合國家排放標準。於二零二零年十月開始，中意廠房於總裝與熱處理工序所產生的廢水，經過氣浮、沉澱、生化處理後，用於洗手間與清洗道路，以減少耗水及廢水的產生。而其他無害廢水包括辦公室及食堂的生活污水，經過主要管道直接排放到地方污水處理廠。各廠房定期清理污水輸送管道及污水處理池的沉積物，防止水管堵塞或影響污水處理站的處理能力。

部分廠房於污水排放口安裝污染物含量在線監測設備，當地生態環保局皆能透過資訊發佈平台，隨時監察廠房的氨氮排放量和化學需氧量的數據；國內廠房亦按照當地環保部門的要求，定期委託專業機構檢測廠房內各排放口的廢水，檢測內容主要包括酸鹼值、懸浮物、化學需氧量、五日生化需氧量、氨氮等，於本報告期內的檢測結果均符合國家的《水污染物排放限值》、《廣東省地方標準電鍍水污染物排放標準》及其他營運地點相關的排放標準；而地方環保部門除透過在線污水監測設備即時監測廢水含污量外，每年還會不定期實地檢測廠房內的排污情況。

1. Management of Emissions (Continued)

Management of Wastewater (Continued)

The safety and environmental protection team of the Group is responsible for the treatment of industrial wastewater, monitoring the pollution discharge of various production departments and the effectiveness of emission reduction measures, and mastering and evaluation of the environmental situation. Each plant is equipped with a sewage treatment station to handle the hazardous sewage generated in production, including wastewater from wax removal and pickling, phosphating sewage, etc.; hazardous sewage become hazard-free after neutralization, sedimentation and rounds of filtration at the treatment station and discharge when the national emission standard is met. Starting from October 2020, Intra-Italia plant has reused the wastewater generated in the final assembly and heat treatment after the air flotation, sedimentation and biochemical treatment process for toilets and road cleaning; so as to reduce water consumption and wastewater produced. Other non-hazardous sewage, including domestic sewage produced in offices and canteens, will be discharged directly to local sewage treatment plants through major pipelines. Each plant regularly removes the sediments in the sewage pipelines and sewage treatment tanks to prevent the water pipes from clogging or affecting the treatment capacity of the sewage treatment station.

Some plants have installed online pollutants monitoring equipment at the sewage outlets. The local ecology and environmental protection bureaux can monitor the data of ammonia nitrogen emissions and chemical oxygen demand of the plants at any time through the information publishing platform. The plants in mainland also follow the requirements of local environmental protection departments to entrust a professional organization to inspect the wastewater at each discharge outlet in the plant. The test contents mainly include pH value, suspended particles, chemical oxygen demand, five-day biochemical oxygen demand, ammonia nitrogen, etc. The test results obtained during the reporting period are in line with the national "Discharge Limits of Water Pollutants", "Guangdong Provincial Standards for Electroplating Water Pollutant Discharge Standards" and other relevant emission standards at operating locations. In addition to real-time monitoring of wastewater pollution substances through online sewage monitoring equipment, the local environmental protection departments also irregularly conduct on-site inspections of the sewage discharge situation in the plant every year.

1. 排放物的管理(續)

廢水排放的管理(續)

雖然本集團的生產量上升，但於本年度產生的有害廢水較上年度減少約30.05噸或20.74%，共產生有害廢水約114.83噸，這是因為順德廠房於二零一九年年底開始將廢切削油回用於生產工序中，本年度的有害廢水密度亦因此而有所減少。

於本報告期內，本集團產生的無害廢水約為235,189.74噸，較上年度增加約26,772.22噸或12.85%，由於大部分無害廢水為辦公室與食堂的生活污水，其產生量的升幅會少於成品生產量的升幅，因此本年度的無害廢水密度有所減少。

1. Management of Emissions (Continued)

Management of Wastewater (Continued)

Although the production volume of the Group increased, the hazardous wastewater generated during the year decreased by approximately 30.05 tonnes or 20.74% as compared with the previous year, and a total of approximately 114.83 tonnes of hazardous wastewater was generated. This is because the Shunde plant started at the end of 2019 to reuse the waste cutting oil in the production process, and the intensity of hazardous wastewater has also been reduced this year.

During the reporting period, the Group's non-hazardous wastewater generated approximately 235,189.74 tonnes, representing an increase of approximately 26,772.22 tonnes or 12.85% as compared with the previous year. Since most of the non-hazardous wastewater is domestic sewage from offices and canteens, the extent of increase in the amount generated is less than that in the production volume of finished products, thus the intensity of hazardous wastewater this year has dropped.

四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

廢水排放的管理(續)

於本報告期內，本集團的有害與無害廢水的產生情況如下表：

		單位	Unit	2020/2021年度 2020/2021	2019/2020年度 2019/2020
有害廢水	Hazardous Wastewater				
總量	Total	噸	Tonnes	114.83	144.88
密度 ¹	Intensity ¹	噸	Tonnes	0.003	0.01
無害廢水	Non-Hazardous Wastewater				
總量 ²	Total ²	噸	Tonnes	235,189.74	208,417.52
密度 ¹	Intensity ¹	噸	Tonnes	5.86	8.33

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害廢水排放量的密度是以每個約當產量單位計算。
- 本集團的部分廠房沒有為無害廢水的排放量作出統計，故按照實際用水量計算。

1. Management of Emissions (Continued)

Management of Wastewater (Continued)

During this reporting period, the Group's emissions of hazardous and non-hazardous wastewater are as follows:

		單位	Unit	2020/2021年度 2020/2021	2019/2020年度 2019/2020
有害廢水	Hazardous Wastewater				
總量	Total	噸	Tonnes	114.83	144.88
密度 ¹	Intensity ¹	噸	Tonnes	0.003	0.01
無害廢水	Non-Hazardous Wastewater				
總量 ²	Total ²	噸	Tonnes	235,189.74	208,417.52
密度 ¹	Intensity ¹	噸	Tonnes	5.86	8.33

Notes:

- Due to the differences on the types, sizes, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous wastewater discharged from the Group's operations.
- Some of the Group's plants did not keep statistical data relating to emissions of hazardous wastewater, so the Group takes the actual water consumption volume for disclosure purpose.

1. 排放物的管理(續)

固體廢物處置的管理

本集團於營運過程中所產生的固體廢物主要包括危險／有害廢物、可回收廢物和不可回收廢物。為了嚴格遵守各營運地點與固體廢物相關的法律法規，本集團制定了內部管理制度，規管營運中所產生的危險、有害及無害固體廢物，為收集、分類、標識、儲存、處置與記錄流程設置明確的分工及工作指引，且嚴格要求員工遵守該等規章制度與工作指引，以避免因處理不當而導致二次環境污染。本集團致力於節約使用各類資源，鼓勵員工儘量將不同物資回收再利用(如卡板、容器、紙張等)，並積極採取不同措施，以減少產生固體廢物。安全環保小組定期與不定期巡查各生產車間，向管理層匯報生產車間的隱患及提出整改方案。此外，本集團的專業團隊不斷優化及改良生產工藝，積極採取「清潔生產」的態度，期望於提升產品質素之餘，亦能減輕於營運中為環境帶來的負荷。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes

The solid wastes generated from the Group's operation mainly include hazardous/harmful waste, recyclable waste and non-recyclable waste. In order to strictly abide by the laws and regulations related to solid waste at various operating locations, the Group has formulated an internal management system to monitor the hazards arisen from operations, hazardous and non-hazardous solid wastes generated; and established clear procedures and guidelines for division of labor in collection, classification, identification, storage, disposal and record keeping; and strictly requires the employees to abide by these policies and procedures, and guidelines, to avoid secondary environmental pollution due to improper handling. The Group is committed to conservation in use of various resources, encourages employees to recycle and reuse different materials (such as cardboard, containers, paper, etc.) as much as possible, and actively adopts different measures to reduce the generation of solid wastes. The safety and environmental protection team inspects the production workshops regularly and irregularly, reports the hidden hazards relating to the production workshops to the management and proposes remediation plan. Besides, the professional team of the Group continuously optimizes and improves the production process, and actively work in the direction of "clean production", hoping to improve the quality of products while also reducing the impact on the environment from operations.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

有害固體廢物

危險或有害固體廢物是指被列入當地政府危險廢物名錄中的項目，包括在生產、辦公和生活中所產生的危險或有害固體廢物。本集團於生產過程中所產生的有害固體廢物主要包括污泥、廢油漆、廢抹布、廢活性炭、廢容器等。按照當地政府的法律法規，本集團於各廠房設置危險廢物暫存倉庫，並採取防揚散、防流失、防滲漏或者其他防止污染環境的措施，以確保能按照《危險廢物儲存污染控制標準》儲存有害固體廢物，以及避免因儲存不當而造成環境污染。各類盛載有害固體廢物的容器均需貼上明顯的標籤，按不同類別及要求集中存放於指定位置，並清楚記錄有害固體廢物的名稱、來源、數量、入庫日期、存放位置等資料。各廠房定期檢查有害固體廢物的存放區域，如發現任何洩漏情況或安全隱患，有關部門需即時上報部門主管並採取適當的處理措施，以防止二次污染。本集團按照國家的《危險廢物轉移管理辦法》，實時上報有害危險廢物的轉移情況，建立相關的資訊管理記錄；並委託持有《危險廢物經營許可證》的回收公司處理，在獲得環保部門審批前，有害廢物需儲存於廠房內，絕不能胡亂傾倒及嚴防任何經非正當途徑的處置。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Hazardous Solid Wastes

Hazardous or harmful solid wastes refer to items listed on the local government's hazardous waste list, including hazardous or harmful solid wastes generated in production, office and living. The hazardous solid wastes that the Group produced during the production process mainly include sludge, waste paint, waste rag, waste activated carbon, waste container, etc. The Group follows the local government's laws and regulations to set up a temporary storage warehouse for hazardous wastes, and take anti-scattering, anti-loss and anti-leakage prevention measures or other measures to prevent environmental pollution, to ensure that hazardous solid wastes are stored in accordance with the "Standard for Pollution Control on Hazardous Waste Storage", and to avoid any improper storage that may cause environmental pollution. The containers loaded with hazardous solid wastes have been affixed labels and stored in designated locations by categories; clearly recorded the names, sources, quantities, storage dates, storage locations and other information of each of the items. Each plant regularly inspects the storage area of hazardous solid wastes and the relevant department reports to the department head immediately and takes appropriate measures if any leakage or hidden safety hazard is found so as to prevent secondary pollution. The Group reports the transfer of any hazardous and harmful wastes in real time in accordance with the national "Hazardous Wastes Transfer Management Measures", sets up relevant information management records and entrusts recycling company holding the "Permit of Hazardous Waste Operation" to handle hazardous wastes. Hazardous wastes are kept with the plant area before approval is obtained from the environmental protection department to prevent the hazardous wastes from being disposed through abnormal channels. Indiscriminate dumping is strictly forbidden.

1. 排放物的管理(續)

固體廢物處置的管理(續)

有害固體廢物(續)

於本報告期內，本集團產生有害固體廢物約131.68噸，較上年度只輕微增加約2.11噸或1.63%。雖然本集團的生產量大幅上升，但深圳廠房於二零二零年六月拆除電鍍生產線，處理電鍍廢水後所產生的污泥因而減少，致使本年度產生的有害固體廢物的升幅較成品生產量升幅低，即表示有害固體廢物產生量的密度於本年度大幅下降。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Hazardous Solid Wastes (Continued)

During this reporting period, the Group generated approximately 131.68 tonnes of hazardous solid waste, a slight increase of approximately 2.11 tonnes or 1.63% from the previous year. Although the production volume of the Group has increased significantly, the Shenzhen plant dismantled the electroplating production line in June 2020, and the sludge generated after the treatment of electroplating wastewater had reduced. As compared to the extent of increase in production of finished goods, the rise of hazardous solid waste generated during the year was insignificant; thus the intensity of hazardous solid waste generated this year has dropped significantly.

四、環境保護

IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物

為了達到節約資源和控制環境污染之目的，並發揮廢料的最大效用，本集團積極推行「循環利用」的廢物處理方針，實施廢物資源化和減量化的政策，將可循環使用的廢料出售予合適的回收商或供應商；合理地使用包裝物，避免過度包裝，於減少產生固體廢物的同時，亦能為本集團帶來收益及減低成本。此外，各生產廠房因應其生產環境而採取不同的減廢措施，例如：對於用於清潔零件表面油污的抹布，會儘量利用至沒有除油能力；順德廠房減少使用一次性的抹布，改用可重複使用的吸油棉處理生產設備的漏油，這使車間每月減少廢抹布約40%。為了遵循二零二零年新修訂的《中華人民共和國固體廢物污染環境防治法》，內地廠房加強生活垃圾分類制度，各廠房設置廢物收集區，將廢物分類，貼上清晰的標籤及作出詳細記錄，廢物收集區亦已貼上清晰的分類標識及設置防曬、防雨、防洩漏等措施，深圳廠房於本年度已委託合規格的公司處理生活垃圾，建立台帳，作為制定減廢措施的依據，以及監察減廢措施的實施情況；而且本集團已制定食堂管理規定，以規管食堂員工準備食物時的數量及食材的有效期限，儘量減少廚餘及避免食材過期而造成浪費。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes

In order to achieve the objectives of resources saving, environmental pollution control and to maximize the use of wastes, the Group actively promotes “Recycling” in waste treatment. The Group implements waste resources recycling and reduction policies, sells recyclable waste materials to recyclers or suppliers and reasonably use of packaging materials to avoid over-packaging, while reducing the generation of solid wastes, it can also bring revenue and reduce costs for the Group. In addition, each production plant adopts different waste reduction measures according to its production environment. For example, the rags used to clean the surface of the parts will be used as far as possible until its cleaning ability is completely spent; Shunde plant used less disposable rags and switched to using reusable oil-absorbent cotton to soak up oil leaks from production equipment, which reduced the generation of waste rags from the workshop by approximately 40% each month. In order to comply with the newly revised “Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste” in 2020, factories in the mainland China have enhanced its domestic waste classification system, each plant sets up a waste collection and storage area, the Group classifies the wastes, affixes clear labels and keeps detailed records of the wastes. The waste collection and storage area has also labeled clearly for different classifications and set up with sun protection, rain protection, and anti-leakage prevention measures. The Shenzhen plant has entrusted a qualified company to dispose of domestic waste this year and keep clear record as the basis for formulating waste reduction measures and to monitor the implementation progress; and the Group has established a canteen management policy so that the canteen staff can follow the requirement to control the food quantity and the expiration date of the ingredients, and to minimize unnecessary food waste and expired ingredients.

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物(續)

於熔煉、鍛金、氣割及零件加工工序中所產生的廢爐渣、廢鐵、廢鐵絲、邊角料佔整體無害固體廢物的比例較重，有關廢物的產生量會隨著生產量上升而增加，因此我們實施不同的減廢措施，例如：儘量將大塊的邊角料回用於生產工序中，以減少邊角料與廢鐵的產生；要求供應商改善工藝提高來料的品質以減少鑄造時廢爐渣的產生；在零件加工工序中使用定制尺料以減少廢料的產生；引進精準度高的設備以減少廢鐵絲的產生；更換銑床的零件，提高半成品的合格率，減少次品和邊角料的產生量。本集團亦透過各類培訓加強員工的節約意識及其生產技術，在提高產品質量的同時，減少固體廢物的產生。

於本報告期內，本集團產生無害固體廢物約8,574.41噸，較上年度增加約866.70噸或11.24%，這主要是因為本集團的生產量上升，廢鐵屑、廢鐵塊、廢鐵絲、廢爐渣相應增加。雖然深圳廠房因注塑機需求上升而增加鑄件製造，但深圳廠房亦於本年度向外部供應商購買鑄件；順德廠房亦因產品需求大幅上升而委託外部加工商進行部分零件加工工序，因此深圳廠房及順德廠房的廢鐵屑、廢鐵塊、廢鐵絲、廢爐渣產生量的升幅低於成品生產量的升幅，本年度的無害固體廢物密度亦因而下降。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes (Continued)

The waste slag, scrap iron, scrap wire, and other scraps generated in the smelting, metal working, gas cutting and parts processing processes account for a relatively large proportion of the overall non-hazardous solid wastes. As the amount of wastes generated will increase as production volume increases, therefore, the Group implements different waste reduction measures, for example, reuses large pieces of scrap metal in the production process to reduce the generation of scrap material and scrap iron; requested suppliers to improve their production process to raise the quality of raw materials so as to reduce the production of waste slag generated during casting; promotes the use of customized materials in the parts processing process to reduce wastes; introduced high-precision level equipment to reduce scrap iron wire; replaced the parts of the milling machine and raised the qualified rate of the semi-finished products, and produced less defective products and scraps. The Group also enhanced employees' awareness of saving and production skills through various trainings to improve product quality and reduce the generation of solid wastes.

During the reporting period, the Group generated approximately 8,574.41 tonnes of non-hazardous solid wastes, representing an increase of approximately 866.70 tonnes or 11.24% as compared with the previous year. This was mainly due to the increase in the production volume of the Group, scrap iron filings, scrap iron blocks, scrap iron wires, and waste slag has increased accordingly. Apart from the increase of castings manufacturing due to the increased demand for injection molding machines, the Shenzhen plant also purchased castings from external suppliers during the year. The Shunde plant has entrusted external contractor to carry out part of the processing procedures due to the significant increase in product demand. As such, compared to the extent of increase in the production of finished goods, the rise in the production of scrap iron filings, scrap iron blocks, scrap iron wire, and waste slag from the Shenzhen and Shunde plants were comparatively insignificant; and thus, the intensity of non-hazardous solid wastes generated this year has dropped.

四、環境保護 IV. Environmental Protection

1. 排放物的管理(續)

固體廢物處置的管理(續)

無害固體廢物(續)

於本報告期內，本集團的有害及無害固體廢物的產生情況如下表：

		單位	Unit	2020/2021年度 2020/2021	2019/2020年度 2019/2020
有害固體廢物		Hazardous Solid Wastes			
總量	Total	噸	Tonnes	131.68	129.57
密度 ¹	Intensity ¹	噸	Tonnes	0.003	0.01
無害固體廢物		Non-hazardous Solid Wastes			
總量	Total	噸	Tonnes	8,574.41	7,707.71
密度 ¹	Intensity ¹	噸	Tonnes	0.21	0.31

附註：

- 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的有害及無害固體廢物產生量的密度是以每個約當產量單位計算。

除了上述有害與無害廢物的處理方法，本集團設有嚴謹的物料管理規定及品質檢定程序，以規管及檢測原料、半成品及成品的質量，減少因原料品質問題或不當生產工序而產生次品或不良品的機會(有關產品品質管理的詳細資料請參考下文「產品責任」部分)，從而減少產生有害與無害廢物，以及節省生產時間與成本。

1. Management of Emissions (Continued)

Management of Disposal of Solid Wastes (Continued)

Non-hazardous Solid Wastes (Continued)

During this reporting period, the Group's generation of hazardous and non-hazardous solid wastes are as follows:

		單位	Unit	2020/2021年度 2020/2021	2019/2020年度 2019/2020
有害固體廢物		Hazardous Solid Wastes			
總量	Total	噸	Tonnes	131.68	129.57
密度 ¹	Intensity ¹	噸	Tonnes	0.003	0.01
無害固體廢物		Non-hazardous Solid Wastes			
總量	Total	噸	Tonnes	8,574.41	7,707.71
密度 ¹	Intensity ¹	噸	Tonnes	0.21	0.31

Note:

- Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of hazardous and non-hazardous solid wastes from the Group's operations

In addition to the above-mentioned treatment methods for hazardous and non-hazardous wastes, the Group has strict material management policy and quality control procedures to regulate and test the quality of raw materials, semi-finished products and finished products. These measures can reduce the chance of generating defective or sub-standard products due to raw materials quality issues or improper production processes (Please refer to the "Product Responsibility" section below for more details about product quality management); and consequentially generated less hazardous and non-hazardous wastes, and to save production time and cost.

1. 排放物的管理(續)

噪音的管理

本集團的噪音主要來自操作生產機器設備，透過合適的生產時間、生產車間位置的規劃、生產設備的佈局設置，加上減震、降噪、消聲及隔音的措施，如順德廠房將產生噪音的空壓機設置於半密閉空間，能有效地控制噪音對周遭環境的影響；各廠區還加強綠化，藉著樹木的衰減作用，進一步減輕噪音對環境的影響。同時，本集團為員工配備耳罩或耳塞，以減少員工患上職業病的機會。

合規性

於報告期內，本集團的業務皆嚴格遵守各地方政府的環境法律法規，沒有涉及任何與排放相關並對本集團有重大影響的已確認違法、違規事件。

2. 資源使用的管理

為了嚴格遵守《中華人民共和國節約能源法》及當地的法律法規和貫徹「客人所要的，就是我們要做的」經營方針，面對日益嚴重的氣候變化，社會愈來愈重視環境保護與節約能源，本集團將環境因素加入持續發展策略中，積極響應政府對環境政策的改變，樹立節約天然資源的思想及推動環境保護的節約文化，努力改善各廠房的經營環境，鼓勵員工節約與充分利用資源，發揮其最大效益，杜絕浪費。

1. Management of Emissions (Continued)

Management of Noise

The noise generated by the Group mainly comes from the production machinery and equipment. The impact on the surrounding environment from the noise is effectively controlled through our planning of the location of the production workshop and production time, the layout of the production equipment with the measures of shock absorption, noise reduction, noise elimination and sound insulation. For example, the Shunde plant has installed the noise-producing air compressors in a semi-enclosed space and effectively reduced noise level; the production plants focused more on greening of the plant area, and further reduced the impact of noise to the surrounding environment by the attenuation effect of trees. At the same time, the Group equips its employees with earmuffs or earplugs to reduce the chance of suffering from occupational diseases.

Compliance

During the reporting period, the Group's business operation strictly abides by the environmental laws and regulations of local governments and there was no confirmed violations or non-compliance incident relating to emissions that had significant impact on the Group.

2. Management of Resources Utilization

In order to comply with the "Law of the People's Republic of China on Energy Conservation" and the local laws and regulations, and adhere with the operating direction of "Serve Customers Well by Doing What They Want", with the view of the growing climate change and the society has paid more attention to environmental protection and energy conservation, the Group has taken into account the environmental factors in mapping our sustainable development strategies and has actively responded to changes in the government's environmental policies. The Group establishes measures to conserve natural resources and promotes the conservation culture in environmental protection. The Group strives to improve the operating environment of the plants, encourages employees to save and make full use of resources, maximizes the benefits, and eliminates wastes.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理

節約使用汽油、柴油及各種氣體

汽油及柴油主要用於汽車、貨車與叉車。汽車主要用作商務接待及接載員工上下班，而貨車與叉車主要用於搬運貨物。本集團設有多項節約措施，從而減少廢氣及溫室氣體的排放，例如：使用汽車前司機必須先提出申請，獲得審批後才能使用，並須預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以縮短行車路程及減少汽油及柴油的用量；司機必須停車熄匙，減少消耗能源及廢氣；貨車與叉車需按實際需要使用；使用車輛及叉車部門需確保沒有洩漏燃油的情況並定期進行維修及保養，以提高能源的使用效率，以及減少因零件故障而增加消耗燃油和廢氣排放；因應需要而更換舊車輛，增加能源效益；車輛管理部門記錄每月用油量，以分析各車輛的用油情況；推廣「綠色出行」理念，鼓勵員工儘量使用公共交通工具或步行上下班等。本集團亦關注差旅帶來的碳排放，並積極推行多項措施，例如：善用各種通訊工具與業務夥伴進行溝通，以減少使用車輛及出差次數，藉此減少產生溫室氣體及廢氣。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization

Conservation of Gasoline, Diesel and Various Gases

Gasoline and diesel are mainly used in vehicles, trucks and forklifts. Most of the time, the vehicles are used for business reception and commuting employees, while the trucks and forklift are used for handling goods. The Group has implemented a number of conservation measures to reduce exhaust gas and greenhouse gas emissions. For example, the driver must submit application and obtain prior approval before using the car, and the route must be planned in advance; passengers travelling to the same or close destinations will be arranged to use the same vehicle to shorten the driving distance and reduce gasoline and diesel consumption; the driver must stop and turn off the key to reduce energy consumption and exhaust gas; trucks and forklifts are used only on need; the departments using the vehicle and forklift have to ensure that there is no fuel leakage and to conduct regular repairs and maintenance for better energy use efficiency and to reduce fuel consumption and waste gases emissions due to part failure; replace old vehicles as needed to increase energy efficiency; the vehicle management department records the monthly fuel consumption and to perform analysis by vehicles; promotes the concept of “green travel” and encourages employees to use public transportation or to walk to/get off work as much as possible. The Group also pays attention to the carbon emissions caused by business trips, and actively implemented a number of measures, such as: deploy various communication tools to communicate with business partners to reduce the use of vehicles and the number of business trips, thereby reducing the generation of greenhouse gas and exhaust gas.

2. 資源使用的管理(續)

能源使用的管理(續)

節約使用汽油、柴油及各種氣體(續)

因受2019冠狀病毒病影響而減少員工出差次數，加上員工配合上述的節約措施，汽油用量因而較上年度下降約12,375.37公升或8.85%，本集團於本報告期內共使用汽油約127,520.39公升。由於本集團的生產量上升而增加貨車與叉車的使用次數，因此本集團於本報告期內的柴油使用量較上年度增加約23,157.72公升或29.78%，共使用柴油約100,929.79公升，但因本集團出售台灣蘆竹廠房而出售廠房內的貨車，使柴油使用量的密度下降。

二氧化碳、石油氣、天然氣及液化天然氣主要用於焊接、切割、烘烤等生產工序及食堂煮食。本集團致力於建立一個「低碳低耗」的營運環境，對各種資源的使用制定了有關的管理制度及措施，而且鼓勵員工提出有效的節能方案並加以獎勵；本集團亦為員工提供不同的環保培訓，改善員工使用能源的習慣，從而減少對環境所帶來的不良影響。於本報告期內，順德廠房天然氣的使用量為103,201.00立方米，較上年度增加約35,044.00立方米或51.42%，這主要是由於順德廠房的產量增加。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Gasoline, Diesel and Various Gases (Continued)

Due to the COVID-19 disease, the number of employees' business trips dropped, and with the full support from the employees in implementation of the above-mentioned conservation measures, gasoline consumption decreased by approximately 12,375.37 liters or 8.85% as compared with the previous year. The Group used gasoline during the reporting period for approximately 127,520.39 liters. Due to the increase in the production volume of the Group and the increased use in trucks and forklifts, the Group's diesel consumption during the reporting period increased by approximately 23,157.72 liters or 29.78% as compared with the previous year. The total amount of diesel used was approximately 100,929.79 liters; and the intensity of diesel consumption had dropped because the trucks at the Lujhu plant in Taiwan was sold upon the sale of the production plant.

Carbon dioxide, petroleum gas, natural gas and liquefied natural gas are mainly used in production processes such as welding, cutting, baking, and canteen cooking. The Group is committed to build a "low-carbon and low-consumption" operating environment, and formulated respective management systems and measures for the use of different resources, and encourages employees to propose effective energy-saving solutions and rewards them for the contribution; the Group also provides employees with a variety of environmental protection training so that they are able to develop better habits in use of energy, thereby reducing the negative impact on the environment. During the reporting period, the natural gas used in the Shunde plant was 103,201.00 cubic meters ("m³"), representing an increase of approximately 35,044.00 cubic meters or 51.42% as compared with the previous year, which was mainly due to increase in production volume of the Shunde plant.

四、環境保護 IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約使用汽油、柴油及各種氣體(續)

於本報告期內，本集團使用能源及所排放的範圍一¹溫室氣體的情況如下表：

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Gasoline, Diesel and Various Gases (Continued)

During this reporting period, the Group's use of energy and Scope 1¹ greenhouse gas emitted are as follows:

		2020/2021年度 2020/2021		2019/2020年度 ³ 2019/2020 ³	
		使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
汽油	Gasoline	127,520.39 公升 Liter	344.31	139,895.76 公升 Liter	378.76
柴油	Diesel	100,929.79 公升 Liter	260.20	77,772.07 公升 Liter	204.91
二氧化碳	Carbon Dioxide	2,016.00 公斤 Kilogram	2.02	4,526.00 公斤 Kilogram	4.53
石油氣	Liquified Petroleum Gas	39,546.00 公斤 Kilogram	119.31	29,173.40 公斤 Kilogram	88.02
天然氣	Natural Gas	103,201.00 立方米 m ³	189.01	68,157.00 立方米 m ³	124.82
液化天然氣	Liquified Natural Gas	4,054.00 公斤 Kilogram	12.23	4,054.00 公斤 Kilogram	12.23
集團排放總量	Group's Total Emission		927.08		813.27
集團排放量密度²	Group's Emission Intensity²		0.02		0.03

附註：

1 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、石油氣、天然氣、液化天然氣等。

2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

3 上年度部分數據需重新分類作為比較用途。

Notes:

1 Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including burning gasoline, diesel, carbon dioxide, liquified petroleum gas ("LPG"), natural gas, liquified natural gas and so on.

2 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

3 Part of the data for the previous year are restated to conform with the current year's presentation.

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電

本集團主要透過日常管理，加強節約文化宣傳，積極採取技術上可行與經濟上合理的措施，更有效地及合理地使用電力。各部門主管負責巡查及監督其轄區內設備的用電情況，包括生產設備、車間照明、辦公設備、空調機等，並及時對異常用電情況的制定及實施針對性的整改方案。生產部門加強生產車間設施與設備的管理，例如：合理地安排生產班次，調整生產設備的工作狀態，從而加強使用設備時的效率，使生產用電達至最大效能；嚴禁生產設備空轉操作，改變空壓機的開啟方式，為個別生產設備配置小型空壓機，避免一直開啟功率較大的空壓機；對使用車間照明系統採取責任制度，於中午休息時、下班後及不需使用車間時，關掉生產車間的燈具，避免浪費電力。同時，本集團還期望員工能改善其用電習慣，鼓勵員工使用自然光進行日常作業，加強照明設備的保養；按季節及氣溫變化情況限時使用空調機，合理地調節溫度，嚴禁打開門窗開空調機；於中午休息時、下班後關掉不使用的照明燈、空調機、電腦等用電設備或拔走不使用的電器設備插頭。此外，本集團重視廠房及新生產工序的設計，將生產設備和運輸系統設置於最安全與快捷的地方；在開發任何新生產工序時，將環境及能源因素同時加入考慮範圍內，並須符合有關的能源標準方可投產。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity

The Group mainly controls the use of electricity and enhances its efficiency through daily management. The Group also strengthens the promotion of conservation culture, and actively takes technically feasible and economically reasonable measures to use electricity more efficiently and reasonably. The department supervisors are responsible for inspecting and control of the electricity consumption of equipment in their jurisdictions, including production equipment, workshop lighting, office equipment, air conditioners, etc.. They are also responsible for formulating and implementing targeted remediation plans in a timely manner if abnormal electricity consumption is noticed. The production departments strengthen the management of production workshop facilities and equipment, for example, arrange production shifts reasonably and adjust the operation modes of production equipment, thereby increasing productivity and maximizing the utility of production power consumption. It is strictly forbidden to idly operate production equipment and change the way of starting the air compressor; the Group also configures small air compressors for selected production equipment in order to avoid keep using the air compressors with higher power. Accountability is introduced for managing lighting systems in workshops. Lights in the production workshops must be switched off during lunch hour, after work or when not in use to reduce energy consumption. At the same time, the Group also expects its employees to improve their electricity consumption habit, encourages employees to use natural light for daily operations, and enhances the maintenance of lighting equipment; limits the use of air conditioners according to seasonal and temperature changes, and the temperature is reasonably adjusted; windows and doors must be closed when air conditioners are turned on; lights, air conditioners, computers, etc. must be switched off or unplugged after work. Besides, the Group pays attention to the design of the plant and new production processes and places the production equipment and transportation systems in the safest and the most convenient location. When the Group develops new production processes, environmental and energy factors are taken into account and will put into use only when the applicable energy standards are met.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電(續)

本集團每年投放不少資源，進一步節約能源及減少溫室氣體的排放。於本報告期內，順德廠房繼上年度逐步將舊燈具更換為LED燈具；於非生產用電區域加裝電錶，每月進行統計與分析用電量；為照明系統加裝定時裝置，避免浪費電力。而深圳廠房亦按照環境專家的建議，進行多項節能降耗的改造工程，包括輸送線電機傳動改造，減少電機功率；更換部分空壓機及於部分空壓機加裝變頻控制裝置，減少空壓機功率，從而節省電力及成本。

由於本集團的生產量上升，本年度的耗電量較上年度增加約7,707.48兆瓦時或24.70%，共使用電力約38,908.66兆瓦時。製造鑄件須使用耗電量大的熔爐，佔總耗電量的比重較大，雖然深圳廠房的注塑機生產量大幅上升，但深圳廠房從外部供應商購買部分鑄件，而使內部鑄件的生產量或製造鑄件時所使用電力的升幅遠遠低於注塑機的生產量升幅。

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity (Continued)

The Group invests a lot of resources every year on furthering energy-saving and greenhouse gas emissions reduction. Following last year's initiative of gradual replacement of the old lights with LED, the Shunde plant installed electricity meters at the non-manufacturing sites and analyzed statistically the energy consumption every month; installed timer switch for lighting system to avoid wasting electricity. The Shenzhen plant followed the advice from environmental professionals and carried out a number of remedial energy-saving and consumption reduction projects, including enhancement to the transmission line motor drive to reduce the motor power; replacement of few air compressors and installation of frequency conversion control devices on selected air compressors to reduce the machine power and thus saving energy and cost.

Due to the increase in the production volume of the Group, the electricity consumption this year increased by approximately 7,707.48 MWh or 24.70% as compared with the previous year, and the total electricity consumption was approximately 38,908.66 MWh. Production of castings requires the use of high-power furnace, which accounts for a large proportion of the total electricity consumption. Although the production of injection molding machines in the Shenzhen plant has risen significantly, the Shenzhen plant purchases some castings from external suppliers; and keep the castings production volume and the electricity consumption relating to the manufacturing process at a level far below the extent of increase in injection molding machine production.

2. 資源使用的管理(續)

能源使用的管理(續)

節約用電(續)

於本報告期內，本集團使用電力及所排放的範圍二¹溫室氣體的情況如下表：

2. Management of Resources Utilization (Continued)

Management of Energy Utilization (Continued)

Conservation of Electricity (Continued)

During this reporting period, the Group's use of electricity and the Scope 2¹ greenhouse gas emitted are as follows:

		2020/2021年度 2020/2021		2019/2020年度 2019/2020	
		使用量 Consumption (兆瓦時) (MWh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)	使用量 Consumption (兆瓦時) (MWh)	二氧化碳 當量排放量 CO ₂ equivalent emissions (噸) (Tonnes)
電力	Electricity	38,908.66	30,667.05	31,201.18	25,335.10
集團排放總量	Total Group's Emission		30,667.05		25,335.10
集團排放量密度²	Group's Emission Intensity²		0.76		1.01

附註：

- 1 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。
- 2 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的溫室氣體排放量的密度是以每個約當產量單位計算。

Notes:

- 1 Scope 2 refers to the "indirect energy" greenhouse gas emissions caused by the consumption of purchased electricity within the Group's business.
- 2 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of greenhouse gas emissions from the Group's operations.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

節約用水

本集團是使用政府供應的水源，主要用於生產及員工的日常生活。於本報告期內，本集團雖然沒有就取得適用水源上遇到任何問題，但本集團清楚知道水資源是一種寶貴、共用及有限的資源，因此為了減少用水，本集團積極實施不同的節約用水措施，教育員工節約用水應從日常生活開始，建立正確的用水觀念，加強員工的環保意識，並於廠房內的當眼位置張貼節約用水提示及定期培訓，以改善生產流程與辦公室日常營運時的用水情況。本集團每年訂立耗水目標，積極採取不同節約用水措施，例如：把洗手間喉管的水壓調至適當水準；加強用水設備、管道、閘門等的日常維修與保養，定期記錄與分析廠房內各用水點的耗水情況，如發現異常用水或水管滲漏的情況，必須及時通知維修部門進行維修及整改；積極開發循環用水系統，更換舊用水設備，以減低排污量及增加水資源利用率；員工清潔生產車間時，必須謹慎用水，切勿浪費；減少更換車間清洗機裡清洗水的次數，由每星期一次改為每兩星期一次；增加清洗水的回用次數；部分廠房採用清潔機代替人手清潔生產車間地板，可有效地減少產生清潔廢水；部分廠房增設低溫減壓蒸餾冷凝設備，可將廢切削液回用於生產工序中，減少廢切削液的產生量與耗水量；部分廠房還將原先廢氣環保處理設備的水噴淋工序改為使用乾式過濾棉，可有效地減少耗水量。

2. Management of Resources Utilization (Continued)

Conservation of Water

The Group uses government-supplied water sources for production and employees' daily living. During the reporting period, although the Group does not encounter any problem in obtaining applicable water resources, however, the Group knows that water resources is a precious, shared and limited resource. Therefore, in order to reduce water use, the Group actively implemented different water conservation measures, to educate employees to save water from their daily lives, to build up good habits in water usage, to enhance employees' environmental awareness, to improve the production workflow and to control water use in office daily operations by posting water saving tips at prominent locations in the plant and provides regular training. The Group sets water consumption targets every year and actively adopts different water-saving measures, for example, adjusting the water pressure of toilet hoses to the appropriate level; strengthening the daily repair and maintenance of water equipment, pipes, valves, etc., and regularly recording and analyzing the water consumption of each water usage point in the plant, if abnormal water usage or water pipe leakage is found, prompt notification is given to the maintenance department for repair and remediation; actively developing recycling water system and replacing old water equipment to reduce sewage discharge and increasing water resource utilization rate; employees must use water cautiously when cleaning the production workshops and wastage is prohibited; make it less frequent replacing wash water in the workshop washing machine from once every week to once every two weeks; increasing the reuse rate of wash water; some plants use washing machines to replace manual floor cleaning in the production workshops, and effectively reduced wastewater from cleaning; certain plants installed low-temperature vacuum distillation and condensation equipment for recycling use of waste cutting fluid in the production process, and reduced the production of waste cutting fluid and consumed less water. Some other plants changed the water spraying process in the waste gas treatment equipment to using dry filter cotton; and effectively reduced water consumption.

2. 資源使用的管理(續)

節約用水(續)

於本報告期內，深圳廠房亦按照環境專家的建議，實施不同的節水措施，例如：深圳廠房優化切削液兌比比例，每年可減少新水量約272立方米；每年清洗冷卻塔一次，可提高冷卻塔效能，每年可節省用水量約60立方米，化學前處理採用噴淋清洗方式，每年可節約用水295立方米。

由於本集團於本報告期內的成品生產量上升，故用水量較上年度增加約33,644.39立方米或13.57%，共耗水約281,598.39立方米。但鑑於上述的節約用水措施取得顯著成效，本集團的耗水量密度因而輕微下跌。

於本報告期內，本集團水資源的使用情況如下表：

2. Management of Resources Utilization (Continued)

Conservation of Water (Continued)

During this reporting period, the Shenzhen plant followed the advice from environmental experts and implemented different water-saving measures, such as, optimization of cutting fluids and parameters can reduce the amount of water used by about 272 cubic meters per year; cleaning of the cooling tower once a year can improve its performance and save about 60 cubic meters of water per year; and use of spray cleaning method in chemical pretreatment can save 295 cubic meters of water per year.

Due to the increase in the finished goods production volume of the Group during the reporting period, the water consumption increased by approximately 33,644.39 cubic meters or 13.57% as compared with the previous year, and the total water consumption was approximately 281,598.39 cubic meters. However, due to the remarkable results achieved by the aforementioned water conservation measures, the Group's water consumption intensity decreased slightly.

During this reporting period, the Group's use of water resources are as follows:

		2020/2021年度 2020/2021 (立方米) (Cubic meters)	2019/2020年度 2019/2020 (立方米) (Cubic meters)
水資源	Water Resources		
總量	Total	281,598.39	247,954.00
密度¹	Intensity¹	7.02	9.91

附註：

1 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，因此將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的用水量的密度是以每個約當產量單位計算。

Note:

1 Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of the water consumption from the Group's operations.

四、環境保護

IV. Environmental Protection

2. 資源使用的管理(續)

節約用紙

本集團提倡「無紙化辦公室」的理念，主張利用網上辦公系統，鼓勵員工儘量以電子檔案形式傳遞資訊及文件；循環使用信封和檔案夾；將列印機預設為雙面列印，在列印機旁張貼告示，提醒員工儘量使用雙面列印及重複使用紙張；將兩面都已使用的廢紙放入再造紙收集箱並由合規格的回收商處理。

3. 環境及天然資源

本集團一直專注於環境保護工作，除了遵守相關的法律法規外，還與各持份者保持緊密溝通，討論他們所關注的事宜，制定環保目標與政策，定期評估其適切性，並妥善記錄及管理所有環境資訊；如有問題或異常情況，必須採取適當的整改措施，從而提升環境保護措施的有效性。本集團希望供應商及外包廠能夠與本集團共同維護環境及遵守環境管理系統的要求，藉著審查工作，落實環境管理系統。各地方廠房實施清潔生產，如採用環保的原、輔材料、定期研討及投放資源於各種新的防治污染設備及技術，以規範對環境存在重大影響的廢物處理；展開各種環保活動與培訓課程以加強員工的環保意識，提倡善用資源，避免浪費，此等舉措旨在減低營運對環境及天然資源的負面影響。

2. Management of Resources Utilization (Continued)

Conservation of Paper

The Group promotes the “paperless office” policy and encourages employees to distribute information and documents in electronic format via the online office system. The Group recycles envelopes and folders; presets the printer to double-sided printing, posts reminding notice next to the printer to remind employees to use double-sided printing and reuses paper as much as possible, puts the double-sided wasted paper into the recycled paper collection box and recycled by a qualified recycler.

3. The Environment and Natural Resources

The Group has always been focusing on environmental protection, apart from complying with the applicable laws and regulations, the Group also keeps close communication with its stakeholders and discusses about the issues of their concern, to set environmental objectives and policies, to periodically assess their appropriateness, and properly record and manage all environmental data; to take appropriate corrective actions once problems or irregularities are found, so as to raise the effectiveness of the environmental protection measures. The Group hopes that its suppliers and outsourced factories can work together to protect the environment and to meet the requirements of the environmental management system; the performance of which is assessed and reviewed to make sure that the management system operates properly. Factories at different locations implemented clean production, such as use of environmentally-friendly raw and auxiliary materials, regular review and allocate resources in various new pollution prevention equipment and techniques, and to regulate the activities that exert adverse impact to the environment like waste treatment; organize a variety of environmental protection activities and training courses to enhance employees' environmental awareness, promote better use of resources and to avoid wastage. Such initiatives aim at reducing the negative impacts to the environment and natural resources from business operations.

3. 環境及天然資源(續)

本集團擁有一群敬業、勤奮的好員工，在訂定可持續發展的營運策略時，有賴各員工的積極配合並提出可行的建議，加快了本集團邁向綠色經營的步伐，本集團將繼續不斷增加對各個環保項目的投資，重新辨識營運中產生廢物的源頭及使用資源時對環境的影響，增加及改善各項環保設施與配套設備，並持續優化內部管理制度、工作指引與環保措施，通過宣傳、教育及其他有效方式，不斷提高員工的環境保護和節約資源的意識，在經營發展過程中與員工共同履行社會職責和義務，秉持集團「同心協力、永續發展」的價值觀。此外，本集團亦投放不少資源，研發新技術和新產品，本集團除了著重新產品的精密度及性能之外，還會優化其節能效果，希望滿足客戶需要及降低客戶的成本之餘，亦透過使用本集團的產品而善用能源，以實現企業、社會及環境的協調發展。

3. The Environment and Natural Resources (Continued)

The Group has a pool of dedicated and diligent employees. When formulating sustainable development strategies, the employees actively support and contribute feasible suggestions speeding up the Group's pace towards green management. The Group will continuously increase the investment on various environmental protection projects, re-identify the source of wastes generated during operation and the impacts on the environment when using resources, to enhance and install different types of environmental protection facilities and ancillaries, and continue to optimize internal management systems, working guidelines and environmental protection measures; continuously enhance employees' awareness on environmental protection and resource conservation through promotion, education and other effective methods, and take up the social responsibilities and obligations with employees in the process of management and development, and uphold the Group's values of "Joint Efforts and Sustainable Development". Besides, the Group has also invested a lot of resources to develop new technologies and new products. Apart from focusing on the precision and performance of the new products, the Group will also optimize its energy-saving performance, hoping to meet the customer needs at reduced costs to the customers; and enable more efficient energy use through the use of the Group's products; so as to achieve coordinated development among the enterprise, the society and the environment.

五、僱傭及勞工常規

V. Employment and Labor Practices

本集團一直視員工為最寶貴的資產，努力締造非歧視、平等、和諧及安全的工作環境。本集團以「以心為本」的經營人才理念，並以集團整體長遠利益為依歸，配合可持續發展策略，制定適合的人力資源政策；本集團亦不斷審視人才管理機制，創造有利條件吸引、挽留、培養與發掘高潛力人才；為此，本集團於本年度末開始推行「新員工百日融入計劃」，旨在讓員工更快、更有效地融入企業，這有助於提升內部氛圍，減少員工流失，增加外部競爭力，提高員工與企業的績效。此外，本集團亦訂定相稱的薪酬、個人和職業發展機會，以及提供各種福利，並於企業內部營造平等的競爭機制，規範員工晉升與晉級的流程，以體現本集團重視人才的理念。

本集團非常關注員工的工作、生活和身心健康，通過定期培訓課程，提升員工的技能和公司團隊凝聚力。本集團鼓勵員工建立融洽和諧的人際關係，提倡相互協作的團隊力量，透過各種團隊建設活動，發揚本集團多年來累積的團結合作精神，實踐本集團「迎向挑戰、超越巔峰」的企業信念。本集團因應各地不同的勞工條例而調整和制定適合當地企業的政策。

Employees are the Group's valuable assets. The Group strives to provide a non-discrimination, equal, harmonious and safe workplace. The Group adheres to the "heart-oriented" talent management philosophy, and based on the long-term benefit of the Group; incorporating sustainability into strategies, in formulating appropriate human resources policies. The Group also constantly reviews the talent management mechanism, creates favorable conditions to attract, develop, retain and identify high potential talents. To this end, the Group started to implement the "100-day new employees integration plan" at the end of this financial year, aiming to allow employees to integrate into the company faster and more effectively. This helps improve the work atmosphere, reduce employee turnover, increase external competitiveness, and improve the performance of employees and achieve better business results. In addition, the Group provides commensurate remuneration, personal growth and career development opportunities; and other fringe benefits. The Group establishes an equal and competitive mechanism for regulating the employees' promotion and advancement process to reflect the Group's focus on fostering talents.

Besides, the Group cares about its people's work, life, physical and mental health; and organizes regular training activities to enhance their technical skills and promote team cohesion. The Group encourages employees to maintain harmonious interpersonal relationships, to promote team spirit of cooperation and unity through various team building activities; and to turn the corporate belief "facing challenges for record-breaking achievements" into action. The Group's human resources policies vary by locations to comply with the local labor laws and regulations.



1. 人才甄選

本集團主張平等機會及尊重個人私隱，並制定了招聘工作指引，以規範招聘管理程序。在招聘過程中，部門主管確定崗位的工作責任與要求，人力資源部按照要求篩選合適的應聘者。本集團以品格、學識、能力及崗位要求為僱用標準，為不同年齡、性別、種族、階級、婚姻狀況、容貌、語言、出生地、宗教或國籍的人士提供平等的僱用機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。在平等的基礎上，本集團期望發掘能投入工作、敬業、勇於承擔責任及擁有高發展潛力的人才，並且對不斷學習、持續改善自身能力及願意與集團一同向前發展的員工寄予信心和厚望。

2. 勞工準則

本集團重視人權及保護勞工權益，並根據適用的法律法規，嚴格禁止童工及強制勞工。本集團之人力資源部在招聘過程中核對應聘者的身份證明文件，以防止聘請童工。此外，本集團還嚴格執行各種措施，以防止任何形式的強制勞工，包括囚工、契約勞工、抵債勞工，例如：在平等自願的基礎上與員工簽訂勞動合同；確保員工入職時不需承擔任何僱傭費用；絕不無故剋扣員工的工資、福利或財產；絕不扣留身份證或其他身份證明文件；嚴禁任何形式的體罰、毆打、搜身或侮辱行為，或以暴力、威脅或非法限制人身自由等手段強迫員工勞動。為了避免非自願性加班，任何加班安排必須獲得員工同意，並按照適用法律法規給予員工補償。於本報告期內，本集團並無發現任何違反與童工和強制勞工有關的法律法規。

1. Talent Selection

The Group is a fair opportunity employer and respects personal privacy, and established recruitment guidelines to control the recruitment management procedures. During the recruitment process, the department head determines the job positions' responsibilities and requirements, and the human resources department assesses and screens applicants according to the requirements. The appropriate candidates would be selected based on their moral character, knowledge, abilities and job requirements, and regardless of their age, gender, race, social status, marital status, appearance, language, birth place, religion, or nationality. The policy applies to all phases of the employment relationship, including but not limited to, hiring, promotion, performance appraisal, training, personal development and termination. On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work, willing to take responsibility and have high potentials, keep learning, continuously improving their abilities and willing to move forward with the Group.

2. Labor Standards

The Group cherishes human rights and protects labor rights, and follow the applicable laws and regulations in forbidding child and forced labor. The human resources department of the Group reviews the identity documents of the candidates in the hiring process to prevent employment of child labor. Besides, the Group also strictly implements various measures to prevent any form of forced labor, including prisoner, indentured servitude, bonded labor; for example, labor contract is signed by the employee on a fair and voluntary basis, ensure employees do not need to bear any onboarding costs, never deduct wages, benefits or property of employees without reason, detention of employee's identity card or other identification documents is strictly prohibited, any form of physical abuse, assault, body search or insult, or forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom is all forbidden. Employees' consent for work overtime is required to avoid involuntary overtime work, and the employees are compensated as appropriate in accordance with the applicable labor laws and regulations. During this reporting period, the Group did not involve in any violation of the laws and regulations related to the child and forced labor.

五、僱傭及勞工常規

V. Employment and Labor Practices

3. 員工待遇及福利

本集團以具有競爭優勢的薪酬吸引和保留高質素員工，透過人力市場調查結果，瞭解行業勞工市場薪酬情況，力求建立公平、合理、極具競爭力的薪酬體系。員工的薪酬是按照每一職位所要求的知識技能、經驗和教育程度等因素而釐定，並實行崗位工資和績效獎金相結合的薪酬制度。員工的待遇及福利因應不同地區的工廠和辦公室而有所不同，他們的待遇基本包括工資、加班費、酌情獎金及／或年終獎金等。其他福利包括員工宿舍、傷病慰問金、餐費津貼、節日禮品(包括春節、端午節、中秋節、勞動節、三八婦女節)、生日禮金、結婚賀禮、生育津貼、上下班接送服務、旅遊津貼與保險、特殊工種員工身體檢查及／或高溫津貼等。

為了提升員工的工作質素與辦事效率，激發員工的上進心，並且建立良好的溝通管道，本集團定期進行系統化的績效考核，人力資源部門負責制定年度績效考核方案，按照員工的工作崗位及職級將員工劃分為不同的評核類別，而各評核類別皆有不同考核指標，包括工作業績、能力、工作態度等，公平地評估給予員工的獎金、加薪幅度及／或晉升建議。於績效考核的過程中，部門主管與下屬員工溝通與討論，為員工制訂來年的工作目標及發展計劃，安排適當的培訓活動，引發員工潛能。

3. Staff Compensation and Welfare

The Group attracts and retains outstanding talents with competitive remuneration packages and refer to the results of the labor market survey for better understanding of the prevailing salary levels of the industry; in order to establish a fair, reasonable and competitive remuneration scheme. Staff salaries level are decided based on one's knowledge, skills, experiences and education background relevant to their work requirements, and the Group implements a remuneration system that consists of basic salary and performance-based bonus. Employee compensation and benefit vary among factories and offices by locations. The employee remuneration package includes basic salary, overtime pay, discretionary bonus and/or year-end bonus and so on. Other benefits include staff quarters, injury and condolences, meal allowances, holiday gifts (including Chinese New Year, Dragon Boat Festival, Mid-Autumn Festival, Labor Day, International Women's Day), birthday gifts, wedding gifts, maternity grants, shuttle bus services, travel allowance and insurance, medical checks and/or high temperature allowance for employees of special work type, etc.

In order to enhance employees' work quality and efficiencies, inspire staff's motivation and establish sound communication channel, the Group conducts periodic and systematic performance appraisal. The human resources department is responsible for formulating an annual performance appraisal plan, dividing employees into different appraisal categories according to their job positions and ranks. Each appraisal category has different assessment indicators such as work performance, ability, work attitude, etc. and fairly assess the level of awards, salary increment and/or promotion recommendations for employees. During the performance appraisal process, the department head communicates and discusses with the employees and sets up work goals and self-development plan for the coming year, and arranges appropriate training programs for employees to develop their potential.



3. 員工待遇及福利(續)

此外，本集團按照當地的勞動法及社會保障的法律法規，為所有員工提供社會保險福利項目。本集團為內地業務員工繳納各項社會保險費(養老保險、醫療保險、失業保險、工傷保險及生育保險)和住房公積金，以及退休返聘人士和兼職員工提供意外保險。對於香港員工，本集團為他們參加強制性公積金計劃。如解僱員工或因此而需要作出賠償，本集團會按照當地的法律法規處理。

本集團重視員工的健康，鼓勵大家維持工作與生活平衡，並依照當地的勞動法保障員工有休息日及法定假日。

本集團沒有因2019冠狀病毒病疫情情況嚴重而削減員工待遇及福利或裁減員工。部分廠房受2019冠狀病毒病疫情影響而客戶訂單減少，該等廠房唯有採取減班及調休的措施，但須獲得員工同意。部分員工不願意配合而決定自願離職，有關廠房已按照勞動法律法規支付相關費用。此外，為了員工健康及生命安全著想，本集團採取了多項防疫措施，詳細資料請參考下文「抗疫專區」部分。

3. Staff Compensation and Welfare (Continued)

Besides, in accordance with the local labor laws and social security laws and regulations, the Group provides social security benefits for all employees. The Group contributes to various social security scheme (endowment insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for the employees in mainland China, and provides accident insurance to re-employed retirees and part-time employees. For Hong Kong employees, the Group contributes to the Mandatory Provident Fund Scheme for them. The Group handles dismissal and compensation in accordance with the local laws and regulations.

The Group pays attention to its employees' health and encourages work-life balance, and protects their rights of rest days and holidays in accordance with the local labor laws.

The Group did not reduce the employees' compensation and welfare nor layoff any employees due to the severe effects of the COVID-19. Some factories have been affected by the COVID-19 as the number of customer orders have decreased. These factories have to take measures to reduce shifts and arrange for rest days after obtaining consent from the employees. Certain employees disagreed with the arrangement and decided to resign voluntarily, the relevant factories had paid the relevant expenses in accordance with labor laws and regulations. Besides, for the sake of employees' health and safety, the Group has implemented various anti-epidemic prevention measures. Please refer to the "Anti-Coronavirus Epidemic" below for details.



五、僱傭及勞工常規

V. Employment and Labor Practices

4. 發展及培訓

為了配合企業長遠發展及員工職業生涯規劃，本集團為員工訂立了培訓管理制度，結合各部門的人力資源需求，由人力資源部門編製完善的培訓工作計劃，以打造一支優秀、訓練有素及具責任心的企業團隊。這不但能提高員工的知識和管理水準；亦能提升員工履行職責的能力，改善工作表現，增加工作效率；還可提高員工的工作熱情，培養團隊精神。

部分公司新員工需接受職前培訓，內容包括企業文化、業務、工作規則、組織架構、福利措施、環境保護、安全工作等，他們需通過考核才能上任。為了配合人力資源方針及支持企業可持續發展策略，本集團於本報告期末開始推行「新員工百日融入計劃」，公司會安排帶導師予每一位新員工，分別向新員工及帶導師分發百日融入成長計劃書與百日融入指導計劃書，帶導師會分階段為新員工進行指導工作及與新員工進行溝通。本集團希望員工透過此計劃熟悉企業內部系統、資源、流程，瞭解企業的價值觀、團隊氛圍、工作方式和未來發展策略，幫助新員工快速地熟悉業務、發揮自身價值；而於團隊層面上，此計劃能讓員工更快地建立緊密的人際關係，增強新員工對企業的認同感與歸屬感。

4. Development and Training

In order to align the staff career development with its long-term corporate business plan, the Group sets up staff training policies with reference to the departmental human resources needs. The human resources department established a comprehensive staff training plan with an aim to build an excellent, well-trained and responsible corporate team. This can enhance the staff's knowledge and management capabilities and improve their work ability, performance and efficiency, and raise their enthusiasm in work to cultivate team spirit.

New hires of certain companies have to participate in induction training, and the training topics include corporate culture, business, work-related rules and regulations, organizational structure, staff welfare, environmental protection measures and work safety, etc., the new hires have to pass the assessment before starting to work. In order to align with the human resources policy and support the corporate sustainable development strategy, the Group implemented the "100-day integration plan for new employees" at the end of this reporting period. The company assigns a mentor to each new hire and distributes the 100-day integration growth plan and the 100-day integration guidance plan. The mentors will guide and communicate with the new employees by stages. The Group hopes that, through this program employees will become familiar with the company's internal systems, resources, and processes, and understand the company's values, team atmosphere, working methods and the future development strategies, so as to help new employees quickly familiarize themselves with the business and exert their own value. At the team level, this plan allows employees to establish close interpersonal relationships faster, and enhances new employees' sense of identity and belonging to the company.

4. 發展及培訓(續)

於本報告期內，除了新員工職前培訓，本集團還組織了多項內部與外部培訓活動，與業務、人力資源、財務、產品、生產技術、環境保護、品質管理(詳細資料請參考下文「產品責任」部分)、安全生產(詳細資料請參考下文「健康與安全」部分)等方面相關的培訓課程，如市場概況、注塑機行業介紹、溝通技巧、物料採購申請單、人事制度及規章制度、勞動法知識培訓、員工行為規範與獎懲制度、公司簡介與企業文化、會計繼續教育、全電機SPARK特色介紹說明、注塑機裝配理論知識、鈑金作業指導書、水性漆作業指導書、垃圾池倉庫使用培訓、安全及環境保護培訓、燃油噴射環保培訓等。本集團更為需要專門技術的員工或從事現場管理工作的員工，依照各地勞工條例設計特殊工作培訓計劃，例如：讓他們參加電工證覆審培訓、電焊證覆審培訓、高空作業證培訓等，通過培訓考核，以確保他們具足夠的知識和技能安全地履行工作。

4. Development and Training (Continued)

During this reporting period, on top of providing our new hires with induction training, the Group also organized various internal and external training programs related to business, human resources, finance, product, production technology, environmental protection and quality management (please refer to “Product Responsibility” section below), safety production (please refer to “Health and Safety” section below); such as market overview, introduction of injection molding machine industry, communication skills, material purchase application form, personnel system and policies and procedures, labor law knowledge training, employee code of conduct and rewards and punishment systems, company profile and corporate culture, continuing education in accounting, introduction to the characteristics of all-electric SPARK machine, theoretical knowledge of injection molding machine assembly, sheet metal work instructions, water-based paint work instructions, training on the use of garbage pool warehouses, safety and environmental protection training, fuel injection environmental protection training, etc. The Group also designs specific training to technical staff or site management staff in accordance with local labor regulations. For example, they have to participate in electrician certification re-assessment training, electric welding certification re-assessment training, aerial-work certification training, etc. They must pass the assessment to ensure that they have the required knowledge and skills to perform their work.



五、僱傭及勞工常規

V. Employment and Labor Practices

5. 健康與安全

本集團一向著重員工健康及提供安全的工作環境，預防及避免員工受到職業性的危害。為了符合當地有關安全生產的法律法規，本集團制定安全生產責任制度並建立安全生產委會和安全管理組織架構；各級管理層和各員工必須清楚瞭解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按安全生產責任書履行安全職責。

培訓工作與安全工作環境、職業健康有著密不可分的關係，本集團結合各部門的實際情況，編製年度安全培訓計劃，並於年末審視計劃的實施情況及因業務變化帶來的安全風險，為來年的計劃提供可靠的依據。本集團提升員工的職業健康與安全意識，增強員工的自覺性及提高員工的專業技能。新入職生產員工需接受各類型的實操訓練，瞭解生產部門的工作流程和指引，各項設施的操作技術，接受生產部門安全教育和班組安全教育，並對員工進行經常性的安全思想、安全知識和安全技術的訓練；本集團還定期組織崗位技術培訓、安全考核、班組安全活動，以確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。於本報告期內，本集團組織了多項安全培訓工作，如一般企業安全員培訓、一般企業安全負責人培訓、7S現場管理、設備維修安全教育、液壓油滲漏點培訓、叉車安全操作培訓、心肺復甦、預防工傷與職業病、防火管理人培訓、消防安全演習等。

5. Health and Safety

The Group pays attention to its employees' health and provides a safe work environment so as to prevent occupational hazards. To comply with the applicable local production safety laws and regulations, the Group establishes policies and procedures in production safety and sets up production safety committee and safety management organization structure. Supervisors and employees at all levels must clearly understand their own safety responsibilities and sign the respective safety responsibility statement, and strictly perform the requirements as stated on the safety responsibility statement.

Training topics are mainly related to workplace safety and occupational health. The Group sets up annual safety training plan with reference to the needs of each department, and reviews its implementation status during year-end and to assess the new safety risk arisen from business or operation changes so as to provide reliable source of information for preparing the next year's planning. The Group enhances their employee's awareness on occupational health and safety, raises their consciousness and improves their professional skills. New hires production staff must join a variety of practical trainings, understand the workflow and guidelines, equipment operation techniques of the production department, receive safety education conducted by team and production department. The Group provides frequent trainings to instill safety values, knowledge and skills in employees. The Group also carries out role-based technical training periodically, safety assessment and team activities to ensure that its staff are prepared mentally and have adequate knowledge and skills to meet the safety standards and to fulfill their job duties. During this reporting period, the Group organized various safety training programs, such as general corporate safety officer training, general corporate safety responsible person training, 7S site management, equipment maintenance safety education, hydraulic oil leakage point training, forklift safety operation training, cardiopulmonary resuscitation, prevention of work injuries and occupational diseases, fire protection manager training, fire safety drills and so on.

5. 健康與安全(續)

為了貫徹「安全第一、預防為主、綜合治理」的安全生產方針，本集團建立生產安全事故應急預案，規範應急管理工作，提高應對風險和防範事故的應對能力，保障員工安全健康和公眾生命安全，減少財產損失及對環境損害和社會影響。安全部門定期對每個生產車間進行安全隱患排查，尤其是存在重大安全隱患崗位，使員工能於安全的環境下履行職責；如發現安全隱患，安全員需向管理層報告，要求相關生產工序及人員暫停工作，並制定整改計劃，相關生產工序及人員於整改完成後才可以繼續相關工作。

生產部門負責機器的安全檢查，並由有資質的維修公司進行定期檢查。除此之外，本集團教育員工正確使用各種生產設備、裝置、消防設施、防護器材和急救器具等，並定期組織生產部門進行安全檢查，對隱患進行整改，保證設備處於良好的狀態。為了符合《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》及當地的法律法規，按照工作場所的不安全因素及職業有害因素，並結合生產特點和實際需要，為員工提供符合當地規定的勞動安全衛生條件和必要的勞動保護用品，如口罩、耳罩、安全鞋、高空工作安全帶等，並教導及督促員工按規定使用。

5. Health and Safety (Continued)

In order to implement the production safety policy of “Safety and Prevention First, Integrated Management”, the Group formulated a production safety emergency plan to stipulate the emergency management work, enhance the ability to respond to risks and prevent accidents to protect employees’ safety and health, and public safety so as to reduce economic loss and the adverse impact on the environment and the society. The safety department regularly conducts inspections at each production workshop to identify potential safety hazards, paying special attention to positions exposed to safety hazards, so as to enable their employees performing their duties in a safe environment; if safety hazards are found, the safety officer must report to the management and the related production processes and the personnel are required to suspend work; and formulate a remediation plan. The production processes can be resumed and the personnel can return to work only after remediation work is completed.

Production department is responsible for equipment safety inspection, and qualified external maintenance companies are engaged to conduct regular checkup. Besides, the Group educates its employees to correctly use different types of production equipment and installed facilities, fire prevention facilities, protective and first aids tools, etc. The Group also arranges regular production department safety checks so as to remove any potential safety hazard, and to make sure that the equipment is in good condition. In order to comply with the “Production Safety Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases” and other applicable laws and regulations, and made reference to the safety and occupational hazard factors at workplace, and taking in account the production characteristics and actual needs; the Group provides employees with necessary protective supplies which complied with the local safety and hygiene requirements, such as masks, earplugs, safety shoes, safety belts, etc. and teaches and urges them to use as required.

五、僱傭及勞工常規

V. Employment and Labor Practices

5. 健康與安全(續)

本集團一向著重員工健康，因此建立了職工身體檢查管理規定。本集團安排特殊工種(如電焊、拋光、噴油、熔煉、打磨、震砂等)的員工進行定期健康檢查，建立健康檔案，例如：順德廠房為負責安全風險較高工作崗位(如噴粉、噴漆等)的員工安排額外身體檢查。對於早期發現的職業病，根據體檢結果安排職工療養。深圳廠房及順德廠房制定了有關女職工健康保護的管理制度並適當地安排女職工的工作範圍，以維護女職工的合法權益，減少和解決女職工在勞動和工作中因生理特點造成的困難並提供保護。

合規性

於本報告期內，本集團沒有涉及與僱傭、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。



5. Health and Safety (Continued)

Employee health is one of its key focuses, and therefore, the Group has established a staff health check management system. The Group arranges employees of special types of work (such as electric welding, polishing, oil spraying, smelting, polishing, sand shaking, etc.) to have regular health checks and set up health profile. For example, Shunde plant provides extra health check for the employees in the role exposing to relatively higher safety risk (such as powder spraying, paint spraying, etc.). For occupational diseases discovered at early stage, convalescence will be arranged according to the employees' body check result. In order to protect the legitimate rights of female workers and to reduce and resolve the difficulties due to their physiological characteristics, Shenzhen and Shunde plants have established female workers health protection management system, and assign appropriate job duties for them.

Compliance

During the reporting period, the Group did not have any confirmed cases of non-compliance incidents relating to employment, health and safety, and labor standards that have significant impact on the Group.



六、營運慣例

VI. Operating Practices

1. 供應鏈管理

本集團向供應商及業務夥伴傳達環保事宜及期望，冀盼供應商能配合本集團對社會履行社會責任，並希望與有實力的供應商建立長期、穩定的戰略合作關係，與供應商在平等、雙贏的基礎上共同發展業務。

本集團堅持與主要業務夥伴訂立合約之前，根據不同方面的標準評估業務夥伴的質素及道德標準，包括對環境及社會事宜的態度；因此本集團制訂了嚴謹的內部規章制度，對供應商的初選、備選和續用設有評審制度。本集團制定新供應商的准入規則，按照技術參數、技術中心與同業的推薦、國家標準等挑選潛在供應商，品質管理部、技術中心、工藝工程部與採購部對潛在供應商進行現場或間接評審，評審標準包括供應商的資質、產品質素、管理系統、生產規模、生產能力、生產設備、生產現場環境、生產週期、ISO認證、價格等各方面；同時要求供應商提供試用產品，經過一段時間的測試及試用合格後，最終選擇最優質的供應商合作。從簽訂合約到驗收的操作和監督皆有嚴密分工規定，務求服務供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和提供高質素的物品和服務。採購部門定期評價現有合作的供應商，並依據評審結果制定供應商管理調整方案，務求能長期保持供應鏈的質素。

1. Supply Chain Management

The Group conveys its concern on environmental issues to its suppliers and business partners, and expects them to implement similar practices. The Group also serves to maintain long-term, stable and strategic cooperative relationships with leading suppliers, and co-develops with its suppliers on the basis of equality and win-win situation.

The Group adheres to assessing the quality and ethical standards of its business partners based on a number of criteria, including their attitudes towards environmental and social issues, prior to entering into contracts. Therefore, the Group has established strict internal management systems to carry out initial, alternative and renewal evaluation of suppliers. The Group established rules for admission of new suppliers, following the requirement on technical parameters, recommendations from the technical center and peers, national standards, etc. for selecting potential suppliers. The quality management department, technical center, process engineering department and purchasing department either conduct on-site inspections or indirect evaluation on potential suppliers; and the evaluation criteria include the supplier's qualification, product quality, management system, production scale, production capacity, production equipment, production site environment, production cycle, ISO certification, price and other aspects; and at the same time, the Group requests for samples from suppliers for trial over certain period of time. If the new suppliers are able to pass all tests and fulfill the Group's requirements, the Group will choose the best supplier. To ensure that suppliers are competitive and that the goods and services provided are with high quality, the Group has strict requirements for division of labor from contract signing, goods inspection, to monitoring. The Group requires the suppliers of goods and services to possess recognized qualifications and good internal control system, stable quality, on-time delivery, laws and regulations compliance and have the required professional skills and quality. The procurement department regularly evaluates existing suppliers and revises the supplier management plans based on the results of the reviews, so as to maintain the quality of the supply chain on long term basis.

六、營運慣例 VI. Operating Practices

1. 供應鏈管理(續)

本集團部分公司定期與所有合格供應商簽訂「陽光協議」，避免出現損害各方合法利益的行為。對於供應鏈系統管理，本集團設有嚴謹的程序，讓員工、供應商、客戶和與本集團業務有關的人士舉報任何利用職務違法、違規的行為。於本報告期內，本集團並無有關此方面之嚴重違規情況。

2. 產品責任

「客人所要的，就是我們要做的」是本集團的客戶服務宗旨，隨著科技與生活水準不斷提高，客戶對產品的品質要求日益嚴謹。本集團實施有效的品質管理，部分廠房遵循ISO 9001:2015質量管理體系，規範生產過程及產品的品質檢定。本集團從源頭開始，透過嚴謹的採購及供應商評審流程，開發新的原材料，以確保產品品質；採購部按照公司要求、原材料的性能、功能等方面選取樣品，由品質部、採購部、技術中心、售後服務部共同測試樣品，合格後方可進行小批量試用，通過試用測試後便可正式用於生產過程中。此外，整個產品的質量檢定，在組裝前是透過進料檢驗、生產流程檢驗及外包檢驗人員進行質量把關；組裝完成後則是由成品檢驗員做最終的產品質量驗證，成品的質量檢查包括功能檢查、可靠性測試及外觀檢查；所有檢驗程序均由經驗豐富及受過專業訓練的檢驗員進行。如發現原材料／零件或產品品質出現異常情況，必須按照不合格品管理程序處理；品質管理部門必須詳細記錄檢驗結果，並進行歸檔管理，以便於追溯。

1. Supply Chain Management (Continued)

Certain companies of the Group sign prevention of commercial bribery agreement with their suppliers on the approved vendor list to avoid acts that may damage the mutual legal interests of each party. The Group has established policies and procedures in supply chain management and provided various reporting channels for employees, suppliers, customers and other business partners to report any violations and suspected abuse of one's authority for own interest. During this reporting period, the Group did not have significant issues relating to violations in this respect.

2. Product Responsibility

“Serve Customers Well by Doing What They Want” is the Group's customer service tenet. With the continuous improvement of technology and living standards, customers have increasingly stringent product quality requirements. The Group implements effective quality management system. Certain factories follow the ISO 9001:2015 quality management system to standardize the production process and product quality assurance process. Starting from the source, the Group develops new raw materials through rigorous procurement and supplier review processes to ensure product quality; the procurement department selects samples in accordance with the company's requirements. The performance and function of the raw materials are tested jointly by the quality department, the procurement department, the technology center and the after-sales service department. Small batch trial can be carried out after passing the joint test; and the sample can be formally used in the production process after passing the trial test. In addition, the quality inspection of the entire product before assembly is performed by incoming quality control, quality control in production process and outsourced quality control. After assembly is completed, the final product quality inspection is done by the finished product inspector. The quality inspection of the finished product includes testing on functionality, and reliability, and visual inspection. The whole inspection procedures are carried out by experienced and professionally trained inspectors. If abnormalities in raw materials/parts or product quality is found, they must follow the unqualified product management procedures; the quality management department must record the inspection results in detail and keep in file for easy access.

2. 產品責任(續)

檢驗員的知識與經驗對於產品品質管理起著關鍵作用，因此本集團定期提供有關品質管理的培訓課程，如品質意識、品質安全、近期品質問題分析(品質零缺陷)、ISO 9001品質管理體系內審員培訓、每月機器品質分析(品質零缺陷)等，以確保品質管理員擁有最新的技術和知識。本集團希望員工於工作上獲得滿足感和成就感之餘，與集團共同把握每次改良產品品質的機會，向更高品質的目標邁進。

基於對客戶的重視，本集團建立嚴謹的客戶投訴及處理流程，如客戶發現產品質量出現問題或產品不符合其需求，客戶可透過本集團的售後服務機制處理，這不但能確保客戶的投訴得以迅速處理，並能及時分析成因及提出可行的糾正和預防措施。部分廠房更按照ISO 9001品質管理體系內的過程方法、循環式等方法實施有效的品質管理，並對每一個品質問題持續進行改善。

本集團嚴格遵守《中華人民共和國產品品質法》及相關的產品責任法律法規。為了更有效地保護消費者的合法權益，監管各種認證標誌的使用，嚴格禁止將認證標誌貼於未通過產品認證程序或不合格的產品上，亦不可將相關產品對外銷售，藉此規管所有產品的品質及保障消費者利益。

2. Product Responsibility (Continued)

The knowledge and experience of inspectors play a key role in product quality management. Therefore, the Group regularly provides training courses related to quality management, such as quality awareness, quality safety, quality problem analysis for recent cases (zero defect in quality), ISO 9001 quality management system auditor training, monthly machine quality analysis (zero defect in quality), etc., to ensure that the quality inspectors possess the latest skill and knowledge. The Group hopes that employees can gain a sense of satisfaction and accomplishment at work, seize every opportunity to improve the product quality with the Group together and move towards a higher quality goal.

Since customers are our priority, the Group has established strict customers' complaints handling procedures. If customers find any product quality problem or the products failed to satisfy their requirements, they can report the case to the Group's after-sales service department. This not only ensures that the customers' complaints can be handled promptly, but also allows timely analysis of the causes and suggests corrective and preventive measures. Some plants implement effective qualitative management according to the process approach and cycle approach in the ISO 9001 quality management system, and continuously improve each quality issue.

The Group strictly complies with the "Product Quality Law of the People's Republic of China" and the applicable laws and regulations in product responsibility. In order to protect the legitimate rights and interests of consumers more effectively, the Group monitors the use of various certification labels; attaching certification labels on products that have not gone through the product certification process or sub-standard products are strictly forbidden; and such products should not be put on sale, thereby regulating the quality of all products and protecting consumer interests.

六、營運慣例 VI. Operating Practices

2. 產品責任(續)

本集團的產品推廣活動主要分為線上及線下兩類，線上的產品推廣包括於行業協會及雜誌網站刊登廣告、於集團的官方微信號刊發產品介紹、客戶案例等文章；而線下的產品推廣則包括參加展覽會、於雜誌刊登廣告。產品推廣的內容主要涉及注塑機特徵、功能、參數等資訊，由技術中心描述說明，並由法務部審查廣告內容，確保內容符合《中華人民共和國廣告法》及相關的法律法規與標準。

保密是本集團的核心價值之一，本集團必須嚴謹及機密處理客戶資料；所有透過業務關係獲取的機密資料，除非是擁有法律或專業權限或職責需要，在未獲得適當授權下，嚴禁員工向協力廠商披露任何資料。部分涉及敏感與機密資料的員工(如技術中心人員、採購員)需簽署保密協議書，以確定相關員工保守公司商業秘密的責任與義務。

本集團尊重知識產權，未經版權擁有者的允許，員工不得擁有或使用受版權保護的材料。

於本報告期內，本集團沒有涉及與產品及服務責任相關並對本集團有重大影響之已確認違法、違規事件，亦沒有收到關於違反客戶私隱、遺失客戶資料與知識產權的投訴。

2. Product Responsibility (Continued)

The Group's product promotion activities are mainly divided into online and offline categories. Online product promotion includes advertisements on industry associations and magazine websites; and publish articles about product details, customer success cases on the group's official WeChat account. While offline product promotion includes participation in exhibitions and advertising in magazines. The content of product promotion mainly involves the characteristics, functionalities, parameters and other information relating to the injection molding machine, which are described and explained by the technical center, and the advertising content is reviewed by the legal department to ensure that the content complies with the requirement of "Advertising Law of the People's Republic of China" and other applicable laws, regulations and standards.

Confidentiality is one of the Group's core values. The Group will handle customers' information diligently and confidentially. For any confidential information obtained through business relationships, all employees are strictly prohibited to disclose any such information to third parties without proper authority unless there is a legal or professional right or duty to do so. For those employees have access to sensitive and confidential information (such as technical center staff, purchasers) need to sign confidentiality agreements to ascertain the employees involved are clear about their responsibilities and obligations to keep the company's business secrets.

The Group respects intellectual property rights, and employees are not allowed to own or use copyrighted material without the permission of the copyright holder.

During this reporting period, there was no confirmed violation or non-compliance incident relating to product responsibility that had significant impact on the Group and no complaints about violations of customer privacy, loss of customer information and intellectual property rights was received.

3. 反貪污

本集團深信公平、誠實、廉潔是本集團重要的商業資產。為了符合《中華人民共和國刑法》、香港廉政公署所執行的《防止賄賂條例》和其他相關地方的法律法規，本集團加強企業的內控機制，制定了「反貪污管理制度」及「防止洗黑錢管理辦法」，務求所有員工均能做到誠實守信，樹立以守法誠信、優質服務為核心的經營理念，結合本集團的實際情況，強化制度，將紀律檢查的監察工作深入業務過程中；此外，舉報人可透過舉報機制，確保在絕對保密的情況下，直接或以書面方式向本集團內審部主管匯報有關利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案，並以持續優化舉報機制為目標，堅決反腐倡廉，為建造清廉的社會環境盡力。部分公司員工入職前，需接受有關職業操守的培訓。對於違反公司守則的員工，均有嚴厲的紀律處分為懲罰。於本報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

3. Anti-corruption

The Group firmly believes fairness, honesty and integrity are the important commercial assets of the Group. To comply with “Criminal Law of the People’s Republic of China”, “Prevention of Bribery Ordinance” enforced by Hong Kong Independent Commission Against Corruption, and laws and regulations of other applicable jurisdictions; the Group strengthens its internal control system, and established “Anti-corruption Management Policy” and “Anti-Money Laundering Management Measure” so as to make sure that all employees can act honestly with integrity, and to build up operational beliefs with abidance by law, integrity and quality services as its cores. The Group strengthens its policies according to actual situation and incorporate discipline inspection and supervision work in business operations. Besides, whistleblowers can report directly or in writing to the head of internal audit through whistle-blowing system in strict confidence about cases of obtaining personal interests in carrying out one’s job duties, bribes, extortion, frauds, money laundering in breach of policies, regulations and laws. The Group will keep on improving its whistleblowing system and is determined in combating corruption and contribute to building a clean society. Before employees of certain companies are on board, they are required to attend training in business ethics. Disciplinary actions will be taken against those employees who are in breach of the company’s code of conduct. During the reporting period, there was no legal action against the Group or its employees for corruption.

七、社區投資

VII. Community Investment

作為良好的企業公民，本集團一直以關懷社區為目標，透過支持慈善機構以回饋社會，例如：捐款予不同類型的慈善機構、提供獎學金予學生、於2019冠狀病毒病疫情期間捐贈防疫物資(詳細資料請參考下文「抗疫專區」部分)等。

本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力，並為員工好好計劃退休後的生活。本集團一直保持良好的生產經營、積極推行綠色環保理念及營造良好的發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

As a good corporate citizen, the Group has always aimed at caring for the community and contributing to the society by supporting charities. For example, making donations to different types of charities, providing scholarships to students, donating anti-epidemic materials during the COVID-19 pandemic (please refer to “Anti-Coronavirus Epidemic” for details).

The Group is a responsible taxpayer and spares no effort to help solving the local employment pressure, and to help employees plan for life after retirement. The Group has always maintained good production operation, actively promoted environmental protection and achieved good development order, and contributed to social stability and built a harmonious community.

八、抗疫專區

VIII. Anti-Coronavirus Epidemic

從二零二零年年初起，2019冠狀病毒病疫情肆虐，本集團經過周密的部署，同時配合各地政府的防疫防控政策，積極為各廠房復工復產作準備；由於員工是本集團的寶貴資產，保障員工健康與安全是本集團首要亦是必要的任務，因此本集團成立疫情防控工作小組，制定2019冠狀病毒病應急預案，實施一系列有效的防控措施，以「石以砥焉，化鈍為利」的心態，不畏艱難，與員工共同努力，抵抗疫情，繼續為各持份者創造價值。雖然於本報告期內疫情已顯著改善，但本集團絕不鬆懈，與員工仍保持嚴謹的態度，持續關注各營運地疫情的情況，監察各廠房防疫措施的实施情況，確保員工的自身健康與安全，期望疫情早日結束。本集團的抗疫措施如下：

The COVID-19 has raged since early 2020. The Group planned carefully and followed the local governments' epidemic prevention and control procedures, the Group actively prepared for each plants' production resumption. Since employees are the Group's valuable assets, protecting staff's health and safety is the top prioritized and necessary task of the Group, and hence the Group has established an epidemic prevention and control working group, formulated COVID-19 emergency plan and implemented a series of effective prevention and control measures, worked together with the employees to overcome the epidemic with "to keep grinding the blade on a whetstone can make a dull knife sharp" mentality, and to create value for all stakeholders continuously. Although the epidemic situation has improved significantly during the reporting period, the Group has not relaxed and continued to stay cautious with our employees; continuously paid attention to the epidemic situation at different operating locations, monitored the implementation of epidemic prevention measures at each plant, and ensured the health and safety of employees, hoping that the epidemic will end soon. The Group's anti-epidemic measures are carried out as follows:

- 設立防疫物資儲存室，並保持足夠儲備以應對任何突發事故；
- 於廠房內進行全面消毒，並由主管反覆檢查，以確保防疫措施能有效地實施；
- 於生產經營區域每天進行一次全面消毒；
- 於電梯每兩小時進行消毒一次，並配備按電梯專用紙巾；
- 於廠房內設置廢棄口罩回收專用垃圾桶，於大堂、樓梯等重点區域進行嚴格的噴灑消毒處理；
- 為員工配備合適的防疫工具(如口罩、手套、酒精搓手液等)；
- 員工必須配戴口罩及保持社交距離；
- Set up epidemic prevention material storage room and keep enough reserves to deal with any unexpected incidents;
- Conduct sterilization in the plant, and supervisors inspect repeatedly to ensure that anti-epidemic work is implemented properly;
- Conduct sterilization in the production and operation area once every day;
- Conduct sterilization in the lift once every two hours and equipped with tissues for use in lifts;
- Set up trash bins for collection of waste masks in the production workshop, and carried out spray disinfection treatment in key areas such as the lobby and stairs;
- Employees are provided with appropriate anti-epidemic supplies (such as masks, gloves, alcohol hand sanitizer, etc.);
- Employees must wear masks and maintain social distance;

八、抗疫專區

VIII. Anti-Coronavirus Epidemic

- 每天為員工量度體溫及登記個人健康狀況，沒有任何疑似感染徵狀方可進入廠房／宿舍；
- 為體溫超標或出現明顯症狀的員工設置臨時隔離室，於他們接受下一步檢查前，可與廠房／宿舍內其他員工保持安全距離，以減低疫症於廠房／宿舍內爆發的可能性；
- 有需要的員工可申請居家工作；
- 暫停海外出差；客戶與供應商來訪，或員工於國內拜訪客戶須配合或遵循公司的防疫措施。
- Measure employees' body temperature daily and record personal health status, and only those employees without any suspected symptoms of infection are allowed to access the plants/dormitories;
- Set up temporary quarantine rooms for employees with raised body temperature or having obvious symptoms; and to keep a safe distance from other employees in the plants/dormitories prior to further inspection to reduce the possibility of the outbreak of epidemic;
- Employees may apply to work from home if needed;
- Suspend overseas business trips. Customers and suppliers visits, or employees visiting customers in China must follow the company's epidemic prevention measures.

作為一家具有強烈社會責任感的企業，在爭取復產的同時，本集團借助全球的銷售網路、海外客戶資源，並聯合蔣震工業慈善基金，在全球緊急採購國內短缺的防疫醫療物資（如護目鏡、醫用口罩、2019冠狀病毒病檢測儀、配套試劑等），在2019冠狀病毒病疫情的關鍵時刻，以及確保各廠房有足夠的儲備下，捐贈防疫物資至有需要的地方。於本報告期內，本集團走訪了逾百個客戶、香港醫院管理局及湖北省武漢疫區，捐贈了大量口罩、消毒藥水、額溫槍及護目鏡等防疫物資，以及為有需要的客戶免費更換了零配件，希望為客戶復工復產及前線醫護人員的抗疫工作略盡綿力，紓解燃眉之急。本集團亦同時調整廠房生產的資源配置，優先生產與醫療行業相關的注塑機訂單，並計劃向一線醫療耗材生產企業提供免費的注塑機租借服務。

Being an enterprise with strong sense of social responsibilities, while striving for resumption of production, the Group also uses the global sales network, overseas customer resources, and jointly with The Chiang Chen Industrial Charity Foundation to urgently purchase anti-epidemic medical materials worldwide (such as goggles, medical masks, COVID-19 testing device and reagents, etc.). At the critical moment of the COVID-19 epidemic, after ensuring that the factories have sufficient reserves, the Group donates epidemic prevention materials to others in need. During this reporting period, the Group visited more than one hundred customers, the Hong Kong Hospital Authority and Wuhan epidemic area in Hubei Province, and donated anti-epidemic materials such as masks, disinfectants, infrared forehead thermometers and goggles; and provide spare parts replacement for free for those customers in need, hoping to help customers resuming work and production and to support the anti-epidemic work of frontline medical staff to alleviate urgent needs. The Group has also adjusted the resource allocation and production planning in factories, handles all injection molding machine orders relating to medical industry with priority, and also plans to provide injection molding machine rental services for free to first line medical consumables manufacturers.

九、榮譽及認證

IX. Honors and Certifications

震雄機械(深圳)有限公司

- 榮獲由香港品質保證局頒發的「ISO 9001:2015品質管理體系」認證證書
- 榮獲由深圳市企業聯合會及深圳市企業家協會頒發的「2020年深圳500強企業(第440位)」榮譽
- 榮獲由中國外商投資企業協會及深圳外商投資企業協會頒發的「全國優秀外商投資企業『和諧勞動關係促進』(2019-2020年度)」牌匾
- 榮獲由深圳市坪山慈善會頒發的「抗疫愛心企業」牌匾
- 榮獲由深圳市機械行業協會頒發的「國之重器抗疫先鋒」牌匾

震雄機械(深圳)有限公司

(Chen Hsong Machinery (Shenzhen) Company, Limited*)

- Certification of “ISO 9001:2015 Quality Management System” awarded by the Hong Kong Quality Assurance Agency
- The honor of 「2020年深圳500強企業(第440位)」 (“Shenzhen Top 500 Enterprises in 2020 (No. 440)”*) awarded by 深圳市企業聯合會 (“Shenzhen Enterprise Confederation”*) and 深圳市企業家協會 (“Shenzhen Entrepreneur Association”*)
- 「全國優秀外商投資企業『和諧勞動關係促進』牌匾 (2019-2020年度)」 (“National Excellent Enterprise with Foreign Investment “Harmonious Labor Relationship Promotion” (2019-2020)”*) plate awarded by 中國外商投資企業協會 (“China Association of Enterprises with Foreign Investment”*) and 深圳外商投資企業協會 (“Shenzhen Association of Enterprises with Foreign Investment”*)
- 「抗疫愛心企業」牌匾 (“Anti-epidemic Caring Enterprise”*) plate awarded by 深圳市坪山慈善會 (“Shenzhen Pingshan Charity Federation”*)
- 「國之重器抗疫先鋒」牌匾 (“National Anti-epidemic Pioneer”*) plate awarded by 深圳市機械行業協會 (“China Shenzhen Machinery Association”*)



九、榮譽及認證

IX. Honors and Certifications

佛山市順德區震德塑料機械有限公司／
佛山市順德區震德精密機械有限公司

- 榮獲由香港品質保證局頒發的「ISO 9001:2015品質管理體系」認證證書
- 榮獲由廣東省工業和信息化廳與香港特別行政區政府環境局頒發「粵港清潔生產夥伴(製造業)」牌匾
- 榮獲由佛山市工業和信息化局及佛山市生態環境局頒發的「佛山市清潔生產企業」證書和牌匾
- 榮獲由佛山市順德區產品質量協會頒發的「企業質量信用等級評價AAA級」牌匾
- 榮獲由共青團大良街道經濟線委員會頒發的「2019/2020年度志願服務先進集體」牌匾

佛山市順德區震德塑料機械有限公司／
佛山市順德區震德精密機械有限公司

(Foshan Shunde Chen De Plastics Machinery Company Limited* /
Foshan Shunde Chen De Precision Machinery Co., Limited*)

- Certification of “ISO 9001:2015 Quality Management System” awarded by the Hong Kong Quality Assurance Agency
- “Hong Kong-Guangdong Cleaner Production Partner (Manufacturing)” plate awarded by 廣東省工業和信息化廳 (“Department of Industry and Information Technology of Guangdong Province”*) and the Environment Bureau of the Government of the Hong Kong Special Administrative Region
- 「佛山市清潔生產企業」證書和牌匾 (“Foshan City Clean Production Enterprise”*) certificate and plate awarded by 佛山市工業和信息化局 (“Bureau of Industry and Information Technology of Foshan City”*) and 佛山市生態環境局 (“Environmental Protection Bureau of Foshan City”*)
- 「企業質量信用等級評價AAA級」牌匾 (“Quality Credit Rating Evaluation of Enterprises AAA”*) plate awarded by 佛山市順德區產品質量協會 (“Foshan Shunde Product Quality Association”*)
- 「2019/2020年度志願服務先進集體」牌匾 (“2019/2020 Advanced Collective of Volunteer Service”*) plate awarded by 共青團大良街道經濟線委員會 (“Communist Youth League Daliang Sub-district Economic Line Committee”*)



佛山市順德區中意液壓有限公司

- 榮獲由香港品質保證局頒發的「ISO 9001:2015品質管理體系」認證證書
- 榮獲由中華人民共和國科學技術部火炬高技術產業開發中心頒發的「高技術企業」稱號

震雄機械廠股份有限公司

- 榮獲由金屬工業研究發展中心頒發的「ISO 14001:2015環境管理體系」認證證書
- 榮獲由金屬工業研究發展中心頒發的「ISO 9001:2015品質管理體系」認證證書

* 英文名稱僅供參考。

佛山市順德區中意液壓有限公司

(Intra-Italia Hydraulics (Foshan Shunde) Company, Limited*)

- Certification of “ISO 9001:2015 Quality Management System” awarded by the Hong Kong Quality Assurance Agency
- The title of 「高技術企業」 (“High-tech Enterprise”*) awarded by 中華人民共和國科學技術部火炬高技術產業開發中心 (“the Torch High-tech Industry Development Center of the Ministry of Science and Technology of the People’s Republic of China”*)

震雄機械廠股份有限公司

(Chen Hsong Machinery Taiwan Company, Limited*)

- Certification of “ISO 14001:2015 Environmental Management System” awarded by 金屬工業研究發展中心 (“the Metal Industries Research and Development Center”*)
- Certification of “ISO 9001:2015 Quality Management System” awarded by 金屬工業研究發展中心 (“the Metal Industries Research and Development Center”*)

* English names are translated for reference only.

十、未來願景

X. Vision Outlook

作為良好的企業公民，本集團致力平衡實踐企業的經營宗旨和業務目標，履行社會責任，並將繼續關注在環境保護、員工關懷、產品／服務質量和社區貢獻等不同層面的表現，締造可持續發展的新優勢。

本集團將堅持遵守日益嚴謹的環保法律法規，以「ISO 14001:2015環境管理體系」為藍本，投入資源優化處理廢氣、廢水、固體廢物等設施。本集團亦會以滿足員工及生產安全為前提，提供安全的工作環境，並不斷審視集團的人才管理、績效考核機制，以有競爭力的薪酬及有系統的職業發展平台，吸納更多技術型和管理方面的優秀人才。在產品質量和客戶服務方面，本集團仍以「以客為先，創造價值」的理念，遵循「ISO 9001:2015品質管理體系」的要求，在多方面接納對產品及生產技術的意見及回饋，並不斷投放資源，希望能改善產品質量之餘，亦使產品符合各持份者的期望與要求。同時，本集團將堅守承擔社會責任的初心，積極參與公益事業，努力推動社區可持續發展。

本集團以成為一家受尊敬的百年企業為目標，與每位員工同心協力，互惠互利，期望以完美品質和先進科技為全球客戶創造最高價值，不斷創新，永遠走在注塑業的前方。本集團同時希望透過實踐可持續發展策略及積極培養企業文化，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

As a good corporate citizen, the Group strives to strike a balance between achieving the corporate economic goals and business objectives, and to fulfill their social responsibility. The Group will continue to evaluate its performance in environmental protection, employee care, product/service quality and community investment and to build edge for the sustainable development of the Group.

The Group will endeavor to comply with the stringent laws and regulations of environmental protection, based on "ISO 14001:2015 Environmental Management System", allocate resources and undertake various environmental improvement projects, including improving exhaust air, sewage and waste treatment facilities. The Group will also put employee satisfaction and production safety as its top priority. The Group aims at attracting more talents through providing a safe workplace, and constantly review the group's talent management and performance appraisal mechanism, with a competitive salary and a systematic career development platform, attract more technical and management talents. As for product and service quality, the Group will continue to adhere to the concept of "Customer First, Creating Value" and follows the requirements of "ISO 9001:2015 Quality Management System". The Group will accept opinions and feedback on products and production technology through different sources, and continue to invest resources for further improvement to its products so as to fulfill the hopes and needs of each stakeholder. At the same time, the Group is committed to fulfilling its social responsibility by actively participating in charitable activities and promoting the community's sustainable development.

The Group aspires to become a respectable and centennial enterprise; working together with every employee for mutual benefit, and hope to create the highest value for customers all around the world with perfect quality with advanced technologies, continue to innovate, and always the pioneer in the injection molding industry. Going forward, the Group serves to enhance its business performance through implementation of sustainable development strategies and active cultivation of corporate culture, and to generate more meaningful long-term value for the enterprise and its stakeholders.

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

	單位 Unit	2020/2021年度 2020/2021	2019/2020年度 ⁴ 2019/2020 ⁴
溫室氣體 Greenhouse Gas (“GHG”) Emissions			
範圍一 ¹ : Scope 1 ¹ :			
總量 Total	噸 Tonne	927.08	813.27
密度 ³ Intensity ³	噸 Tonne	0.02	0.03
範圍二 ² : Scope 2 ² :			
總量 Total	噸 Tonne	30,667.05	25,335.10
密度 ³ Intensity ³	噸 Tonne	0.76	1.01
廢氣總排放量 Air Emissions			
氮氧化物 Nitrogen Oxides	公斤 Kilogram	2,838.85	2,307.23
硫氧化物 Sulfur Oxides	公斤 Kilogram	3.47	3.31
顆粒物 Particulate Matters	公斤 Kilogram	208.01	175.53

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

	單位 Unit	2020/2021年度 2020/2021	2019/2020年度 ⁴ 2019/2020 ⁴
有害廢物			
Hazardous Wastes			
廢水排放量： Wastewater Discharged:			
總量 Total	噸 Tonne	114.83	144.88
密度 ³ Intensity ³	噸 Tonne	0.003	0.01
固體廢物產生量： Solid Waste Generated:			
總量 Total	噸 Tonne	131.68	129.57
密度 Intensity ³	噸 Tonne	0.003	0.01
無害廢物			
Non-hazardous Wastes			
廢水排放量： Wastewater Discharged:			
總量 Total	噸 Tonne	235,189.74	208,417.52
密度 ³ Intensity ³	噸 Tonne	5.86	8.33
固體廢物產生量： Solid Waste Generated:			
總量 Total	噸 Tonne	8,574.41	7,707.71
密度 ³ Intensity ³	噸 Tonne	0.21	0.31

XI. Environmental Performance Data Summary

	單位 Unit	2020/2021年度 2020/2021	2019/2020年度 ⁴ 2019/2020 ⁴
製成品所用包裝材料			
Packaging Materials Used for Finished Goods			
總量 Total	噸 Tonne	180.72	210.78
密度 ³ Intensity ³	噸 Tonne	0.005	0.01
能源及水資源消耗			
Energy and Water Consumption			
電力：			
Electricity:			
總量 Total	兆瓦時 MWh	38,908.66	31,201.18
密度 ³ Intensity ³	兆瓦時 MWh	0.97	1.25
汽油：			
Gasoline:			
總量 Total	公升 Liter	127,520.39	139,895.76
密度 ³ Intensity ³	公升 Liter	3.18	5.55
柴油：			
Diesel:			
總量 Total	公升 Liter	100,929.79	77,772.07
密度 ³ Intensity ³	公升 Liter	2.52	3.11

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

	單位 Unit	2020/2021年度 2020/2021	2019/2020年度 ⁴ 2019/2020 ⁴
二氧化碳： Carbon Dioxide			
總量 Total	公斤 Kilogram	2,016.00	4,526.00
密度 ³ Intensity ³	公斤 Kilogram	0.05	0.18
石油氣： LPG:			
總量 Total	公斤 Kilogram	39,546.00	29,173.40
密度 ³ Intensity ³	公斤 Kilogram	0.99	1.17
天然氣： Natural Gas:			
總量 Total	立方米 Cubic meter	103,201.00	68,157.00
密度 ³ Intensity ³	立方米 Cubic meter	2.57	2.73
液化天然氣： Liquefied Natural Gas:			
總量 Total	公斤 Kilogram	4,054.00	4,054.00
密度 ³ Intensity ³	公斤 Kilogram	0.10	0.16

十一、環境數據表現摘要

XI. Environmental Performance Data Summary

	單位 Unit	2020/2021年度 2020/2021	2019/2020年度 ⁴ 2019/2020 ⁴
水資源：			
Water:			
總量	立方米	281,598.39	247,954.00
Total	Cubic meter		
密度 ³	立方米	7.02	9.91
Intensity ³	Cubic meter		

附註：

Notes:

- | | | | |
|---|---|---|---|
| 1 | 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、二氧化碳、石油氣、天然氣、液化天然氣等。 | 1 | Scope 1 refers to the Group's business direct GHG emission, including combustion of gasoline, diesel, carbon dioxide, LPG, natural gas, liquefied natural gas, and so on. |
| 2 | 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。 | 2 | Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity. |
| 3 | 由於本集團所製造的注塑機及有關產品的機型種類、機型大小、生產時間、生產成本等有所不同，故將不同種類的產品折合成可比較的產量單位，即約當產量單位，約當產量單位是按照生產時間、生產成本等因素計算，而本集團業務的各項環境數據表現排放量／產生量／耗量的密度是以每個約當產量單位計算。 | 3 | Due to the differences on the types, models, time and cost of production of the injection molding machines and the related products manufactured by the Group, the Group has converted different types of products into comparable production units. This production unit is calculated based on the factors such as production time and production cost, thereby, it is used to calculate the intensity of above environmental performance data from the Group's operations. |
| 4 | 上年度部分數據需重新分類作為比較用途。 | 4 | Part of the data for the previous year are restated to conform with the current year's presentation. |

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標

General Disclosure/Key Performance Indicators (“KPIs”)

報告指引 Reporting Guideline

頁數 Page

A. 環境 A. Environmental

層面A1 Aspect A1	排放物 Emissions	
一般披露 General Disclosure	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： (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。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	8-23
關鍵績效指標A1.1 KPI A1.1	排放物種類及相關排放數據。 The types of emissions and respective emissions data.	16,22,26,29, 55-56
關鍵績效指標A1.2 KPI A1.2	溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	26,29,55
關鍵績效指標A1.3 KPI A1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	16,22,56
關鍵績效指標A1.4 KPI A1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	16,22,56
關鍵績效指標A1.5 KPI A1.5	描述減低排放量的措施及所得成果。 Description of measures to mitigate emissions and results achieved.	8-23
關鍵績效指標A1.6 KPI A1.6	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。 Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	13-22

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露／關鍵績效指標 General Disclosure/Key Performance Indicators ("KPIs")	報告指引 Reporting Guideline	頁數 Page
層面 A2 Aspect A2	資源使用 Use of Resources	
一般披露 General Disclosure	有效使用資源(包括能源、水及其他原材料)的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	24-32
關鍵績效指標A2.1 KPI A2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility)	26,29,57-58
關鍵績效指標A2.2 KPI A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	31,59
關鍵績效指標A2.3 KPI A2.3	描述能源使用效益計劃及所得成果。 Description of energy use efficiency initiatives and results achieved.	24-29
關鍵績效指標A2.4 KPI A2.4	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。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	30
關鍵績效指標A2.5 KPI A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	57
層面 A3 Aspect A3	環境及天然資源 The Environment and Natural Resources	
一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimizing the issuer's significant impact on the environment and natural resources	32-33
關鍵績效指標A3.1 KPI A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	32-33

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
B. 社會¹ B. Social¹		
層面B1 Aspect B1	僱傭 Employment and Labor Practices	
一般披露 General Disclosure	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。 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.	35-37
層面B2 Aspect B2	健康與安全 Health and Safety	
一般披露 General Disclosure	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。 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.	40-42
層面B3 Aspect B3	發展及培訓 Development and Training	
一般披露 General Disclosure	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	38-39

十二、香港聯合交易所的《環境、社會及管治報告指引》

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一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
層面B4 Aspect B4	勞工準則 Labor Standards	
一般披露 General Disclosure	有關防止童工或強制勞工的： (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。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	35
層面B5 Aspect B5	供應鏈管理 Supply Chain Management	
一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	43-44
層面B6 Aspect B6	產品責任 Product Responsibility	
一般披露 General Disclosure	有關所提供產品和服務的健康與安全、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。 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.	44-46

十二、香港聯合交易所的《環境、社會及管治報告指引》

XII. “Environmental, Social and Governance Reporting Guide” by HKEX

一般披露 General Disclosure	報告指引 Reporting Guideline	頁數 Page
層面B7 Aspect B7	反貪污 Anti-corruption	
一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： (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。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	47
層面B8 Aspect B8	社區投資 Community Investment	
一般披露 General Disclosure	有關以社區參與來瞭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。 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.	48

附註：

Note:

1 《主板上市規則》附錄二十七只建議披露「主要範疇B.社會」的關鍵績效指標，因此本集團選擇不披露該等關鍵績效指標。

1 Pursuant to Appendix 27 of the “Main Board Listing Rules”, the KPIs under Area B “Social” are recommended disclosures only. Therefore, the Group chose not to disclose those KPIs in this Report.



震雄集團有限公司
Chen Hsong Holdings Limited

香港新界大埔大埔工業邨大宏街13至15號
13-15 Dai Wang Street, Tai Po Industrial Estate,
Tai Po, New Territories, Hong Kong

電話 / Tel: (852) 2665 3222
傳真 / Fax: (852) 2664 8202
網址 / Website: www.chenhsong.com
電郵 / E-mail: comm@chenhsong.com