

CHINA PARTYTIME CULTURE HOLDINGS LIMITED 中國派對文化控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1532



Environmental,
Social and
Governance Report

2021

環境、社會及
管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

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CHAIRMAN'S STATEMENT

Dear stakeholders, staff and friends from all sectors of the society,

Greetings to you all!

China Partytime Culture Holdings Limited is committed to conducting responsible investments in the regions where we operate. While manufacturing and selling products, including cosplay costumes, wigs, and sexy lingerie, we strive to promote the internationalisation of our products and brands to become a one-stop solution supplier in the party costumes sector.

We are very pleased to share with you the Group's Environmental, Social and Governance Report for the year ended 31 December 2021. This report is not only a summary of the Group's work on environmental protection and social responsibilities during last year, but also the results and feedback regarding the implementation of the ISO14001 Environmental Management System, the ISO9001 Quality Management System and the OHSAS18001 Occupational Health and Safety Management System.

As a responsible enterprise, whilst giving full play to our own strengths to deliver extraordinary products and services, we actively explore partnership values and focus on improving corporate social values to promote the growth of the enterprise. During the process of building common values, we always uphold the following principles:

- While being responsible to shareholders in creating profit, we are also diligent in engaging with our staff, consumers, and the community in a responsible and respectful manner;
- We always place great emphasis on yielding market-oriented and first-class products, as well as operating integrity-based businesses;
- We always strive to protect the environment through low-carbon and energy-saving operations, so as to benefit society.

Moving forward, we undertake to constantly improve the environmental and social management systems, and create conditions for realizing the environmental and social values together with upstream and downstream customers. We always welcome your valuable opinions!

Yours faithfully,

Chen Sheng

Chairman

China Partytime Culture Holdings Limited

主席報告

尊敬的股東、員工及社會各界朋友：

大家好！

中國派對文化控股有限公司致力在其經營的地區進行負責任投資，在生產及銷售角色扮演服裝、假髮及性感內衣等產品的同時，努力將產品和品牌推向國際，成為派對服裝領域的一站式供應商。

我們欣然分享本集團截至二零二一年十二月三十一日的年度環境、社會及管治報告。本報告不僅總結本集團於過去一年在環境保護及社會責任方面的工作，亦是本集團執行ISO14001環境管理體系、ISO9001品質管理體系和OHSAS18001職業健康安全管理体系的成效和反饋。

作為一家負責任的企業，我們在充分發揮自身的企業力量，提供優質產品和服務的同時，積極發掘合作夥伴的價值，專注提升企業社會價值，以促進企業成長。在構建共同價值的過程中，我們秉持以下原則：

- 在積極為股東創造利潤及福祉的同時，我們亦致力以負責任及尊重的方式與員工、消費者和社區互動；
- 我們一直重視生產市場主導及優質的產品，以及以誠信為本經營業務；
- 我們致力保護環境，透過低碳生活及節約能源來造福社會。

未來，我們承諾將繼續完善環境和社會管理體系，並繼續與上、下游業務夥伴和客戶攜手合作，為實現環境和社會的價值創造條件。我們一如既往地歡迎您提出寶貴意見！

此致

陳升

主席

中國派對文化控股有限公司

ABOUT THIS REPORT

China Partytime Culture Holdings Limited (hereinafter referred to as the “Company” or “China Partytime”), along with its subsidiaries (hereinafter referred to as the “Group” or “We”) is pleased to publish its annual Environmental, Social and Governance (“ESG”) Report (the “Report”) for the period of 1 January 2021 to 31 December 2021 (the “Reporting Period”).

This Report is prepared in accordance with the Mandatory Disclosure Requirements and the “Comply or explain” Provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities, as set out by the Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Unless otherwise stated, the scope of this Report covers core business run by the Group’s subsidiary, Partytime Group Company Limited (“Jiangxi Partytime”), whose production base is located in Yichun City, Jiangxi Province, the People’s Republic of China (the “PRC” or “China”). The total revenue of Jiangxi Partytime during the Reporting Period was RMB117 million, which accounted for 50% of the Group’s revenue. According to the operational risk level and revenue percentage, the above entity is considered as the main business of the Group, which has a significant impact on environmental, social and economic issues.

The Report aims to present the Group’s ESG performance during the Reporting Period to stakeholders in a just and transparent manner. The compilation of the Report strictly complies with the following reporting principles:

Materiality	The Report is structured according to the materiality of ESG issues through the support of stakeholder engagement and materiality assessment. For further details, please refer to “Stakeholder Engagement” and “Materiality Assessment” subsections under the “Sustainability Approach” section.
重要性	在持份者參與活動和重要性分析的支持下，本報告的結構基於環境、社會及管治議題的重要性。更多詳細資訊，請參閱「可持續性方針」章節下的「持份者參與」和「重要性評估」分節。
Quantitative	The Report discloses quantitative Key Performance Indicators (the “KPI” or “KPIs”) and quantitative environmental targets of Jiangxi Partytime. When applicable, relevant standards, methods, hypotheses, and calculation tools are further disclosed in the “KPIs Summary” section.
量化	本報告披露了江西派對的量化關鍵績效指標（「關鍵績效指標」）和量化的環境目標。適用時，有關標準、方法、假設和計算工具均已在「關鍵績效指標總匯」章節進一步披露。

關於本報告

中國派對文化控股有限公司（以下簡稱「本公司」或「中國派對文化」）及其附屬公司（以下簡稱「本集團」或「我們」）欣然發布二零二一年一月一日至二零二一年十二月三十一日期間（「報告期」）的年度環境、社會及管治（「環境、社會及管治」）報告（「本報告」）。

本報告的編制符合香港聯合交易所有限公司（「聯交所」）證券主板上市規則附錄二十七《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）的「強制披露規定」及「不遵守就解釋」條文。

除另有說明外，本報告闡述於報告期內，本集團在中華人民共和國（「中國」）江西省宜春市的生產基地—派對文化集團有限公司（「江西派對」）開展的核心業務。江西派對在報告期內的總收益為人民幣1.17億元，佔本集團總收益的50%，根據營運風險等級和收入百分比，上述實體被視為本集團在環境、社會和經濟議題方面具有重大影響的主要營運。

本報告旨在向持份者以一個公正透明的方式展示本集團在報告期內的環境、社會及管治表現。本報告在編制時嚴格遵守以下報告原則：

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Balance	The information provided in this Report is based on the Group's policies, documents and practices. It gives an unbiased statement of the Group's ESG performance.
平衡	本報告提供的資訊乃基於本集團的政策、文件和記錄，以中立角度概述本集團的環境、社會及管治表現。
Consistency	The Report is prepared in accordance with the ESG Reporting Guide. It includes the same reporting boundary and business scope as last year, and provides a clear explanation regarding the differences of KPIs calculation methodologies. For more information, please refer to the "KPIs Summary" section.
一致性	本報告根據環境、社會及管治報告指引編寫，與去年的報告範圍和業務範圍相同，有關關鍵績效指標計算方法的差異均已清楚闡述。更多詳細資訊，請參閱「關鍵績效指標總匯」章節。

The Group highly values your comments and opinions on the Report and the Group's sustainable development. You are welcome to share your thoughts at: ir@partytime.com.cn. For further details about the Group's financial performances and corporate governance, please refer to the Company website (<http://www.partytime.com.cn>) and 2021 Annual Report.

本集團高度重視您對本報告以及本集團可持續發展的評論和意見。歡迎您透過 ir@partytime.com.cn 分享您的想法。有關本集團財務業績和企業管治的詳細資訊，請參閱本公司的網站 (<http://www.partytime.com.cn>) 及二零二一年年報。

ABOUT THE GROUP

Business Profile

The Group's principal business is the design, development, production, sales and marketing of cosplay products (including cosplay costumes and wigs), as well as non-cosplay costumes (including sexy lingerie), and factory leasehold. Our products are exported and sold to more than 10 countries and regions, notably including the United States, Germany, the United Kingdom, Japan, and Australia.

Risk Adaptation

During the Reporting Period, the Group faced one of the worst export trading environments due to the continuous COVID-19 pandemic outbreak in its main markets, including the United States and the United Kingdom. The COVID-19 pandemic had widespread impact on the global economy continuously. Almost all countries worldwide had to implement various types of social distancing measures, which include lockdown of cities, harbours, and even countries. Such measures resulted in low consumer confidence and brought serious adverse impact to product exporting sales performance. In view of this, the Group has transformed some production lines into non-surgical masks production.

Besides, many regions in China suffered unexpected power shortages and restrictions in 2021, which had created certain negative impact on the Group's production and operational efficiency, resulting in capacity shortages. The Group proactively adjusted production modes in response to the electricity supply in China, including further limiting the use of electricity-intensive equipment in daily operations of Jiangxi Partytime, in accordance with the low-carbon operational concept. For further details, please refer to the "Green Production" subsection under the "Environment and Resource Protection" section.

Prospects

Looking ahead, the Group will continue to improve operational efficiency and effectiveness. Besides, the Board of Directors (the "Board") will seek opportunities to diversify our business and expand income sources through acquiring intellectual property ("IP") rights with growth potential, while working with upstream and downstream companies. The Group will continue to assess and seek target companies that possess investment value and have the potential to synergise with our existing business and industry chain. We aim to expand our business and sources of revenue while maximising shareholders' value.

關於本集團

業務簡介

本集團主要從事設計、開發、生產、銷售及營銷角色扮演產品(包括角色扮演服飾及角色扮演假髮)及非角色扮演服飾(主要包括性感內衣),以及廠房租賃。我們的產品主要出口銷售至全球10多個國家及地區,其中主要包括美國、德國、英國、日本及澳洲。

風險適應

報告期內,由於美國及英國等主要市場持續爆發新冠肺炎疫情,本集團面臨最壞的出口貿易環境之一。新冠肺炎疫情持續對全球經濟造成廣泛衝擊。全球幾乎所有國家均須採取各種社交距離措施,包括封鎖城市、港口、甚至國家,導致消費意慾非常疲弱,並嚴重影響產品出口銷售表現。鑑於上述情況,本集團已將其部分生產線轉移至非外科口罩生產。

另外,於二零二一年在中國多地突發的區域性電力短缺及限電對本集團的生產營運效率亦造成一定消極影響,導致本集團產能不足。本集團積極根據中國電力供應作出生產模式的相應調整,包括在江西派對的日常營運中進一步限制用電密集型設備的使用,並將此調整與低碳營運理念相結合。更多詳細資訊,請參閱「環境與資源保護」章節下的「綠色生產」分節。

前景展望

展望未來,本集團將繼續竭盡全力提高營運效率及效益。此外,董事會(「董事會」)將尋求機會,通過收購具增長潛力的知識產權及與上下游產業的公司合作,多元發展我們的業務,拓寬收入來源。本集團將繼續評估及物色具有投資價值及可與我們在業界及產業鏈上的業務產生協同效應的目標公司,旨在擴大我們的業務及收入來源的同時,亦為股東帶來更高回報。

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SUSTAINABILITY APPROACH

Given the ever-changing global technological advancements nowadays, it is of utmost importance for the Chinese manufacturing industry to restructure and upgrade. As a costume manufacturer with global customers from more than 20 countries and regions, we fully understand the significance of sustainable development. Embracing the sustainable development concept not only further broadens the Group's international perspective and technological standards, it also helps to form green production methods gradually, promoting the transformation of the Chinese costume manufacturing industry to a circular economy.

At China Partytime, we review the governance and strategies of ESG issues in a timely manner, and set up a special committee to effectively manage material ESG-related risks. We also actively engage with stakeholders and implement measures, including but not limited to materiality assessment, to efficiently identify all potential ESG issues.

可持續方針

在全球技術高速變革的今天，中國製造業正處於轉型升級的關鍵時刻。作為一家客戶群遍及全球20多個國家及地區的服飾生產商，我們深明可持續發展的重要性。擁抱可持續發展的理念不僅可以進一步擴寬本集團的國際視野和技術水平，而且還可以逐漸形成綠色生產方式，推動中國服裝製造業向循環經濟過渡。

在中國派對文化，我們及時對環境、社會及管治議題的管治和策略進行審核，並設立專門委員會對於重大的環境、社會及管治風險進行有效管理。我們亦與持份者保持積極溝通，運用重要性評估等方法迅速識別所有潛在的環境、社會及管治議題。

ESG Management and Oversight

Our Board has overall responsibility for the Group's ESG affairs and possesses the highest supervision authority. During the Reporting Period, the Board strengthened its ESG governance through multiple approaches. In addition to reviewing the formulation and reporting of relevant strategies, assessing and determining ESG-related risks, and conducting internal reviews periodically to evaluate the adequacy and effectiveness of the Group's ESG governance, the Board has expanded its responsibilities to include the followings:

- Commission an independent sustainability consultancy, and participate in the ESG performance review meeting to identify the Group's room for improvement;
- Participate in ESG target setting;
- Participate in the Group's first climate-related risks assessment;
- Undergo anti-corruption training.

On top of that, we established the Environment, Health and Safety Committee ("EHS Committee") to further ensure proper management of the most material ESG issue, namely production safety and operational compliance. The EHS Committee is led by our Administrative Department and coordinated by other departments. To ensure timely and effective communications between the EHS Committee and the Board, the EHS Committee makes quarterly reports regarding the Group's performance on production safety and operational compliance. For further details about the function of the EHS Committee, please refer to the "Production Safety and Operational Compliance" subsection under the "Operations and Product Standards" section.

Looking forward, we will consider providing the Board with more training that keeps a close tab on new ESG issues, while establishing other task forces that focus on material ESG issues to achieve more thorough and effective governance.

環境、社會及管治管理與監察

我們的董事會對本集團環境、社會及管治事宜承擔整體責任並具有最高監督權限。於報告期內，董事會採用多個途徑以強化其對本集團的環境、社會及管治事宜的管治措施。除了審閱相關策略的制定和報告，評估和釐定與環境、社會及管治相關的風險，以及對管治措施充分程度及效能的定期內部審查之外，董事會新增了如下職責：

- 聘請獨立的可持續發展顧問，參與環境、社會及管治表現分析會議，以了解本集團可改進之處；
- 參與環境、社會及管治目標的設立；
- 參與本集團首次氣候相關風險的評估；
- 進行反貪污培訓。

同時，我們亦建立了環境健康安全委員會（「環境健康安全委員會」），以進一步確保對本集團最重要的環境、社會及管治議題，即生產安全及操作合規的妥善管理。該環境健康安全委員會由行政人事部帶頭，並由其他部門進行相互配合。為確保環境健康安全委員會與董事會及時有效的溝通，環境健康安全委員會需要每個季度一次向董事會報告本集團生產安全及操作合規方面的表現。更多關於環境健康安全委員會職能的詳細資訊，請參閱「營運與產品標準」章節下的「生產安全及操作合規」分節。

展望未來，我們會考慮向董事會提供更多緊貼可持續發展新興議題的培訓，並適時建立針對其他重大環境、社會及管治議題的專項工作小組，以實現更全面有效的管治。

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ESG Strategy

A clear, proper ESG strategy can shed light on corporates' sustainable development path. During the Reporting Period, we continued to integrate sustainability concepts into our daily operations to achieve sustainable development. We actively focused on improving our corporate shared value and exploring partnership values to promote corporate growth. While striving to maximise shareholder wealth, we always uphold the following strategy:

- For our people and community, we are diligent in engaging with our staff, consumers, suppliers and the community in a responsible and respectful manner;
- For our products and business, we always place great emphasis on yielding market-oriented and first-class products, as well as operating integrity-based businesses;
- For our mother nature, we strive to care about the environment through low-carbon and energy-saving operations, so as to benefit society.

To ensure the effectiveness of this strategy, the Group reviews it biannually. Led by our Administrative Department and coordinated by other departments, we update and revise this strategy based on the Group's latest business progress and industry development trends. All changes require approval of the Board.

環境、社會及管治策略

一個清晰、貼切的環境、社會及管治策略可使企業的可持續發展路徑更明朗。於報告期內，我們繼續將可持續概念融入我們的日常營運中，期望實現可持續發展。我們積極改善企業的共享價值，發掘合作夥伴價值，以促進企業成長。在努力為股東創造利潤的同時，我們秉持以下策略：

- 對於我們的員工和社區，我們以負責任和尊重的的方式與員工、消費者、供應商和社區互動；
- 對於我們的產品和業務，我們一直重視生產市場主導及優質的產品，以及以誠信為本經營業務；
- 對於我們的環境，我們一直致力透過低碳節能的營運方式來保護環境，從而造福社會。

為保證此策略的時效性，本集團每半年一次對此策略進行審核。由公司行政人事部帶頭統籌，其餘各部門協調配合，結合公司最新的業務進展與行業發展趨勢對此策略作出更新及修訂。所有更改均經由董事會批核。

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Stakeholder Engagement

The Group highly values the opinions of different stakeholders. Hence, during the Reporting Period, we actively engaged with stakeholders through a variety of communication channels to understand their views and expectations regarding corporate sustainable development. We believe that our stakeholders would help us formulate practical ESG policies and ensure our business and operations align with their expectations. The following table sets out our key stakeholder groups, and the corresponding communication and response methods.

持份者參與

本集團高度重視不同持份者的意見。因此在報告期內，我們積極透過不同溝通渠道與持份者溝通，以了解他們對公司可持續發展的意見和期望。持份者有助我們制定可實行的環境、社會及管治政策，並確保我們的業務與營運符合他們的期望。下表列出我們的主要持份者群體，以及對應的溝通及回應方式。

Key Stakeholder Groups 主要持份者群體

Communication and Response Methods 溝通及回應方式

Shareholders
股東

- General meetings
- Company announcements
- Email, telephone and company websites
- Annual reports, Interim reports and Special reports
- 股東大會
- 公司公告
- 電郵、電話通訊及公司網站
- 年度報告、中期報告及專題報告

Employees
僱員

- Staff meetings
- Company magazines and intranet
- Staff mailbox
- Trainings and workshops
- Staff activities
- 員工會議
- 公司內刊和內聯網
- 員工信箱
- 培訓與工作坊
- 員工活動

Customers
客戶

- Customer Service Centre and hotline
- Customer feedback survey
- Customer meetings
- Social media platforms
- Return visits
- 客戶服務中心和熱線
- 客戶意見調查
- 客戶會議
- 社交媒體平台
- 回訪

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Key Stakeholder Groups 主要持份者群體

Partners
合作夥伴

Community and the Public
社區及公眾

Industry Peers
業界同行

Governmental and Regulatory Agencies
政府與監管機構

Communication and Response Methods 溝通及回應方式

- Review and evaluation meetings
- Business communications
- Exchanges and seminars
- Negotiation and cooperation
- 審查與評估會
- 商務溝通
- 交流研討
- 洽談合作

- Company websites
- Company announcements
- Media interviews
- Social media platforms
- 公司網站
- 公司公告
- 傳媒採訪
- 社交媒體平台

- Industry forums
- Investigation and mutual visits
- 行業論壇
- 考察互訪

- Regular information reports
- Regular communication
- Inspection and supervision
- Special reports
- 定期匯報信息
- 定期溝通
- 檢查及監督
- 專題報告

Materiality Assessment

The Group attaches great importance to stakeholder opinions, and understands the considerable relevance and linkage between the interest of the stakeholders and the interest of the Group. During the Reporting Period, the Group commissioned an independent sustainability consultancy to assist in conducting an external materiality assessment to identify and assess material ESG issues to stakeholders and the Group. We are committed to undergo this assessment on an annual basis to ensure our existing prioritised issues, strategies and policies meet our stakeholders' expectations. A three-step methodology was adopted to assess the materiality of key ESG issues:

Identification

Potential material ESG issues have been identified with the following information:

- Previous ESG reports of the Company
- ESG reports of industry peers
- Global Reporting Initiative ("GRI") Standards
- Recommendations of the Task Force on Climate-Related Financial Disclosures ("TCFD")

The standards to identify material ESG issues include whether the issue has a significant impact on the stakeholders' assessment and decisions, and whether it reflects the Group's material environmental and social impact. We have identified and defined 24 materiality issues using the said standards.

識別

參考以下資料識別了潛在的重要環境、社會及管治議題：

- 本公司過往的環境、社會及管治報告
- 業界同行的環境、社會及管治報告
- 全球報告倡議組織(GRI)標準
- 氣候相關財務信息披露工作組(TCFD)建議

選擇重要環境、社會及管治議題的標準包括該議題是否對持份者的評估和決策產生重大影響，以及是否反映了本集團的重大環境和社會影響。通過這些標準，我們確定並定義了24個重要議題。

重要性評估

本集團重視持份者意見，並認識到持份者利益與本集團利益之間存在許多關聯。報告期內，我們委託獨立的可持續發展顧問進行了外部重要性評估，以識別和評估對持份者和本集團重要的環境、社會及管治議題。我們致力於每年進行一次此項活動，以確保我們現有的優先事項、策略和政策符合持份者的期望。我們採用三步法以評估環境、社會及管治議題的重要性：

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Prioritisation

Different stakeholder groups were involved based on their influence on the Group. We distributed standardised surveys to stakeholders to ensure a consistent and systematic assessment of material issues. Stakeholders were tasked to grade the relative importance of identified ESG issues.

- 6 members of the Board and senior management ranked the importance of material issues for the Group's sustainable development.
- 9 staff and 5 customers ranked the importance of material issues based on their own preferences and expectations.

優先排序

不同的持份者群體根據他們對本集團的影響而被選擇參與。我們向持份者分發了標準問卷，以確保對重要議題進行一致和有系統性的評估。持份者的任務是對已確定的環境、社會及管治議題的相對重要性進行評級。

- 6名董事會成員和高級管理層就重要議題對本集團可持續發展的重要性進行排序。
- 9名員工與5名客戶根據自己的喜好和期望對重要議題的重要性進行排序。

Validation and Review

The Group's management confirmed and validated the material issue list disclosed in this Report. The Board reviewed identified material issues and results to ensure that they are relevant and important to the Company.

驗證與審核

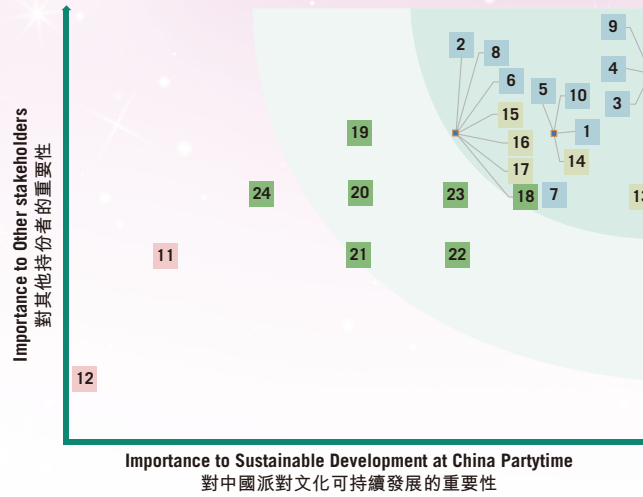
本集團管理層確認並驗證本報告中披露的重要議題清單。董事會審查了已識別的重要議題和結果，以確保與本公司具有適當的相關性和重要性。

We established a materiality matrix according to survey responses and GRI Standards, while prioritising material issues based on their importance to the Group's sustainable development (represented by Board members and senior management) and their importance to other stakeholders (represented by staff and customers). Looking forward, the Group will conduct an assessment on an annual basis and introduce internal materiality assessment in a timely manner to ensure proper management of all potential and emerging ESG issues.

我們根據問卷答覆和GRI標準建立了一個重要性矩陣，並根據重要議題對本集團的可持續發展（由董事會成員和高級管理層代表）與對其他持份者（由員工和客戶代表）的重要性進行優先排序。展望未來，本集團將每年進行一次評估，並在適當時機引入內部重要性評估，以確保適當管理所有潛在和新現的環境、社會及管治議題。

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Tier 1 – Important 第一級別 – 重要		Tier 2 – Moderately Important 第二級別 – 部分重要		Tier 3 – Less Important 第三級別 – 稍微重要	
3	Production Safety and Operational Compliance 生產安全及操作合規	23	Proper Disposal of Waste 妥善處理廢棄物	24	Smart Consumption of Packaging Materials 善用包裝材料
4	Product Quality 產品質量	22	Smart Consumption of Water and Electricity 節約用水及用電	11	Volunteer and Public Welfare Activities 志願及公益活動
9	Customer Privacy 客戶私隱	19	Procurement of Eco-friendly Raw Materials 環保原材料採購	12	Charitable Donations and Poverty Alleviation 慈善捐贈與扶貧
13	Physical and Mental Health of Employees 僱員身心健康	20	Environmental Impact Identification and Control 環境影響識別及控制		
1	Operational Risk Management 營運風險管理	21	Climate Change and Carbon Neutrality 氣候變化及碳中和		
5	Intellectual Property and Product Development 知識產權及產品研發				
10	Anti-corruption 反貪污				
14	Employee Benefit and Remuneration 僱員福利及薪酬				
7	Responsible Marketing 負責任行銷				
2	Brand Reputation and Promotion 品牌聲譽及推廣				
6	Supply Chain Management 供應鏈管理				
8	Customer Satisfaction and Communication 客戶滿意度及溝通				
15	Employee Training and Development 僱員培訓及發展				
16	Equal Opportunity and Diversity 平等機會及多元化				
17	Recruitment and Labour Standards 招聘及勞工準則				
18	Green Production, Warehousing and Logistics 綠色生產、倉儲及物流				

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To finalise a reporting structure that balances stakeholder opinions, the mean was used to assess the relative importance of four aspects. The reporting structure of this Report has been confirmed and approved by the Board as follows:



OPERATIONS AND PRODUCT STANDARDS

China Partytime's high standards and requirements towards operations and products are one of the main reasons for its leading market position. Adhering to our corporate mission – “Happy spirit, committed to becoming the world's leader in creating happy products”, we are dedicated to integrating it into our production and operations, product design, and market engagement. Our efforts are embodied in the production and operational compliance, as well as the implementation of product quality assurance strategies that ensures every customer can receive safe, innovative, popular and high-quality cosplay costume. As for commercial activities and market participation, we are committed to strict and ethical principles, and respect every market participant.

Production Safety and Operational Compliance

A safe, efficient and smooth production and operations scenario lays the foundation of the Group's production of marvellous products. Our production base has established a set of robust production and operations management systems, verified by quality management certification (GB/T19001-2016/ISO9001:2015) and occupational health and safety management systems certification (GB/T45001-2020/ISO45001:2018).

To ensure production safety and operational compliance, we are committed to enhancing employees' awareness of production safety and proficiency of operating equipment in the production base. During the production process, all technicians must comply with the relevant safety operation regulations. We implement standard codes, including but not limited to the “Code of Practice for Selection of Personal Protective Equipment”, provide employees with occupational hazard protection supplies that comply with the national industry standards, as well as encourage, educate, and guide them to wear and use supplies properly. For specific production facilities, designated operators must receive education and attend three-level safety training prior to commencement of their work. Regarding the replacement, inspection, maintenance, preservation, acceptance, and demolition of production facilities, we conduct standardisation

為了最終確定平衡持份者觀點的報告結構，平均分被使用以評估四個範疇的相對重要性。本報告的報告結構已得到董事會的確證和批准，如下所示：

營運與產品標準

中國派對文化對營運與產品的高標準要求是使其從市場中脫穎而出的主要因素之一。我們遵循企業使命—「快樂精神，致力成為世界快樂產品締造的領航者」，並致力將其融入我們的生產營運、產品設計，及市場參與當中。我們的努力體現在生產及操作的合規性，以及在產品質量上採用嚴格的保證策略，以確保每位顧客都能收到安全、創新及大眾化的優質角色扮演服裝產品。同時，我們在商業活動及市場參與過程中繼續堅持嚴格和符合道德的準則，並尊重每一位市場參與方。

生產安全及操作合規

安全、高效、順暢的生產與操作環境是本集團出產優質產品的基礎。我們的生產基地已經建立一套穩健的生產及操作的管理系統，並已通過質量管理體系認證 (GB/T19001-2016/ISO9001:2015)，以及職業健康安全體系認證 (GB/T45001-2020/ISO45001:2018)。

為確保生產安全及操作合規，我們致力在生產基地中提升僱員生產安全的意識以及操作設備的熟練度。在生產過程中，各類工作人員必須遵守相應的安全操作規程。我們執行《個體防護裝備選用規範》等標準規範，發放符合國家行業標準的職業危害防護用品，並督促、教育和指導僱員正確佩戴和使用。對於特定的生產設備，我們會指派特定操作人員，其必須在參加三級安全生產教育培訓後才可正式工作。針對生產設備的變更、檢修、維護、保養、驗收和拆除，我們執行安全

management of safety production to ensure facility designs meet national standards and requirements on safety, hygiene, environmental protection, as well as fire safety. Besides, our EHS Committee continues to be responsible for the following measures to further ensure production safety and operational compliance.

- Carry out regular inspection of environment, health and safety status in our production base;
- Require relevant department to follow up and analyse the causes when there is a compliance breach or major safety incident;
- Carry out rectification and propose improvement measures towards risk issues in a timely manner;
- Conduct training for all staff on production safety and operational compliance.

During the Reporting Period, the Production Safety Law of the People's Republic of China has been amended for the third time since its first release. Major legislative amendments include emphasising the safety production responsibility system of manufacturers, as well as specifying a "dual prevention" system that consists of hierarchical management of safety risks and scrutiny of potential hazards. The amendments imply that body corporates, whose principal operational scenario is production, are required to effectively carry out the safety production responsibility system by considering the actual circumstances. Accordingly, we conduct training on production safety law to enhance employees' safety awareness frequently. Also, we conduct fire safety training and fire drills to strengthen employees' coping abilities against emergencies periodically.

生產標準化管理，保證設備的設計符合國家有關安全、衛生、環境保護及消防等標準要求。此外，我們的環境健康安全委員會繼續負責以下措施，以進一步確保生產安全及操作合規。

- 定期檢查並記錄本集團生產基地的環境、健康和狀況；
- 違反法規或發生重大安全事故時，要求有關部門進行追蹤處理並分析原因；
- 對於存在風險的議題，在限期內完成相應整改並擬訂改善措施；
- 對各級員工進行生產安全及操作合規性的培訓。

報告期內，中華人民共和國安全生產法進行了自發布以來的第三次修訂，修訂主要內容包括以立法的形式強調生產經營單位的全員安全生產責任制，及明確安全風險分級管控和隱患排查「雙重預防」機制。此修訂意味著以生產為主要營運場景的法人團體需要結合實際情況以有效落實全員安全生產責任制。為此，我們經常進行安全生產法培訓，提高僱員的安全意識。同時，我們亦定期舉行消防知識培訓和消防演習，以增強僱員在突發事件下的處理應對能力。

2021 Jiangxi Partytime Fire Drill 二零二一年江西派對消防演習



During the Reporting Period, the Group is not aware of any non-compliance cases regarding production safety and operational compliance, hence, protecting employees from occupational hazards.

報告期內，本集團並無存在任何有關生產安全及操作合規的違規案例，有效保障了僱員避免職業性危害。

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Product Quality

The Group's control and assurances on our products are reflected from production to exporting sales. We implement tailor-made monitoring measures in different stages, whilst using labels indicating inspection status throughout the process to effectively trace products, and ensure every product delivered to customers is in its best condition.

During the procurement process, our commitment to product quality is reflected in strict supplier selection policies. We only purchase raw materials from suppliers based on a pre-approved list. For supplier selection principles, please refer to "Market Participation and Business Dealings" under this section. Regarding the selection of raw materials, we tend to use cloth that is both environmentally friendly and safe, while meeting national and industry standards to ensure the health and safety of our customers when they use our products. All raw materials are tested on a sampling basis by the Quality Department before storage. Only raw materials with the best quality, function and properties stay in stock, while substandard materials are returned to the supplier.

During the production process, the Quality Department monitors different stages, for instance, conducting random sampling tests to assess the quality of semi-finished products to ensure meeting industry standards and the specifications requirements of our customers. While receiving contract manufacturing orders, we also regularly invite customers to conduct on-site visits at our production base to ensure our production process meets their expectations and standards in different aspects, including environmental protection, occupational health and safety, corporate social responsibility, and anti-terrorism issues.

Before handing finished products to our customers, we will conduct a final sampling test on each product batch, including an appearance review and product test. Regarding substandard products detected in the self-review process, the relevant department will carry out inspection and maintenance, and adopt measures to prevent the same problem reoccurs. For defective products discovered by channels which include customer complaints or testing conducted by national quality inspection authorities, we will immediately recall sold products in the market and cease further production to prevent violation against consumer rights and damage to company reputation.

Owing to strong quality control and assurance measures, we are empowered by our great production efficiency and the ability to manufacture marvellous new products to meet industry standards and stay abreast of the latest market trends. During the Reporting Period, the Group is not aware of any cases of sold or shipped product recalls due to product quality or health and safety reasons.

產品質量

本集團對產品質量的控制及保證貫穿進料生產至出口銷售，我們在不同階段採用有針對性的監控措施，並於全過程中使用可表明檢驗狀態的標識，以實現產品的有效追溯，及確保每一件產品以最佳狀態交付至客戶手中。

在採購過程中，我們對產品質量的堅持體現在嚴格的供應商篩選政策中。我們僅向預批名單上的供應商購買原材料。有關供應商篩選的準則，請參閱本章節下的「市場參與及業務往來」分節。在原材料的選擇上，我們傾向採用兼顧環保及安全性且符合國家及行業標準的面料，以確保客戶使用產品時的健康及安全。所有的原材料在入庫前都會經質量部抽樣檢測，僅有質量、功能及特性完好的原材料才可入庫，而不合格來料將會被退回給供應商。

在生產過程中，質量部會監控生產流程的各個階段，比如進行隨機抽查以評估半成品質量，旨在確保遵循行業標準以及客戶要求的規格。在接收到合同製造訂單時，我們亦會定期邀請客戶對我們的生產基地進行實地審核以確保我們的生產流程符合其多個方面的期望標準，包括環境保護、職業健康安全、企業社會職責及反恐佈主義議題。

在將製成品交付給客戶之前，我們會對每批製成品進行最終樣品檢查，包括進行外觀檢查和產品測試。對於自檢過程中發現的不合格產品，相關部門會對其進行檢查和維修，並採取措施預防同類問題出現。對於通過客戶投訴或國家質檢部門檢測等渠道發現的問題產品，我們會立即於市場上召回已售出產品並停止後續生產，以防止因銷售問題產品而損害客戶權益及公司名譽。

依靠強大的質量控制及保證措施，我們能夠以高效的生產效率和製造優質新產品的能力以符合行業標準及緊貼市場趨勢。報告期內，本集團並無因產品質量或健康與安全理由而導致已售或已運送產品被召回的案例。

Business Conduct

Robust business conduct lays the foundation for the Group to establish its happy culture. The Group commits to the business philosophy and attitude of “Market-oriented products win, integrity-based quality comes first, win-win cooperation” to seek a win-win situation with every market participant. In our daily operations and business activities, we respect personal privacy, safeguard our own and our industry peers’ IP rights, and strengthen internal awareness of anti-corruption and probity. These practices are believed to be the most critical elements to maintain our robust business conduct. During the Reporting Period, the Group is not aware of any non-compliance cases regarding customer privacy, IP rights, anti-corruption nor other business conduct.

Customer Privacy

The Group implemented a comprehensive and strict information confidentiality system supported by our Confidentiality and Non-competition Agreement. It was published in 2014, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. The Agreement stipulates the employees and the Group’s confidentiality obligations and liability for a breach of the Agreement.

Prior to work commencement, employees are required to sign a privacy contract with the Group. The contract stipulates that all employees shall not steal, copy or disclose non-public, proprietary or confidential materials obtained during their employment or within two years of resignation. The aforementioned materials include but are not limited to customer information, customer resources, technical information, product design, product information, supply channels, purchase and sales contracts, financial information, and major investment decisions that have not been made public.

Once an employee is found to have breached the contract, the Group will immediately terminate the employment contract. Depending on the severity, we will also file a claim for all losses incurred, including direct economic losses, loss of available profits, profits of the infringer and litigation fees, investigation fees and attorney fees, among others. In severe cases, we will report to local law enforcement authorities for further processing.

Intellectual Property Rights

Creating, developing, and promoting innovative products grant the Group the rights to various intellectual properties. We strictly comply with relevant laws, which include the Patent Law of the People’s Republic of China, Copyright Law of the People’s Republic of China, and regulations such as internal IP rights management, implement measures to protect every patent, trademark, and copyright from

商業操守

良好的商業操守是本集團建立其快樂文化的基礎。本集團堅持以「市場導向，產品制勝，誠信為本，質量為先，合作共贏」的經營理念及態度與每一位市場參與者合作共贏。在我們的日常營運與商業活動中，我們尊重個人私隱，維護集團自身及業界同行的知識產權，加強集團內部反腐倡廉的意識，這些舉措相信是維持我們良好商業操守的最關鍵要素。報告期內，本集團並無存在任何有關客戶私隱、知識產權、反貪污、以及其他違反商業操守的違規案例。

客戶私隱

本集團全面而嚴格的資訊保密系統，以我們已建立的《保密和競業禁止協議》為支撐，該協議發佈於二零一四年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。此協議規定僱員及本集團的保密義務和違反協議需負的責任。

開始工作前，僱員需與本集團簽署私隱合約，規定所有僱員在工作期間或辭職後兩年內不得竊取、複製或披露任職期內取得的非公開、專有或機密資料，包括但不限於客戶資訊、客戶資源、技術資訊、產品設計、產品資訊、供應渠道、購買和銷售合約、財務資訊，以及未公開的主要投資決策等。

一旦發現僱員違反合約，本集團將立即終止僱傭合約，並按嚴重程度，可能會對所有造成的損失提出索償，包括直接經濟損失、可用利潤損失、侵權者的利潤和訴訟費、調查費及律師費等。如情況嚴重，則會移交案件至當地執法部門以作進一步處理。

知識產權

本集團因創造、發展及推廣創新產品而擁有多種知識產權。我們嚴格遵照《中華人民共和國專利法》及《中華人民共和國著作權法》等相關法律及內部知識產權管理制度等規定，採取措施保障各項專利、商標和著作權不受侵犯，促進創新成果的推廣應用。在努力確保自身知識產權的同時，我們

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infringement, as well as facilitate the promotion and application of innovative achievement. While committing to ensuring our own IP rights, we also respect those of our industry peers. We never use other parties' technology or trademark without permission. To strengthen our employees' awareness of IP rights protection, the Group conduct relevant training periodically. For details about training and content, please refer to the "Training and Development" subsection under the "Employment and Labour Practices" section.

Anti-corruption

The Group always upholds the operational concept of "law-abiding by laws and integrity leads to excellent services". We are committed to achieving the highest standards of openness and probity, as well as promoting anti-bribery, anti-corruption, and anti-blackmail principles in and beyond the Group all times. We strictly abide by all relevant laws and regulations, and have implemented robust monitoring procedures. Through analysing the business and operation characteristics of different departments, we establish customised codes of integrity for them, and strengthen supervision and management of key departments that are prone to corruption.

To increase the integrity of the Group's Procurement Department, enhance the probity of employees, and protect the legitimate rights and interests of the Group, the Group has formulated a Code of Integrity and Self-discipline. It was published in 2014, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. According to this Code, procurement staff is required to abide by the relevant regulations during work. For example, during procurement, staff are not allowed to ask for any form of rebates, including but not limited to cash, gifts, and coupons, from suppliers or business partners. Moreover, staff are not allowed to participate in banquets or entertainment activities that may affect the Group's normal procurement work. Whenever necessary, approval of the department head must be obtained in advance, and the department shall make a record of such engagement.

Prior to formal collaborations with any business partners, our Supply Chain Department is required to sign an Anti-corruption Contract with them. The contract was published in 2014, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. The Contract aims to prevent the employees and our customers, suppliers, and service providers from offering improper advantages to one another to earn trading opportunities and to avoid unfair competition practices. For details about the contents of the Contract, please refer to the "Market Participation and Business Dealings" subsection under this section.

亦尊重業界同行的知識產權。未經允許，絕對不會使用他人的技術或商標。為了加強本集團僱員對保護知識產權的意識，我們定期舉辦相關培訓。有關培訓內容詳情，請參閱「僱傭與勞工常規」章節下的「培訓與發展」分節。

反貪污

本集團秉持「守法誠信、優質服務」的經營理念。我們致力在營運和商業活動中遵循透明公開、正直廉潔的最高標準，時刻在本集團內外提倡反賄賂、反貪污及反勒索的原則。除了嚴格遵守相關法律法規，我們已制定並實施全面的監控程序。通過分析不同部門的業務及營運特點，我們有針對性地為其制定廉潔守則，並加強對重點部門的監督和管理。

為規範採購部的日常營運、提高僱員的廉潔作風、並保障本集團的合法權益，本集團制定了《廉潔自律責任書》，該責任書發佈於二零一四年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。此責任書規定採購人員必須在工作期間遵守相關規定，如在採購過程中，員工禁止要求供應商和業務夥伴提供任何形式的回贈，包括但不僅限於現金、禮品及禮券。同時員工亦禁止參與可能影響本集團正常採購工作的宴會及娛樂活動。如有必要，員工必須事先獲得部門負責人批准，並由其部門記錄。

與業務夥伴正式合作之前，我們的供應鏈部需要與其簽訂《反賄賂協議》，該協議發佈於二零一四年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。此協議旨在防止僱員和我們的客戶、供應商或服務商等互相提供不正當利益，以獲取交易機會或有利於交易條件的不正當競爭行為。有關此協議內容的詳情，請參閱本章節下的「市場參與及業務往來」分節。

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In addition to the Code of Integrity and Self-discipline, the Whistleblowing Policy also helps construct the Group's ethical corporate atmosphere. We provide channels, such as internal telephone calls and suggestion boxes, to encourage employees and business partners to report and disclose inappropriate behaviours in a confidential, safe and effective manner. In accordance with the Policy, if a business partner or individual is found to be soliciting, accepting or offering any advantages, we would halt commercial collaborations or employment relationships with the offender immediately. In case of suspected crimes, it will be transferred to the relevant judicial authorities for further investigation. If there is any economic loss caused by such cases, the offender must take full responsibility and provide corresponding compensation.

During the Reporting Period, to increase the proportion of anti-corruption and probity in the Group's corporate governance process, we have organised online anti-corruption training for Board members and senior management. For details regarding the training and relevant data, please refer to the "Training and Development" subsection under the "Employment and Labour Practices" section.

Market Participation and Business Dealings

China Partytime is committed to creating a service platform integrating procurement, production, and sales. We actively participate in market events and conduct market research, aiming to keep pace with cosplay costume market trends. Besides, we sincerely and actively interact with different participants in our business network to win the trust of all parties.

Product Marketing and Brand Promotion

The Group takes product marketing responsibly, and we mainly focus on direct marketing. Besides, we make good use of the Internet to enhance the effectiveness of brand promotion. We actively broaden marketing channels to online platforms, such as Tiktok, JD.com and Tmall, and launch compliance and legitimate marketing. To cope with the ever-changing cosplay costume market, we also invite Internet celebrities to host live-stream shopping, aiming to maximise the effectiveness of brand promotion by leveraging Internet traffic.

Supply Chain Management

We understand that different types of textile materials will influence product characteristics and quality, thus, the Group actively manages its supply chain to manufacture marvellous products. With reference to strict quality, environmental and social standards, we select excellent suppliers that can ensure product quality from numerous costume and wig raw material providers.

與《廉潔自律責任書》一共構建本集團廉潔企業環境的還有舉報政策。我們提供內部電話或意見箱等渠道，鼓勵僱員和業務夥伴以機密、安全和有效的方式舉報和披露不當行為。根據該政策，如發現業務夥伴或僱員尋求、接受或提供任何形式的利益，我們將立即終止與肇事者的業務合作或僱傭關係。如肇事者涉嫌違法違紀，我們將會移交案件到司法機關作進一步調查。此類情況造成的任何經濟損失將由肇事者承擔所有責任並作相應賠償。

報告期內，為了增加反腐倡廉在本集團企業管治的比重，我們向董事及高級管理層員工舉辦了有關反貪污的網上培訓。有關培訓內容及數據詳情，請參閱「僱傭與勞工常規」章節下的「培訓與發展」分節。

市場參與及業務往來

中國派對文化致力打造一個集採購、生產及銷售於一體的綜合服務平台。我們積極參與市場活動並展開市場調研，以緊貼角色扮演服飾市場的潮流動向。同時，我們與業務網絡中的不同參與者積極互動，以真誠的姿態贏得各方的信賴。

產品行銷及品牌推廣

本集團以負責任的姿態進行產品行銷，我們以直銷為主。此外我們利用互聯網優勢以提高品牌推廣的有效性。我們積極拓展行銷渠道至各個網絡平台如抖音、京東、天貓等，並開展合規合法的銷售。為切合瞬息萬變的角色扮演服飾市場，我們亦邀請人氣網絡名人進行網絡直播帶貨，旨在利用網絡流量使得品牌推廣的效益最大化。

供應鏈管理

深明不同類型的紡織物料會影響成品的特性和質素，本集團積極管理供應鏈以出產優質的產品。我們以嚴格的質量、環境及社會標準，從數以千計的服飾及假髮原材料供應商中挑選出可以確保產品質量的優秀供應商。

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We have designed a Supplier Assessment Form as the first step of our supplier management system. By assessing several aspects which include company status, supply capability, product quality and production system, we choose suppliers that meet the requirements, and include them in the Qualified Supplier List. To achieve constant management, we will further assess certain aspects against qualified suppliers, which include delivery quality, delivery turnaround, product price, and service quality on a monthly basis, and conduct a summative assessment bi-annually. All assessment data is recorded in the Qualified Supplier Approval Form in a timely manner for further reference. Based on the assessment data, we will review the performance of qualified suppliers on an annual basis. We reward excellent suppliers and halt business collaborations with suppliers that fail to meet our requirements and remove them from the Qualified Supplier List.

The above Supply Chain Management policy was published in 2014, covering Jiangxi Partytime and was drafted by the Material Control and Planning Department and reviewed by the General Manager. During the Reporting Period, adhering to this Policy, we engage with 62 suppliers in the PRC. For supplier data sorted by geographical region, please refer to the “KPIs Summary” section.

The annual review also helps us to identify and to reduce ESG risks in the supply chain. We select suppliers that have good social responsibility performance, and eliminate suppliers that carry out controversial or non-compliance behaviours. For instance, all suppliers are required to sign the Anti-corruption Agreement with the Group. This Agreement prohibits suppliers from offering any advantages to our employees in order to obtain orders or commercial collaborations with the Group. In the unlikely event where there is a breach of the Agreement, we will immediately terminate all business relationships, freeze the supplier's account or transfer the case to the relevant judicial authorities for further investigation depending on the severity. Besides, we regulate business activities and occupational conduct of suppliers to ensure they comply with national laws and respect employee rights. Upon discovering irregularities regarding the intended use of child labour, forced labour, or other serious violations of labour laws and regulations, we will immediately terminate collaborations.

我們制定了《供應商評審表》作為我們供應商管理制度的一步。通過對公司概況、供應能力、產品質量、生產系統等若干方面進行測評，我們甄選出符合要求的供應商，並將其列入《合格供貨商名單》。為實現持續管理，我們每月會進一步對合格供應商的交貨質量、交貨期、產品價格及服務質素等指定項目進行評估，並在每半年進行一次總評，所有評估數據都會及時收錄於《合格供應商審批表》中以作後續參考。基於當年的評估數據，我們每年會對合格供應商的表現進行檢閱。我們對優秀供應商予以適當獎勵，並與不符合檢閱要求的供應商停止業務合作關係，隨後將其從《合格供貨商名單》內剔除。

以上供應鏈管理政策發佈於二零一四年，涵蓋江西派對，並由本集團的物控計劃部擬定文件，再交由總經理負責最後審核。報告期內，我們依據此政策，總共與62間來自中國的供應商簽約合作。有關按地理區域劃分的供應商數據，請參閱「關鍵績效指標總匯」章節。

年度檢閱亦幫助我們識別並降低供應鏈中的環境、社會及管治風險。我們會根據供應商的社會責任表現以選擇表現良好者，並淘汰存在爭議或違規行為的供應商。比如，所有的供應商都需要與本集團簽訂《反賄賂協議》，該協議禁止供應商為謀取與本集團的訂單或商業合作而給予本集團僱員任何形式的利益。若供應商違反該協議，我們會立即停止與其所有商業關係，並依據事態嚴重程度，凍結其帳款或經由司法機關作進一步處理。此外，我們規範供應商的商業行為及職業操守，確保其遵守國家法律及尊重員工權利。一旦發現供應商有故意使用童工、強迫勞工或其他嚴重違反勞工法規的違規情況，我們會立即終止與其合作。

We attach high importance to incorporating green concepts in raw materials, production, and products. To ensure our products meet environmental principles, we provide our major suppliers with environmental-related work recommendations, and they are required to comply with environmental and product safety regulations in their production process. We also establish strict standards to assess our suppliers and encourage them to obtain qualifications to enhance their environmental awareness and operational levels. We also actively procure environmental materials and services, aiming to promote environmental protection in Jiangxi Partytime. During the Reporting Period, we procured environmentally benign raw materials and packaging materials, and used them in the costume and wigs production. Besides, we purchased degradable packaging materials for product packaging. To promote universal access to environmental services, we encouraged our staff to take low-carbon transportation by measures which include but not limited to the use of shared bicycles and electric vehicles.

Customer Satisfaction and Communications

Our happy culture navigates us to treat each customer with enthusiasm. Customer satisfaction is the greatest driving force for the Group's development. To effectively handle customer complaints and improve customer satisfaction, the Group will continue to implement the customer complaint management procedures. Customers can complain about product and service quality through multiple channels, such as phone, fax and email. The General Manager or the Business Department is then responsible for accepting or guiding the relevant personnel to handle customer complaints and propose solutions.

We also actively follow up customer feedback and opinions on our products and services through customer satisfaction surveys. This helps to tighten our relationship with customers. We attempt to understand their expectations to achieve the business philosophy of "Market-oriented products win". During the Reporting Period, the Group is not aware of any material complaints about products and services, and we have received an average customer satisfaction score of 98 out of 100.

我們注重在原料、生產及產品中融入綠色理念。為確保我們的產品符合環保原則，我們向主要供應商提供環保相關工作建議，並要求其在生產過程中遵守環保和產品安全規定。我們亦會訂立嚴格標準來評估供應商，鼓勵其取得認證，從而提高供應商的環保意識及營運水平。我們亦積極採購環保物料及服務，旨在於江西派對推廣環保理念。報告期內，我們採購了對環境無害的原材料與包裝物，並將其用以服飾與假髮的生產。同時在成品包裝材料上，我們選購了可降解的包裝材料。為促進環保服務的普及，我們亦鼓勵員工進行低碳出行，措施包括但不僅限於使用共享單車與電動汽車。

客戶滿意度及溝通

我們的快樂文化引導我們熱忱地對待每一位客戶。客戶的滿意度是促進本集團發展的最大動力。為有效處理客戶投訴並提升客戶滿意度，本集團將繼續實施客戶投訴管理程序。客戶可以通過多個渠道，如電話、傳真及電子郵件，以投訴產品或服務質素，總經理或業務部將隨後負責接手或指導相關員工處理客戶投訴，並提出解決方案。

我們亦積極通過客戶滿意度調查去主動跟進客戶對於我們產品及服務的評價。這可以拉近我們與客戶之間的關係。我們努力了解他們的期望，以達到「市場導向，產品制勝」的經營理念。報告期內，本集團並無收到任何有關產品和服務的重大投訴，而我們的客戶滿意度平均得分為98分，滿分為100分。

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EMPLOYMENT AND LABOUR PRACTICES

China Partytime believes employing experienced and innovative talents is the only way to continuously transform imagination into products in the anime derivatives industry and costume industry. The Group sincerely and carefully cares about every employee, and regards them as the most precious asset of the Group. By executing occupational health and safety measures, and providing abundant staff activities, the workplace is redefined as a big family, benefitting the physical and mental health of the employees. We provide generous benefits and comprehensive training to attract more talented individuals and further enhance their professional accomplishments. Equality, fairness, inclusiveness and fraternity are the principles that the Group upholds during the entire process of human resources management. We aim to eventually fulfil our talent concept, “cultivate yourself with accomplishment, write resume with ability, create opportunities with diligence and prove yourself with performance”.

Employee Well-being

The Occupational Health and Safety (the “OHS”) of employees is the primary ingredient of the Group’s human resources management. Prior to the signing of contracts, the Group has informed our employees of potential occupational hazard factors, consequences, and preventive measures to ensure they fully understand the importance of OHS. During their tenure, we will establish an occupational health monitoring profile for them to record the results of their occupational health checks before work commencement, during work, and at resignation or retirement. The Group ensures employee safety during operations and protects the employees from threats by establishing a series of production safety and operational compliance principles. For details about the relevant measures, please refer to the “Production Safety and Operational Compliance” subsection under the “Operations and Product Standards” section. In the past three years, including the Reporting Period, the Group is not aware of any cases regarding work-related fatalities or injuries.

Recognising the importance of employees’ psychological and mental health, we actively organise cultural activities and provide them with access to canteens, activity rooms, fitness rooms and libraries for their personal enjoyment, while enhancing team cohesion. During the Reporting Period, the Jiangxi Partytime’s pioneering party members organised the “Celebrations of the 100th Anniversary of the Founding of the Chinese Communist Party” film event to cultivate employees’ patriotism, enrich their historical knowledge, and apply the spirit of “remain true to our original aspiration, work diligently” in daily production. On the International Women’s Day, we organised a fun sports day to enrich female employees’ spare time. We have also organised various community activities to bond our employees with the neighbouring community to enhance work-life balance, while improving the lives and well-being of the neighbouring community. For details about our community activities, please refer to the “Community and Public Welfare” section.

僱傭與勞工常規

擁有一群經驗豐富的創新型人才是中國派對文化在動漫衍生品行業以及服裝行業中不斷將想像轉化為成品的不二法門。本集團視僱員為最寶貴的資產，並以真誠和細緻的態度呵護每位僱員。通過執行職業健康與安全措施，以及提供豐富的員工活動，工作場所的概念在中國派對文化被重新定義為一個有益僱員身心健康的大家庭。我們提供優厚福利和全面培訓，以吸引更多人才並進一步提升他們的專業素養。平等公正與包容博愛則是本集團在人力資源管理的全過程中堅持的宗旨，以最終實現其人才理念—「用素養修己達人，用能力書寫簡歷，用勤奮創造機遇，用業績證明自己」。

僱員身心健康

僱員的職業健康與安全（「職安健」）是本集團在人力資源管理的首要因素。與其簽訂合同之前，本集團已告知僱員在工作過程中有可能面臨的職業病危害因素、後果及預防措施，以確保僱員清楚明白職安健的重要性。僱員任職期間，我們會為其建立職業健康監護檔案，用以記錄其在入職前、在職期間及離職時進行職業健康檢查的結果。本集團通過一系列生產安全及操作合規準則以確保僱員在工作過程中的安全不受威脅。有關此方面舉措的詳情，請參閱「營運與產品標準」章節下的「生產安全及操作合規」分節。本集團在過去三年，包括本報告期內無因工亡故或受傷的案例。

我們深明僱員的心理與精神健康亦十分重要，因此通過舉辦各項文化活動及提供食堂、活動室、健身室和圖書室等康樂設施以豐富他們的生活，並增加團隊的凝聚力。報告期內，江西派對的黨員先鋒突擊隊組織了「中國共產黨建黨100週年慶典」觀影活動，旨在培養僱員的愛國情懷，豐富僱員的歷史認知，並將「不忘初心，艱苦奮鬥」的精神應用於日常生產中。在婦女節期間，我們組織了趣味運動會活動以豐富女職工的業餘生活。此外，我們亦組織多場社區活動，將僱員與周邊社區緊密結合，提升工作與生活平衡度的同時亦改善了周邊社區的生活福祉。有關社區活動的詳情，請參閱「社區與公益事業」章節。

Film Event 觀影活動



Fun Sports Day 趣味運動會



Remuneration and Benefits

To attract and retain outstanding talents, and show gratitude to valued talents, we offer competitive remuneration packages to all the employees. We have a remuneration management system in place based on the Group's remuneration policies and employee work performance. On an annual basis, employee salary is reviewed and adjusted with reference to industry benchmarks, overall business efficiency and individual performance evaluation results. To stimulate employee enthusiasm and allocate human resources properly, we carry out periodic evaluations of employee work competencies, professional skills and work attitudes in a fair and objective manner. Besides, we motivate the employees through competitive employment and promotion systems, as well as job rotation for middle- and high-level positions.

As regards benefits, we offer various holidays. In addition to national statutory holidays, all employees are entitled to sick leave, work-injury leave, personal leave, marital leave, maternity leave, funeral leave, paid annual leave, as well as birthday allowance, attendance bonus, and travel benefits. Furthermore, we actively organize different staff activities to boost work-life balance. For further details, please refer to the "Employee Well-being" subsection under this section.

Training and Development

The Group is committed to nurturing experienced, innovative, agile talents with industry sense. The Group believes that, during the process of employee training and development, we should not only consider whether they can promote the Group's business development, but more importantly, pass on generic skills for the anime derivative industry, costume industry, other industries and even daily life.

薪酬與福利

在薪酬方面，本集團為僱員提供富競爭力的薪酬，以吸引及挽留優秀人才。我們根據本集團的薪酬政策和僱員工作表現建立薪酬管理系統，並每年會參照當地市場水平、公司整體效益和個人績效評估結果對僱員工資進行審核和調整。為提高僱員工作積極性以及實現人才的合理配置。我們對僱員進行週期性考核，針對僱員工作能力、專業技能、工作態度、計劃目標及綜合素質等方面開展客觀公正的評定，並通過競爭上崗、末位淘汰和中高層崗位輪換等方式激勵僱員。

在福利方面，我們提供多項不同的假期。除國家法定假期外，所有僱員均有權請病假、工傷假、事假、婚假、產假、喪假及有薪年假，並享有生日補貼、勤工獎及旅行福利。此外，為提升員工工作與生活平衡度，我們亦積極舉辦不同的員工活動以提升其工作與生活平衡度。有關活動詳情，請參閱本章節的「僱員身心健康」分節。

培訓與發展

本集團致力於培育具有行業嗅覺且經驗豐富的復合創新型人才。我們在僱員的培訓與發展中，不僅侷限於考慮其是否能夠促進本集團的業務發展，更重要的是教授員工在動漫衍生品行業、服裝行業、其他行業甚至日常生活的通用技能。

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To this end, the Group is committed to implementing our training principles of “Plan for all and implement based on different levels” to provide diversified and personalised training for our employees. This includes but is not limited to knowledge training, management skills training, specified skills training/qualification training, induction training, qualification and job title training, strategic training, and professional services training. By analysing the training requirements of each department, we devise annual, monthly, and specified skills training plans, and set out the training plan of the year in the Annual Training Schedule. It covers Jiangxi Partytime and is drafted by the Administrative Department every year and reviewed by the General Manager’s Office afterwards. Comprehensive annual training will then be launched through channels such as self-training, internal training, external training, integrated training, participative training, among others. Trained employees are responsible to pass on the knowledge to others by organising seminars and providing instruction, so as to improve the Group’s operational efficiency. We also assess the effectiveness of training plans every year by surveys, examinations, among others, to lay the foundation for further adjustment of our training policy.

During the Reporting Period, in addition to providing production skill training, which covers professional knowledge such as product risks assessment, mechanical plants maintenance and in-process inspection standards, the Group also provided the employees with training on IP rights, anti-corruption, production safety, anti-fraud, and seminars on health knowledge.

為此，本集團繼續實行「全員計劃，分級實施」的培訓原則，以為僱員提供多元化及個性化的培訓，包括但不限於知識培訓、管理技能培訓、專項技能／資格培訓、入職培訓、學歷職稱培訓、戰略性培訓和專業服務培訓。通過分析各部門培訓需求，我們會擬定年度、月度和專項培訓計劃，並將當年的培訓計劃列於《年度培訓計劃表》中。此計劃表涵蓋江西派對，並由本集團的行政人事部於每年度制定，總經理辦公室隨後負責最後審核。全面的年度培訓則通過自我培訓、內部培訓、外部培訓、綜合培訓、參與式培訓等渠道開展。已培訓的僱員有責任將培訓內容以研討會及自行授課的方式傳授給其他僱員，從而共同改善本集團的營運績效。我們亦會通過問卷調查和考試等方式評估每年度培訓計劃的有效性，以作為後續調整培訓政策的基礎。

報告期內，除了主題涵蓋產品風險評估、機械設備保養、製程檢驗標準等專業知識的生產技能培訓之外，本集團還通過多種培訓渠道為僱員提供了知識產權培訓、反貪污培訓、生產安全培訓、防詐騙培訓以及健康知識講座等。

Case Study: 2021 China Partytime IP Rights Training
個案研究：二零二一年中國派對文化知識產權培訓



Product research and development (“R&D”) is the top priority for the Group’s business operations. To ensure that the Group protects its own IP rights and respects others in a timely manner while actively promoting the R&D and innovation of products and technologies, we have invited a third-party agency to provide employees with relevant training. This one-hour training illustrated the way to effectively and thoroughly execute national standards established in the Enterprise Intellectual Property Management (GB/T29490-2013), as well as critical issues which include frequently asked questions and relevant legal assistance in the process. This training is a remarkable success, which has significantly enhanced the sensitivity of the R&D Department towards IP rights, while promoting employee awareness on paying attention to and respecting IP rights in their daily work.

產品研發(「研發」)是本集團業務營運的重中之重。為了確保本集團在積極推進產品和技術的研發與創新的同時及時保護自身知識產權並尊重他人的知識產權，本集團邀請了第三方中介機構向僱員提供知識產權相關培訓。培訓持續1小時，描述了如何有效地貫徹執行企業知識產權管理規範(GB/T29490-2013)制定的國家標準，以及此過程中的常見問題及相關的法律援助等重要議題。是次培訓成果顯著，極大地提高了研發部對於知識產權的靈敏度，並向僱員普及了在日常工作中留意並尊重知識產權的良好意識。

Case Study: 2021 China Partytime Anti-corruption Training
個案研究：二零二一年中國派對文化反貪污培訓



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Promoting an ethical culture and creating an unstained business atmosphere is not only the prerequisite for corporate citizens to achieve sustainable development, but also the foundation to facilitate harmonious development in society. The Group actively takes operational factors and business development direction into consideration, and integrates them with anti-corruption guidelines from various levels of the Chinese Government. We aim to establish a training plan in accordance with the corporate characteristics of China Partytime as well as social orientation towards anti-corruption. In Nov 2021, the Group circulated online training materials to Board members and senior management, the topic of which was “Further promote the standardisation and legalisation of anti-corruption work in the new era”. The training lasted about 110 minutes, detailing patterns, system requirements, achievement paths of anti-corruption work done by corporates in the context of the new socialism era with Chinese characteristics. We hope to take the Group’s corporate governance up a notch through this training and increase the importance of anti-corruption in governance, so as to lay a social foundation for the Group’s continuous success.

Workplace Principles

We strictly abide by laws and regulations which include the Labour Law of the People’s Republic of China and Labour Contract Law of the People’s Republic of China. We respect and treat every employee equally, provide them with a harmonious, inclusive and non-discriminated work environment. Recruitment, development and promotion decisions are made solely based on qualifications and employee performance. Employees are treated equally regardless of their gender, age, race, disability, religion or marital status. The Group attaches importance to building a diverse team and is committed to sourcing talents from different places with various cultural backgrounds and qualifications. We sign the Labour Contract with employees in accordance with national and local laws, and adhere to the recruitment principle of “recruiting openly and competing equally, appointing superiors and internal first”. The Contract was published in 2014, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager.

弘揚廉政文化，營造風清氣正的業務氣氛不僅是企業公民實現可持續發展所需具備的必要條件，更是促進整個社會和諧發展的基石。本集團積極考慮營運特點及業務發展方向，並將之與中國各級政府的反腐倡廉路線相結合。我們旨在制定出既符合中國派對文化企業特徵，又符合社會反腐倡廉主旋律的培訓計劃。於二零二一年十一月，我們向本集團的董事及高級管理層員工發放了主題為「進一步推進新時代反腐敗工作規範化法治化」的網上培訓資料。培訓時長約為110分鐘，描述了在中國特色社會主義新時代大背景下，企業開展反腐敗工作的特點、制度要求以及實現路徑等內容。我們希望通過是次培訓為本集團的企業管治錦上添花，增加反腐倡廉在管治過程的比重，從而為本集團持續的成功打下社會基礎。

職場原則

我們嚴格遵守《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，尊重並平等對待每一位僱員，致力營造和諧、包容、無歧視的工作環境。僱員招聘、發展和晉升都基於其自身資質及工作表現，並不會因其性別、年齡、種族、殘障、宗教信仰或婚姻狀況等因素而區別對待。本集團重視多元化團隊建設，努力彙集來自不同地區、擁有不同文化背景和資歷的人才。我們堅持「公開招聘、平等競爭、擇優錄用、先內後外」的用人原則，依照國家及當地法例與所有僱員簽訂《勞動合同書》。該合同書發佈於二零一四年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。

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We review the age of each applicant in accordance with the Group's established Child Labour Rescue Regulations Policy. This Policy was published in 2014, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. Should we find any child labour that has been misemployed due to counterfeit identification documents, we will promptly notify the relevant departments and instruct them to conduct further investigation. The labour contract would be terminated immediately if justified, and we will contact his/her legal guardian for further handling. To prevent forced labour, the Group has established a standard working hours system – working 8 hours a day, and 40 hours a week. If working hours have to be extended to fulfil production needs, we will provide overtime allowance or arrange work shifts according to the relevant regulations.

During the Reporting Period, the Group is not aware of any non-compliance cases relating to employment principles which include recruitment and promotion, equal opportunity, diversity and anti-discrimination, as well as labour standards which include child labour prevention and forced labour.

我們根據本集團制定的《童工拯救規範》審查所有申請人的年齡。該政策發佈於二零一四年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。如發現誤聘偽造身份證件的童工，我們將立即通知有關部門，並指示他們作進一步調查。一經確實，我們將立即終止其合約，並聯絡其法定監護人作進一步處理。為避免強迫勞工，本集團已實行每日工作八小時、每週工作四十小時的標準工時制度。如因生產需要須延長員工工作時間，我們會參照相關規定予以加班補貼或安排調休。

報告期內，本集團並無存在任何有關包括招聘及晉升、平等機會、多元化、反歧視等在內的僱傭準則，以及包括反童工和強迫勞工在內的勞工準則的違規案例。

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ENVIRONMENT AND RESOURCE PROTECTION

China Partytime's happy spirit hopes to achieve cohesive harmony covering both commercial society and mother nature. The Group is committed to protecting the environment in which we live. While satisfying our production and operational requirements, we actively explore a sustainable development mode without compromising the opportunities of the future generations to meet their own needs. We are a responsible costume manufacturer and have established comprehensive policies and measures addressing environmental issues. In addition to consciously complying with all the relevant laws and regulations, we follow international standards to achieve green production, as well as actively identify and monitor environmental impact and potential risks in operations. moving forward, we will march towards the goal of becoming an environmentally friendly cosplay costumes enterprise in the PRC.

Green Production

Our green production is launched based on the Environmental Management System Certificate (GB/T24001-2016/ISO14001:2015). The Group follows green production principles, and actively analyses production lines to establish "Cradle to Grave" green production measures, which include implementation of systematic carbon-reduction measures, introduction of the low-carbon operational concept, and promotion of waste recycling. Through strict monitoring, we are committed to effectively using energy and resources in the production and service process to reduce burdens on the environment.

環境與資源保護

中國派對文化的快樂精神所期望達到的和諧共存是整體統一的，它既包含商業社會，亦包含自然環境。本集團致力於保護我們賴以生存的大自然，在滿足自身生產營運需求的同時，積極探索不損及後代滿足其需要的發展模式。作為負責任的服裝製造商，我們已制定有關環境議題的全面政策及措施。除了自覺遵守所有相關法律法規，我們遵照國際標準實現綠色生產，主動識別營運過程中造成的環境影響或面臨的潛在風險，並加以監控。展望未來，我們將朝著成為中國環保角色扮演服裝企業的目標邁進。

綠色生產

我們的綠色生產以環境管理體系認證（GB/T24001-2016/ISO14001:2015）為基礎而展開。本集團遵循綠色生產原則，我們積極分析江西派對的生產流水線，制定了「從搖籃到墳墓」的綠色生產措施，包括實施系統性減碳措施、推行低碳營運理念、以及促進廢棄物回收利用。透過嚴格監控，盡力於生產及服務過程中有效地使用能源與資源，降低對環境造成的負荷。

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The Group attaches great importance to greening our factory premises and implementing systematic carbon-reduction measures according to geographical locations. By the end of the Reporting Period, Jiangxi Partytime has planted a total of 45 trees (2020: 32 trees) and utilised a solar power system at factory premises to reduce carbon emissions. Realising that our Scope 2 emission from purchased electricity constitutes the majority of our greenhouse gas (“GHG”) emissions, we actively eliminate our reliance on purchased electricity and replace that with clean energy. During the Reporting Period, the solar power system at Jiangxi Partytime generated 254.80 MWh of electricity (2020: 232 MWh), equivalent to approximately 218.80 tCO₂e-.

本集團非常重視綠化工廠廠房，並因地制宜推出系統性的減碳措施。截至報告期末，我們在江西派對已累計栽種45棵樹（二零二零年：32棵），並於廠房利用太陽能發電系統來減低碳排放。我們意識到我們大部分的溫室氣體（「溫室氣體」）排放均來自因購買電力而產生的範圍2排放，因此積極使用清潔能源取代購入電力，旨在減少範圍2的溫室氣體排放。報告期內，江西派對的太陽能發電系統發電量為254.80兆瓦時（二零二零年：232.00兆瓦時），相當於減少溫室氣體排放約218.80噸二氧化碳當量。

Tree Planting 樹木栽植



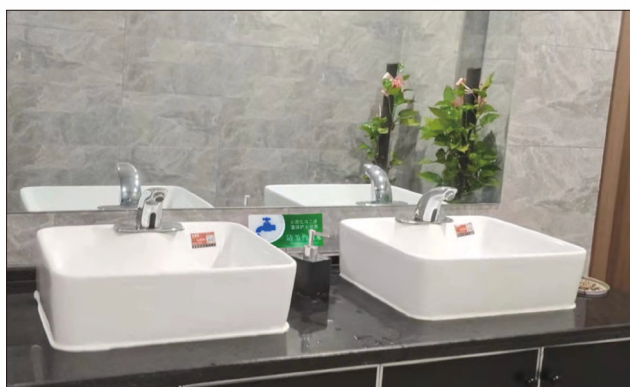
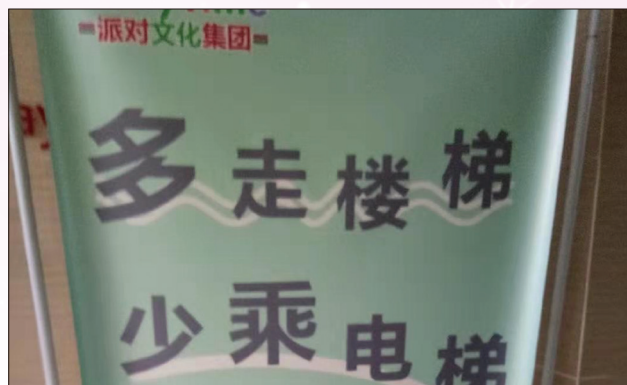
Solar Power System 太陽能發電系統



To integrate the concepts of low-carbon and energy-saving into employees' daily work and life, Jiangxi Partytime has introduced low-carbon operations. We suspend the operations of unnecessary production facilities whenever possible at all production plants. In offices, we encourage the employees to open windows instead of turning on air-conditioners, and utilise daylight instead of turning on lights whenever possible. They are also encouraged to turn off lights and taps when they leave, as well as follow the paperless office principle. With these measures in place, their environmental protection awareness has been enhanced, nurturing a healthy and green lifestyle.

為了讓低碳節能理念深入僱員的日常工作和生活，我們在江西派對推行低碳營運。在所有生產廠房內，盡量停止對於生產過程不必要的設備的運行。在辦公室內，我們鼓勵僱員盡量不開空調而多開窗，少開燈而多用自然光，隨手關燈和水龍頭，以及遵循無紙化辦公原則。通過這些舉措，僱員的節能減排與環境保護意識得到增強，並形成了健康綠色的生活習慣。

Promotion of Low-carbon Operations
低碳營運宣傳



Contributing to the city's hygiene and to reduce the risks of environmental pollution, the Group is committed to internal waste collection and disposal regulation, as well as solid waste management process. We adhere to the principles of reduction, harmlessness, and reclamation for waste control and disposal, whilst strictly monitoring the sorting, storage and disposal of each type of waste. To achieve the goal of energy conservation and emissions reduction, we have also launched the recycling and integrative utilisation of resources project. For details about waste disposal, please refer to the "Tracing Environmental Footprints" subsection under this section.

We are aware of the fact that certain environmental impact may arise from exhaust gas, wastewater and noise emissions from the operation process. During the Reporting Period, Jiangxi Partytime was committed to consulting a third-party testing institution to carry out inspection of wastewater and noise arising in daily operations, aiming to further quantify and identify its environmental impact. According to the Integrated Wastewater Discharge Standard (GB8978-1996) and the Emissions Standard for Industrial Enterprises Noise at the Boundary (GB12348-2008) requirements, all monitoring results met the established standards.

為保持城市的清潔衛生及減少環境污染的風險，本集團繼續依照內部的廢物收集處理規定和固體廢棄物管理程序。我們以減量化、無害化及資源化為廢棄物控制和管理的原則，嚴格監管各類廢棄物的分類、放置及處理。為達到節能減排的目的，我們亦開展回收和綜合利用項目。有關廢棄物處理的詳情，請參閱本章節下的「環境足跡追溯」分節。

意識到營運過程中排放的廢氣、廢水與噪聲等有機會對環境造成一定影響，江西派對於報告期內繼續聘請第三方檢測機構，對日常營運中的產生的廢水和噪聲進行檢測，以進一步量化及確定其對生態環境的影響。根據污水綜合排放標準 (GB8978-1996) 以及工業企業廠界環境噪聲排放標準 (GB12348-2008) 的要求，監測結果全部達到既定標準。

During the Reporting Period, owing to strict and thorough green production measures, the Group is not aware of any non-compliance cases relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Tracing Environmental Footprints

Exhaust gas and wastewater

Our exhaust gas emissions stem from company vehicles and stationary combustion facilities, which generate direct air pollutants, including nitrogen oxides (“NO_x”), sulfur oxides (“SO_x”) and particulate matter (“PM”). During the Reporting Period, we owned and operated 4 vehicles (2020: 4 vehicles), and the total travelled distance was 54,645 km (2020: 51,460 km). Our canteen operated 2 cooking stoves that consume liquefied petroleum gas (“LPG”) (2020: 2 cooking stoves). The production and operation of the Group do not involve any industrial wastewater, and its wastewater is mainly domestic sewage. After simple treatment at the factories, domestic sewage is drained via municipal pipelines to local sewage plants for further purification.

Waste

The Group’s non-hazardous waste mainly derives from production waste, waste cartons, and domestic waste. For production waste which include scraps in the fabric cutting process and remnant synthetic hair in the wig brushing process, after sorting and collection, we will process them or sell them to recycling companies to realise waste reclamation. To systematically handle domestic waste, we have posted a set of reminders that require our employees to dispose of waste in accordance with specific classification guidelines at our offices and factory premises. Classified non-hazardous waste is subsequently collected and handled by a professional licensed agency on a daily basis.

The Group’s hazardous waste largely consists of oil drums and lubricating white oil for facility maintenance. As hazardous waste would bring an irreversible adverse impact on the environment if handled inappropriately, we have strictly complied with the relevant laws and regulations and formulate the Hazardous Waste Disposal Agreement. It was published in 2016, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. According to the Agreement, hazardous waste is temporarily and separately stored by the Group, and then properly collected and handled by a professional licensed recycling agency. To ensure proper storage and transportation of hazardous waste, we have implemented necessary safety measures such as anti-leakage, anti-scattering and anti-spillage quick tests.

報告期內，得益於嚴格且全面的綠色生產措施，本集團並無存在任何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的違規案例。

環境足跡追溯

廢氣與廢水

我們的廢氣排放主要來自公司車輛和固定燃燒設施直接產生的空氣污染物，包括氮氧化物（「氮氧化物」）、硫氧化物（「硫氧化物」）和顆粒物（「顆粒物」）。報告期內，我們擁有並使用4輛汽車（二零二零年：4輛），總行駛距離為54,645公里（二零二零年：51,460公里）。我們的食堂配有2個燃燒液化石油氣（「液化石油氣」）的煮食爐頭（二零二零年：2個）。本集團的生產營運並不涉及任何工業廢水，因此排放的廢水主要為生活污水。生活污水於廠區污水處理設施內經簡單處理後，通過市政管網排入當地污水廠作進一步淨化處理。

廢棄物

本集團的無害廢棄物主要來自生產廢料、廢紙箱以及生活垃圾。對於布料裁剪工序中的邊角料和假髮梳理工序中的殘餘髮絲等生產廢料，我們分類收集後，會直接對其進行加工或售予回收公司，實現廢料的回收利用。為有條理地管理生活垃圾，我們亦張貼了一系列提示，要求僱員按照辦公室和廠區的特定分類指引處理垃圾。已分類的無害廢棄物將由專業的持牌機構每天收集及處理。

本集團的有害廢棄物主要包括油桶和用於保養設施的潤滑白油。如處理不當，有害廢棄物將對環境造成不可挽回的不良影響，因此我們嚴格遵守相關法律法規，並制定《危廢處理協議》。該協議發佈於二零一六年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。根據該協議，有害廢棄物會由本集團暫時並獨立儲存，然後再交由專業的持牌回收機構作適當收集及處理。為確保正確儲存和運輸有害廢棄物，我們實施了必要的安全措施，如防洩漏、防散落和防溢出等快速測試。

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Energy and Resources

The Group also attaches great importance to the management and use of different types of energy and resources. We analyse monthly, quarterly and annual consumption to make reference for further development of energy-saving policies. During the Reporting Period, the types of energy and resources used are summarised as follows:

能源與資源

本集團亦重視各類能源和資源的管理和使用，持續分析月度、季度和年度耗用量，以為進一步制定節約政策提供參考。報告期內，我們使用的能源與資源種類總結如下：

Energy/Resources 能源／資源	Description 描述
Electricity 電力	For production and daily operations 用於生產及其他日常營運
Petroleum and Diesel 汽油及柴油	For energy consumption of the Group's vehicles 用於本集團車輛使用
LPG 液化石油氣	For daily operations 用於日常營運
Water 水	For production and daily operations 用於生產及其他日常營運
Packaging Materials 包裝物料	For product packaging 用於成品包裝

Based on identified environmental footprints and impact paths, the Group actively established the following environmental targets to reduce environmental footprints in daily operations to achieve environmentally friendly development in the long run.

基於已識別的環境足跡與影響路徑，本集團積極設立如下環境目標，以減輕其日常營運中的環境足跡，從長遠而言達至環境友好型發展。

Aspect 範疇	Targets 目標
Exhaust Gas and GHG Emissions 廢氣及溫室氣體排放	<ul style="list-style-type: none"> By 2024, plant at least 50 trees to actively increase greenery coverage From 2022 onwards, ensure that the annual greenhouse gas emissions intensity is not higher than the 2019 baseline year By 2024, reduce the use of private vehicles by arranging shuttle bus service in applicable areas for employees 到二零二四年止，新種植至少50棵樹木以積極增加綠植覆蓋率 自二零二二年起，確保每年度的溫室氣體排放密度不高於2019基準年 到二零二四年止，在適當區域安排穿梭巴士接送公司僱員通勤以減少私家汽車的使用

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Aspect 範疇	Targets 目標
Wastewater and Solid Waste 廢水及固體廢棄物	<ul style="list-style-type: none"> From 2022 onwards, conduct annual waste monitoring upon exhaust gas, wastewater and noise From 2022 onwards, maintain consumption intensity of plastic and paper packaging materials to no more than 0.02 kg/product By 2024, replace all waste dumps in Jiangxi Partytime to waste sorting stations
	<ul style="list-style-type: none"> 自二零二二年起，每年開展對於廢氣、廢水及噪音的三廢監測 自二零二二年起，維持塑料及紙包裝材料的消耗密度不超過0.02 千克／產品 到二零二四年止，將江西派對的所有垃圾投放點更換為垃圾分類站
Energy 能源	<ul style="list-style-type: none"> By 2024, increase the proportion of power generation by solar power system to 20% From 2022 onwards, maintain annual energy consumption intensity no more than 0.05 MWh/m² By 2024, include at least one investment in energy-saving issues during community investment or charity donation events
	<ul style="list-style-type: none"> 到二零二四年止，增加太陽能發電系統的發電量佔比至20% 自二零二二年起，維持每年的能源消耗密度不超過0.05兆瓦時／平方米 到二零二四年止，開展的社區投資或慈善捐贈活動至少包括一次對節能議題的投資
Water 水	<ul style="list-style-type: none"> From 2022 onwards, maintain annual water consumption intensity to no more than 1.00 m³/m² From 2022 onwards, all newly installed water faucets in the living areas of Jiangxi Partytime shall be sensor-activated
	<ul style="list-style-type: none"> 自二零二二年起，維持每年的耗水量密度不超過1.00立方米／平方米 自二零二二年起，在江西派對的生活區內新安裝的水龍頭將全部為感應式水龍頭

Carbon Emissions and Climate Change

Climate change and related derivative risks have posed fundamental challenges to body corporates nowadays. The urgency, extensiveness and uncertainty of climate-related risks may either directly or indirectly influence the business model, financial situation and business strategy adopted by body corporates in business development. To cope with the challenge, body corporates have to identify direct climate-related risks based on identified carbon emission sources and establish policies to combat climate change in four aspects, namely governance, strategy, risk management, as well as indicators and targets.

碳排放及氣候變化

氣候變化及其衍生的相關風險對當今法人團體構成了根本性挑戰。氣候相關風險的緊迫性、廣泛性和不確定性會直接或間接影響法人團體在業務發展中的營運模式、財務狀況、以及業務策略。為了克服這一挑戰，法人團體需要基於已經識別的碳排放源頭，從而確認其直接面臨的氣候相關風險，並以管治、策略、風險管理，以及指標和目標四個方面著手制定氣候變化應對方針。

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The Group's carbon emissions mainly include GHG emissions of Scope 1, Scope 2, and Scope 3. Actual sources are listed in the table below. For emission data of each scope, please refer to the "KPIs Summary" section.

本集團的碳排放主要包括範圍1、範圍2及範圍3的溫室氣體排放，具體源頭於下表列出。有關按各範圍的排放數據，請參閱「關鍵績效指標總匯」章節。

Scope 範圍	Sources 源頭
Scope 1 – Direct Emission 範圍1 – 直接排放	<ul style="list-style-type: none"> Burning of fossil fuels for cooking stoves Burning of fossil fuels for vehicles 煮食爐頭的燃料燃燒 車輛的燃料燃燒
Scope 2 – Indirect Emission 範圍2 – 間接排放	<ul style="list-style-type: none"> Purchased electricity 外購電力
Scope 3 – Indirect Emission 範圍3 – 間接排放	<ul style="list-style-type: none"> Business trips by plane Purchased water treatment 乘坐飛機外出公幹 外購水源處理

The Group included climate-related risks analysis in our ESG governance process based on identified carbon emissions sources, while taking TCFD recommendations into account. With the help of an independent sustainability consultancy, Board members and senior management discussed and identified potential risks that may affect the Group's operations in the short and mid terms. By adopting a risk assessment matrix, we assess risks from two perspectives – severity and frequency. The assessment result is properly recorded for the Group to conduct a more thorough systematic analysis in the near future.

同時，本集團基於所識別的碳排放源頭並參考了TCFD的建議，將與氣候相關風險分析納入我們環境、社會及管治的管治過程中。通過獨立的可持續發展顧問的協助，我們的董事及高級管理層員工討論並識別了在短期以及中期有機會影響本集團營運的潛在風險。通過採用風險評估矩陣，我們從嚴重性和頻率兩個角度評估風險。評估結果亦被妥善記錄，以在不久的將來促進本集團進行更全面的系統性分析。

As shown in the table below, physical risks, which include extreme precipitation, typhoons, heat waves and thunderstorms, can easily disrupt Jiangxi Partytime's daily operations and production capacities. Considering the increasingly strict requirements of disclosure of climate change-related information set by the Stock Exchange, transition risks regarding policies and regulations may affect the Group's compliance expense in the future. Moreover, the daily operations at the factories in Jiangxi Partytime still largely rely on fossil fuels. These include cooking stoves at canteens, diesel generators at factories, vehicles owned by the Group, among others. Therefore, transition risks in technology also exert a greater impact against the Group's business and operations in the future.

如下表所示，極端降水、颱風、熱浪及雷暴等實體風險容易干擾江西派對的日常營運及產能。考慮到聯交所對於氣候變化相關披露的要求日趨嚴格，政策與法規相關的轉型風險在未來有機會影響本集團的合規支出。同時，江西派對廠房的日常營運仍主要依賴化石燃料，包括食堂中的煮食爐頭、廠房中的柴油發電機、以及集團所擁有的車輛等，因此技術方面的轉型風險亦對於本集團未來業務營運的影響較大。

Material Physical Risks 重大實體風險

Acute

- Extreme precipitation
- Typhoons
- Heat waves
- Thunderstorms

立即性

- 極端降水
- 颱風
- 熱浪
- 雷暴

Material Transition Risks 重大轉型風險

Policies and Regulations

- Strengthen carbon disclosure requirement
- Price control against fossil fuels

政策與法規

- 強化的碳披露要求
- 化石燃料價格調控

Technology

- Replacement of traditional materials
- Replacement of production technology

技術

- 傳統材料的替換
- 生產技術的替換

The Group has adopted measures to manage the above risks and to reduce the relevant adverse impact. To tackle physical risks, we established the Policy and Measures to Cope with Natural Disasters, which was published in 2020, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. In response to the characteristics of different natural disasters, we provided our employees with guidelines to deal with situations before, during, and after the disaster, aiming to minimise the negative impact stemming from physical risks.

On the other hand, we listed climate-related issues in our annual external materiality assessment to understand stakeholders' opinions in a timely manner. We are committed to identifying climate-related material risks and improving our disclosure quality of relevant information to meet the increasing regulations and requirements. In terms of technology, we have actively explored green and low-carbon production methods, for instance, using the solar power system to generate electricity to reduce our reliance on traditional purchased electricity.

本集團積極採取措施管理上述風險並減輕其負面影響。為了應對實體風險，我們制定了《應對天然災害的政策及措施》，該政策發佈於二零二零年，涵蓋江西派對，並由本集團的行政人事部擬定文件，再交由總經理負責最後審核。根據不同天然災害的特點，我們為僱員提供了災害前、災害期間，以及災害過後的指引，旨在將實體風險帶來的消極影響降至最低。

另一方面，我們將氣候相關議題納入每年的外部重要性評估，以及時了解持份者的看法。我們致力於繼續識別與氣候相關的重大風險並改進我們相關信息的披露質量，以符合不斷提高的法規和要求。技術方面，我們亦積極探索綠色低碳的生產方式，如使用太陽能系統進行發電以減輕對傳統外購電力的依賴。

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COMMUNITY AND PUBLIC WELFARE

China Partytime always fulfil its corporate responsibilities. While driving corporate development, the Group bonds with communities and actively pays attention to social issues, in the hope of improving neighbouring communities and the well-being of society by effectively utilising its resources. We are strongly committed to the community and public welfare and to identify local public sentiment through visiting, so as to fully understand the most pressing needs of our community.

The accelerated development in the coastal economic belts of Southeast China drives economic, industrial and demographical regional changes, while worsening China's ageing problem. At elderly homes, many aged and widowed elderly people are facing inconvenience in daily life. Their psychological and mental health may be adversely impacted due to the lack of companions. During the Reporting Period, we sent our staff to visit local elderly homes and care about elderly people through interactions such as making dumplings.

During the Reporting Period, the COVID-19 pandemic in some provinces and cities of China remained volatile and caused a lot of infection in certain regions. Tightened prevention and control measures increased the burdens of some communities, leading to shortages of epidemic prevention resources such as manpower and facilities. To this end, the Group actively called upon our staff to do voluntary epidemic prevention work such as checking body temperature for accessing personnel and clearing garbage in neighbouring communities. We endeavour to contribute to our community and fight the pandemic with the public through this difficult time.

社區與公益事業

中國派對文化時刻履行著其企業公民的責任。在謀求企業發展的同時，本集團心繫社區並積極關注社會議題，希望可以有效利用自身的企業資源以改善周邊社區，乃至整個社會的福祉。為此，我們熱衷於社區與公益事業，通過走訪群眾等方式識別當地民情，以精確了解所在社區最迫切的需要。

中國東南沿海經濟帶的加速發展帶動了經濟、產業以及人口結構的區域性變化，同時亦使得中國的老齡化問題日趨嚴重。在養老院，許多高齡孤寡老人現今正面臨著日常起居的種種不便，而他們的心理狀態及精神健康有可能會因缺少他人陪伴而受到負面影響。我們於報告期內組織員工拜訪當地養老院，通過包餃子等活動與老人互動，讓他們感受到社會的溫暖，同時表達我們對老人的關懷。

報告期內，中國部分省市的新冠疫情反覆持續，且疫情特點集中於區域性感染。收緊的防控措施加重了一些社區的負擔，防疫資源如人力、設備等出現短缺。為此，本集團積極號召員工志願參與周邊社區的防疫工作，包括為出入人員測量體溫，清理防疫垃圾等。我們希望為所在社區盡一份綿薄之力，並與人民群眾一齊渡過疫情的難關。

Activity at Elderly Homes
養老院活動



Voluntary Epidemic Prevention Work
志願防疫工作



In recent years, various levels of the Chinese Government have attached high importance to national education. They implemented a series of measures to promote educational development. However, due to geographical locations or other reasons, education resources in some remote areas are unevenly distributed. To promote the high quality and balanced development of urban-rural education, as well as strengthen local teachers' qualifications to enhance educational standards, the Group donated RMB50,000 to one of the subsidiaries of the Yiwu Education Foundation in Chi'an Town, Yiwu City, Zhejiang Province, PRC. Looking forward, the Group will continue to work together with different sectors of the society, apply a wide perspective to keep a close watch on community issues, and contribute to citizen well-being through different angles, spreading our happy culture to the society at large.

近年來，各級中國政府高度重視國民的教育工作，並採取了一系列措施以推進教育事業的發展。但亦存在部分偏遠地區因受到地理區位或其他因素影響，當地的教育資源無法實現均衡分配。為了推動了城鄉教育優質均衡發展，加強當地師資隊伍建設以提升教育水平，本集團向中國浙江省義烏市教育基金會赤岸鎮分支機構捐款人民幣50,000元。展望未來，本集團會繼續與社會各界攜手並肩，以「廣角鏡」留意社區議題，以「多角度」謀求人民福祉，將快樂文化傳播至全社會。

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LAWS AND REGULATIONS

China Partytime is committed to operating business with the highest ethical standards. The Group's goal not only aims to pursuit profits, but also actively shoulder responsibilities towards each stakeholder group, the surrounding environment and the community we operate in. We guarantee commitment and dedication to our services, while strictly complying with regulatory requirements in production and operations, product marketing, employment and recruitment, as well as environmental impact. The table below lists relevant laws and regulations the Group complied with during the Reporting Period. Those ones with a significant impact to the Group are listed in relevant sections above.

法律與法規

中國派對文化努力以至高的道德準則開展業務。本集團的目標遠高於僅僅追求業務利潤，而是積極承擔起對各個持份者群體、周邊環境以及營運社區的責任。我們確保恪盡職守，在生產營運、產品行銷、僱傭招聘、環境影響等方面嚴格遵守監管規定。下表載列本集團於報告期內遵守的相關法律及法規。而那些對本集團產生重大影響的法律法規，已在上文相應章節中列出。

Section 章節	Laws and Regulations (edition) 法律與法規 (版本年份)
Operations and Product Standards	<ul style="list-style-type: none">• Production Safety Law of the People's Republic of China (2021)• Fire Control Law of the People's Republic of China (2021)• Instructions for Use of Products of Consumer Interest – Part 4: Textiles and Apparel GB/T5296.4-2012 (2012)• National General Safety Technical Code for Textile Products GB18401-2010 (2010)• Code of Practice for Selection of Personal Protective Equipment GB/T11651-2008 (2008)• Product Quality Law of the People's Republic of China (2018)• Criminal Law of the People's Republic of China (2020)• Anti-Money Laundering Law of the People's Republic of China (2007)• Anti-unfair Competition Law of the People's Republic of China (2019)• Patent Law of the People's Republic of China (2020)• Copyright Law of the People's Republic of China (2020)• Advertising Law of the People's Republic of China (2021)• Trademark Law of the People's Republic of China (2019)
營運與產品標準	<ul style="list-style-type: none">• 中華人民共和國安全生產法(二零二一年)• 中華人民共和國消防法(二零二一年)• 紡織品和服裝使用說明GB/T5296.4-2012(二零一二年)• 國家紡織產品基本安全技術規範GB18401-2010(二零一零年)• 個體防護裝備選用規範GB/T 11651-2008(二零零八年)• 中華人民共和國產品質量法(二零一八年)• 中華人民共和國刑法(二零二零年)• 中華人民共和國反洗錢法(二零零七年)• 中華人民共和國反不正當競爭法(二零一九年)• 中華人民共和國專利法(二零二零年)• 中華人民共和國著作權法(二零二零年)• 中華人民共和國廣告法(二零二一年)• 中華人民共和國商標法(二零一九年)

Section 章節

Laws and Regulations (edition) 法律與法規(版本年份)

Employment and Labour Practices

- Labour Law of the People's Republic of China (2018)
- Labour Contract Law of the People's Republic of China (2021)
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018)
- Provisions on the Administration of Occupational Health at Workplaces (2021)
- Social Insurance Law of the People's Republic of China (2018)
- Regulation on Work-Related Injury Insurances (2010)
- Regulation on Paid Annual Leave for Employees (2007)
- Regulation on Public Holidays for National Annual Festivals and Memorial Days (2013)
- Law of the People's Republic of China on the Protection of Rights and Interests of Women (2018)
- Law of the People's Republic of China on the Protection of Minors (2020)

僱傭與勞工常規

- Provisions on the Prohibition of Using Child Labour (2002)
- 中華人民共和國勞動法(二零一八年)
- 中華人民共和國勞動合同法(二零二一年)
- 中華人民共和國職業病防治法(二零一八年)
- 工作場所職業衛生管理規定(二零二一年)
- 中華人民共和國社會保險法(二零一八年)
- 工傷保險條例(二零一零年)
- 職工帶薪年休假條例(二零零七年)
- 全國年節及紀念日放假辦法(二零一三年)
- 中華人民共和國婦女權益保障法(二零一八年)
- 中華人民共和國未成年人保護法(二零二零年)
- 禁止使用童工規定(二零零二年)

Environment and Resource Protection

- Environmental Protection Law of the People's Republic of China (2014)
- Energy Conservation Law of the People's Republic of China (2018)
- Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020)
- Law of the People's Republic of China on Environmental Impact Assessment (2018)
- the Integrated Wastewater Discharge Standard GB8978-1996 (1996)
- the Emissions Standard for Industrial Enterprises Noise at the Boundary GB12348-2008 (2008)

環境與資源保護

- 中華人民共和國環境保護法(二零一四年)
- 中華人民共和國節約能源法(二零一八年)
- 中華人民共和國固體廢物污染環境防治法(二零二零年)
- 中華人民共和國環境影響評價法(二零一八年)
- 污水綜合排放標準GB8978-1996(一九九六年)
- 工業企業廠界環境噪聲排放標準GB12348-2008(二零零八年)

Environmental, Social and Governance Report

環境、社會及管治報告

KPIs SUMMARY

關鍵績效指標總匯

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單位	2021 二零二一年	2020 二零二零年
Emissions²			
排放物²			
NOx 氮氧化物	kg 千克	80.42	75.26
SOx 硫氧化物	kg 千克	0.07	0.06
PM 顆粒物	kg 千克	3.75	3.52
Wastewater Discharged 廢水排放	tonne 噸	50,000.00	47,000.00
Chemical Oxygen Demand in Wastewater 廢水化學需氧量	mg/litre 毫克/升	25.30–27.60	25.10–27.50
Suspended Matter in Wastewater 廢水懸浮物含量	mg/litre 毫克/升	34.20–37.80	34.50–37.50
Ammonia Nitrogen in Wastewater 廢水氨氮含量	mg/litre 毫克/升	0.16–0.19	0.15–0.20
Animal and Vegetable Oil in Wastewater 廢水動植物油含量	mg/litre 毫克/升	0.10–0.13	0.09–0.11
pH of Wastewater 廢水酸鹼度	pH 酸鹼度	7.25–7.34	7.25–7.36

¹ As all figures are rounded to two decimal places, there might be slight discrepancies when summing up.

² The emission factors used to calculate exhaust air emissions are derived in accordance with the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software-MOBILE6.1.

¹ 由於所有數字均已四捨五入至小數點後兩位，因此相加時可能會存在細微差異。

² 用於計算廢氣排放的排放因子乃按照香港環境保護署汽車排放計算模型 (EMFAC-HK Vehicle Emission Calculation) 及美國環境保護署的汽車排放模型軟件 (Vehicle Emission Modelling Software-MOBILE6.1) 而得出。

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Environmental KPIs 環境關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
GHG³			
溫室氣體³			
Scope 1 Emission 範圍1排放	tCO ₂ e- 噸二氧化碳當量	19.84	19.15
Scope 2 Emission ⁴ 範圍2排放 ⁴	tCO ₂ e- 噸二氧化碳當量	2,210.64	1,405.00
Scope 3 Emission ⁵ 範圍3排放 ⁵	tCO ₂ e- 噸二氧化碳當量	10.80	13.02
Total GHG Emission 總溫室氣體排放	tCO ₂ e- 噸二氧化碳當量	2,241.28	1,437.18
Total Number of Tree Planted Since Operation 自營運起累計樹木栽植總數	item 棵	45.00	32.00
Total GHG Emission Intensity (by GFA) 總溫室氣體排放密度(按總樓面面積計)	tCO ₂ e-/m ² 噸二氧化碳當量/平方米	0.04	0.02
Total GHG Emission Intensity (by FTE) 總溫室氣體排放密度(按全職員工數計)	tCO ₂ e-/person 噸二氧化碳當量/人	6.69	3.70
Total GHG Emission Intensity (by Product Volume) 總溫室氣體排放密度(按產品數計)	tCO ₂ e-/product 噸二氧化碳當量/產品	0.16	0.49
Hazardous Waste			
有害廢棄物			
Solid Hazardous Waste (oil drums) 固體有害廢棄物(油桶)	barrel 桶	15.00	15.00
Liquid Hazardous Waste (lubricating white oil) 液體有害廢棄物(潤滑白油)	tonne 噸	0.16	0.16
Total Hazardous Waste 有害廢棄物總量	tonne 噸	0.16	0.16
Hazardous Waste Intensity (by GFA) 有害廢棄物密度(按總樓面面積計)	kg/m ² 千克/平方米	0.00	0.00
Hazardous Waste Intensity (by FTE) 有害廢棄物密度(按全職員工數計)	kg/person 千克/人	0.49	0.41
Hazardous Waste Intensity (by Product Volume) 有害廢棄物密度(按產品數計)	kg/product 千克/產品	0.00	0.00

³ The quantification method of GHG is based on the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department.

⁴ The emission factors for GHG Scope 2 are derived in accordance with the “2019 China Regional Power Grid Baseline Emission Factors” published by the Climate Change Department of the National Development and Reform Commission of the PRC.

⁵ GHG Scope 3 emissions in 2021 include business aviation and outsourced water treatment. The emission factors are based on the ICAO Carbon Emissions Calculator of the International Civil Aviation Organization (“ICAO”), and a graduation thesis “Research on Energy Consumption of China’s Urban Water Supply System” published by the Environmental Science and Engineering Discipline in Tsinghua University in 2015.

³ 溫室氣體的量化方法乃依據香港機電工程署及環境保護署刊發的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》。

⁴ 溫室氣體範圍2的排放因子乃按照中國國家發展和改革委員會應對氣候變化司公佈的《二零一九年中國區域電網基準線排放因子》而得出。

⁵ 二零二一年的溫室氣體範圍3排放包括商務飛行和外購水源處理。其中的排放因子乃分別按照國際民用航空組織(「國際民航組織」)的國際民航組織碳排放計算器(ICAO Carbon Emissions Calculator)，和中國清華大學二零一五年環境科學與工程學科畢業論文《中國城市供水系統能耗研究》而得出。

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環境、社會及管治報告

Environmental KPIs 環境關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Non-hazardous Waste			
無害廢棄物			
Domestic Waste 生活垃圾	tonne 噸	88.50	76.00
Carton 廢紙箱	tonne 噸	4.89	3.55
Plastic 塑料	tonne 噸	4.43	4.12
Fabric 邊角布料	tonne 噸	4.23	3.78
Total Non-hazardous Waste 無害廢棄物總量	tonne 噸	102.05	87.45
Non-hazardous Waste Intensity (by GFA) 無害廢棄物密度(按總樓面面積計)	kg/m ² 千克/平方米	1.70	1.46
Non-hazardous Waste Intensity (by FTE) 無害廢棄物密度(按全職員工數計)	kg/person 千克/人	304.63	225.39
Non-hazardous Waste Intensity (by Product Volume) 無害廢棄物密度(按產品數計)	kg/product 千克/產品	0.01	0.03
Energy Consumption			
能源用量			
Total Electricity Generation ⁶ 電力生產總量 ⁶	MWh 兆瓦時	254.80	232.00
Total Purchased Electricity 外購電力總量	MWh 兆瓦時	2,574.41	1,621.65
Total Petroleum Consumption 汽油消耗總量	litre 公升	2,042.10	1,881.70
Total Diesel Consumption 柴油消耗總量	litre 公升	2,100.60	2,064.00
Total LPG Consumption 液化石油氣消耗總量	kg 千克	2,862.00	3,052.00
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	2,908.74	1,913.41 ⁷
Energy Consumption Intensity (by GFA) 能源消耗密度(按總樓面面積計)	MWh/m ² 兆瓦時/平方米	0.05	0.03
Energy Consumption Intensity (by FTE) 能源消耗密度(按全職員工數計)	MWh/person 兆瓦時/人	8.68	4.93
Energy Consumption Intensity (by Product Volume) 能源消耗密度(按產品數計)	MWh/product 兆瓦時/產品	0.00	0.00

⁶ This part of the electricity is generated by Jiangxi Party's solar power generation system and used for daily operations.

⁷ The 2020 figures have been added to the total electricity production for the year and recalculated.

⁶ 此部分電力通過江西派對的太陽能發電系統產生並用於日常營運。

⁷ 二零二零年數據已添加當年電力生產總量並重新計算。

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Environmental KPIs 環境關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Water Consumption			
用水量			
Total Water Consumption 用水總量	m ³ 立方米	48,839.60	58,664.80
Water Consumption Intensity (by GFA) 用水密度(按總樓面面積計)	m ³ /m ² 立方米/平方米	0.81	0.98
Water Consumption Intensity (by FTE) 用水密度(按全職員工數計)	m ³ /person 立方米/人	145.79	151.20
Water Consumption Intensity (by Product Volume) 用水密度(按產品數計)	m ³ /product 立方米/產品	0.00	0.02
Packaging Material Consumption			
包裝材料用量			
Total Packaging Material Consumption 總包裝材料用量	tonne 噸	21.29	31.52
Plastic Material Consumption 塑料包裝材料用量	tonne 噸	10.64	19.94
Paper Material Consumption 紙包裝材料用量	tonne 噸	10.65	11.57
Plastic Material Consumption Intensity (by Product Volume) 塑料包裝材料用量密度(按產品數計)	kg/product 千克/產品	0.00	0.02
Consumption Intensity (by Product Volume) 紙包裝材料用量密度(按產品數計)	kg/product 千克/產品	0.01	0.01
Office Paper Consumption			
辦公紙張用量			
Office Paper Disposal 辦公紙張處置量	tonne 噸	0.31	0.25
Office Paper Recycling 辦公紙張回收量	tonne 噸	0.25	0.26
Office Paper Disposal Intensity (by GFA) 辦公紙張處置量密度(按總樓面面積計)	kg/m ² 千克/平方米	0.01	0.00
Office Paper Disposal Intensity (by FTE) 辦公紙張處置量密度(按全職員工數計)	kg/person 千克/人	0.00	0.00
Office Paper Disposal Intensity (by Product Volume) 辦公紙張處置量密度(按產品數計)	kg/product 千克/產品	0.94	0.65

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Social KPIs 社會關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Workforce			
勞動力			
Total Number of Employee 僱員總數	person 人	380	389
By Gender			
按性別劃分			
Male 男	person 人	134	189
Female 女	person 人	246	200
By Employment Type			
按僱傭類型劃分			
Full-time 全職	person 人	335	388
Part-time 兼職	person 人	45	1
By Age Group			
按年齡組別劃分			
<30	person 人	102	205
30–40	person 人	157	114
41–50	person 人	85	48
>50	person 人	36	22
By Geographical Region			
按地區劃分			
Jiangxi Province, the PRC 中國江西省	person 人	380	389

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Social KPIs 社會關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Turnover Rate			
流失比率			
Total Turnover Rate 總流失比率	%	8.56	13.37
By Gender			
按性別劃分			
Male 男	%	6.39	11.64
Female 女	%	10.22	15.00
By Age Group			
<30	%	6.51	20.49
30–40	%	13.82	7.02
41–50	%	5.31	4.17
>50	%	3.45	0.00
By Geographical Region			
按地區劃分			
Jiangxi Province, the PRC 中國江西省	%	8.56	13.37
Health and Safety			
健康與安全			
Work-related Fatality 因工亡故人數	person 人	0	0
Work-related Injury 因工受傷人數	person 人	0	0
Lost Day due to Work-related Injury 因工傷損失工作日數	day 日	0.00	0.00

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Social KPIs 社會關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Training and Development⁷			
發展及培訓⁷			
The Percentage of Employees Trained by Gender			
按性別劃分的受訓僱員百分比			
Male 男	%	53.57	48.59
Female 女	%	46.43	51.41
The Percentage of Employees Trained by Employee Category			
按僱員類別劃分的受訓僱員百分比			
C-level Management 董事會成員	%	3.57	1.54
Senior Management 高層管理僱員	%	3.57	1.03
Middle Management 中層管理僱員	%	17.86	27.25
General Staff 普通僱員	%	75.00	70.18
The Average Training Hours Completed per Employee by Gender			
按性別劃分的每位僱員受訓平均時數			
Male 男	hour 小時	2.80	N/A 不適用
Female 女	hour 小時	1.32	N/A 不適用
The Average Training Hours Completed per Employee by Employee Category			
按僱員類別劃分的每位僱員受訓平均時數			
C-level Management 董事會成員	hour 小時	5.00	N/A 不適用
Senior Management 高層管理僱員	hour 小時	5.00	N/A 不適用
Middle Management 中層管理僱員	hour 小時	1.23	N/A 不適用
General Staff 普通僱員	hour 小時	1.96	N/A 不適用

⁷ To ensure data comparability, the employee development and training figures for 2020 have been recalculated by using the same formula as in 2021.

⁷ 為確保數據的可比性，二零二零的僱員發展及培訓數據已採用與二零二一年相同的計算公式重新計算。

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Social KPIs 社會關鍵績效指標	Unit 單位	2021 二零二一年	2020 二零二零年
Supply Chain			
供應鏈			
Number of Supplier by Geographical Region 按地區劃分的供應商數目			
Zhejiang Province, the PRC 中國浙江省	quantity 間	35	77
Fujian Province, the PRC 中國福建省	quantity 間	2	9
Guangdong Province, the PRC 中國廣東省	quantity 間	11	3
Hebei Province, the PRC 中國河北省	quantity 間	1	3
Henan Province, the PRC 中國河南省	quantity 間	1	3
Jiangxi Province, the PRC 中國江西省	quantity 間	4	3
Shanghai City, the PRC 中國上海市	quantity 間	0	3
Anhui Province, the PRC 中國安徽省	quantity 間	2	1
Jiangsu Province, the PRC 中國江蘇省	quantity 間	6	0
Product and Service			
產品與服務			
Total Number of Product Sold 已售產品總數	item 件	14,405,192	2,962,671
Products Recall Rate for Safety and Health Reasons 因安全與健康理由回收的產品百分比	%	0.00	0.00
Products and Service-related Complaints 關於產品及服務的投訴數目	case 宗	0	0
Anti-corruption			
反貪污			
Concluded Legal Cases regarding Corrupt Practices 對本集團或其僱員提出並已審結的貪污訴訟案件的數目	case 宗	0	0
Community Investment			
社區投資			
Resources Contributed to the Focus Area 在專注範疇所動用的資源	RMB 人民幣	50,000.00	100,000.00

ESG REPORTING GUIDE CONTENT INDEX

環境、社會及管治報告指引內容索引

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Mandatory Disclosure Requirements 強制披露規定

Governance Structure 管治架構

A statement from the board containing the following elements:

- (i) a disclosure of the board's oversight of ESG issues;
- (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and
- (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.

由董事會發出的聲明，當中載有下列內容：

- (i) 披露董事會對環境、社會及管治事宜的監管；
- (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及
- (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。

About the Group

- Risk Adaptation
- Prospects

Sustainability Approach

關於本集團

- 風險適應
- 前景展望

可持續方針

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Reporting Principles
匯報原則

A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:

Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.

Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.

Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.

描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：

重要性：環境、社會及管治報告應披露：(i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；(ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。

量化：有關匯報排放量／能源耗用(如適用)所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。

一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更(如有)或任何其他影響有意義比較的相關因素。

About this Report

關於本報告

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Reporting Boundary 匯報範圍	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> <p>解釋環境、社會及管治報告的匯報範圍，描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。</p>	About this Report 關於本報告
“Comply or explain” Provisions 「不遵守就解釋」條文		
A. Environmental A. 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	Environment and Resource Protection Law and Regulations 環境與資源保護 法律與法規
KPI A1.1	The types of emissions and respective emissions data.	Environment and Resource Protection KPIs Summary 環境與資源保護 關鍵績效指標總匯
關鍵績效指標A1.1	排放物種類及相關排放數據。	

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KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environment and Resource Protection – Carbon Emissions and Climate Change KPIs Summary 環境與資源保護 – 碳排放及氣候變化 關鍵績效指標總匯
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	KPIs Summary 關鍵績效指標總匯
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 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)。	KPIs Summary 關鍵績效指標總匯
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environment and Resource Protection – Green Protection – Tracing Environmental Footprints 環境與資源保護 – 綠色生產 – 環境足跡追溯
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment and Resource Protection – Green Protection – Tracing Environmental Footprints 環境與資源保護 – 綠色生產 – 環境足跡追溯

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Aspect A2: Use of Resources 層面A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment and Resource Protection – Green Protection – Tracing Environmental Footprints 環境與資源保護 – 綠色生產 – 環境足跡追溯
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Environment and Resource Protection – Tracing Environmental Footprints KPIs Summary 環境與資源保護 – 環境足跡追溯 關鍵績效指標總匯
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	KPIs Summary 關鍵績效指標總匯
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environment and Resource Protection – Green Production – Tracing Environmental Footprints 環境與資源保護 – 綠色生產 – 環境足跡追溯
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environment and Resource Protection – Green Production – Tracing Environmental Footprints 環境與資源保護 – 綠色生產 – 環境足跡追溯
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	KPIs Summary 關鍵績效指標總匯

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Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Resource Protection – Green Protection 環境與資源保護 – 綠色生產
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Resource Protection – Green Protection 環境與資源保護 – 綠色生產
Aspect A4: Climate Change 層面 A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environment and Resource Protection – Carbon Emissions and Climate Change 環境與資源保護 – 碳排放及氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Environment and Resource Protection – Carbon Emissions and Climate Change 環境與資源保護 – 碳排放及氣候變化

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B. Social B. 社會 Employment and Labour Practices 僱傭及勞工常規 Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	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. 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。	Employment and Labour Practices – Remuneration and Benefits – Workplace Principles Laws and Regulations 僱傭與勞工常規 – 薪酬與福利 – 職場原則 法律與法規
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	KPIs Summary 關鍵績效指標總匯
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	KPIs Summary 關鍵績效指標總匯

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect B2: Health and Safety 層面 B2：健康與安全		
General Disclosure 一般披露	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. 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。	Operations and Product Standards – Production Safety and Operational Compliance Employment and Labour Practices – Employee Well-being Laws and Regulations 營運與產品標準 – 生產安全及操作合規 僱傭與勞工常規 – 僱員身心健康 法律與法規
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Employment and Labour Practices – Employee Well-being 僱傭與勞工常規 – 僱員身心健康
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	KPIs Summary 關鍵績效指標總匯
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Operations and Product Standards – Production Safety and Operational Compliance Employment and Labour Practices – Employee Well-being 營運與產品標準 – 生產安全及操作合規 僱傭與勞工常規 – 僱員身心健康

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Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 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。	Employment and Labour Practices – Training and Development 僱傭與勞工常規 – 培訓與發展
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPIs Summary 關鍵績效指標總匯
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	KPIs Summary 關鍵績效指標總匯
Aspect B4: Labour Standards 層面 B4：勞工準則		
General Disclosure 一般披露	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 labour. 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。	Employment and Labour Practices – Workplace Principles Laws and Regulations 僱傭與勞工常規 – 職場原則 法律與法規
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment and Labour Practices – Workplace Principles 僱傭與勞工常規 – 職場原則
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment and Labour Practices – Workplace Principles 僱傭與勞工常規 – 職場原則

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Operations and Product Standards – Market Participation and Business Dealings Laws and Regulations 營運與產品標準 – 市場參與及業務往來 法律與法規
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	KPIs Summary 關鍵績效指標總匯
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Operations and Product Standards – Market Participation and Business Dealings 營運與產品標準 – 市場參與及業務往來
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Operations and Product Standards – Market Participation and Business Dealings 營運與產品標準 – 市場參與及業務往來
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operations and Product Standards – Market Participation and Business Dealings 營運與產品標準 – 市場參與及業務往來

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Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	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. 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。	Operations and Product Standards – Product Quality – Business Conduct – Market Participation and Business Dealings Laws and Regulations 營運與產品標準 – 產品質量 – 商業操守 – 市場參與及業務往來 法律與法規
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Operations and Product Standards – Product Quality KPIs Summary 營運與產品標準 – 產品質量 關鍵績效指標總匯
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operations and Product Standards – Market Participation and Business Dealings KPIs Summary 營運與產品標準 – 市場參與及業務往來 關鍵績效指標總匯
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Operations and Product Standards – Business Conduct 營運與產品標準 – 商業操守
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operations and Product Standards – Product Quality 營運與產品標準 – 產品質量
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operations and Product Standards – Business Conduct 營運與產品標準 – 商業操守

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	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. 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。	Operations and Product Standards – Business Conduct Laws and Regulations 營運與產品標準 – 商業操守 法律與法規
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	KPIs Summary
關鍵績效指標B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	關鍵績效指標總匯
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Operations and Product Standards – Business Conduct
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	營運與產品標準 – 商業操守
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Employment and Labour Practices – Training and Development
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	僱傭與勞工常規 – 培訓與發展

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Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Community 社區		
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	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. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community and Public Welfare 社區與公益事業
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community and Public Welfare 社區與公益事業
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community and Public Welfare KPIs Summary 社區與公益事業 關鍵績效指標總匯

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