

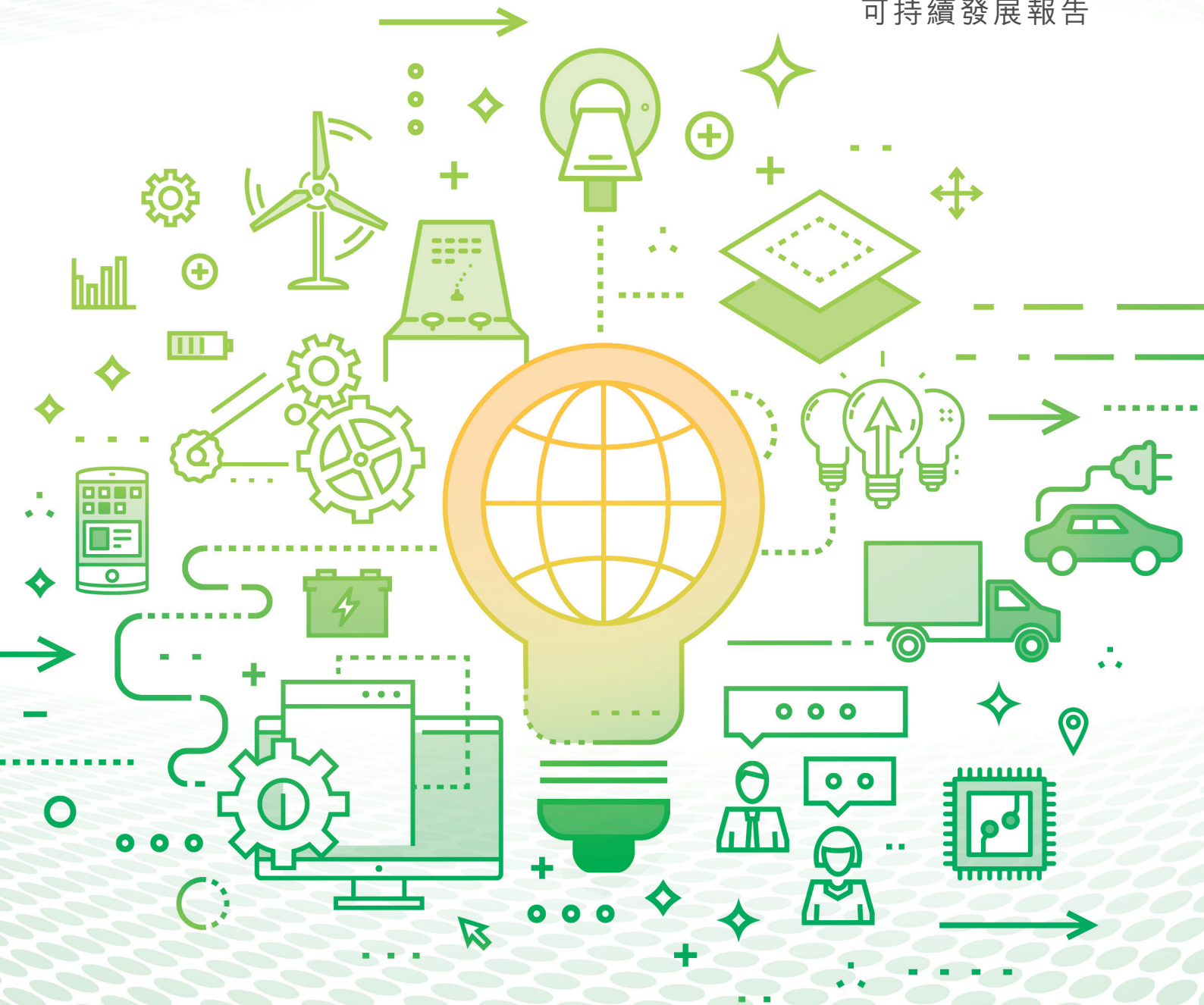
Trio Industrial Electronics Group Limited 致豐工業電子集團有限公司

(Incorporated in Hong Kong with limited liability) (於香港註冊成立的有限公司)

Stock Code 股份代號 : 1710

2021

SUSTAINABILITY REPORT
可持續發展報告



CONTENTS

目錄

About This Sustainability Report

關於本可持續發展報告

Reporting Approach 報告取向	2
About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司	3
Performance Review and Highlights 績效回顧及概要	4
Sustainability at Trio 致豐的可持續發展	5

Our Sustainability Approach

我們的可持續發展方針

Corporate Governance 公司管治	7
Sustainability Governance 可持續發展管治	9
Supporting the United Nations Sustainable Development Goals 支持聯合國可持續發展目標	12
Stakeholder Engagement 持份者參與	14
Materiality Assessment 重要性評估	16

Value Chain

價值鏈

19

People

人

27

Environment

環境

40

Social Participation

社會參與

53

Appendices

附錄

Appendix I – Key Performance Summary 附錄一 – 關鍵績效摘要	54
Appendix II – HKEx ESG Reporting Guide Index 附錄二 – 聯交所ESG報告指引索引	60
Appendix III – GRI Standards Content Index – Core 附錄三 – GRI準則內容索引-核心	68





1. ABOUT THIS SUSTAINABILITY REPORT

Trio Industrial Electronics Group Limited (the “**Company**” or “**Trio**”), and its subsidiaries (collectively, the “**Group**”, “**we**” or “**our**”) is pleased to publish its Sustainability Report (the “**Report**”) for the year ended 31 December 2021. This Report outlines the Group’s commitment, approach and achievements in four key areas: the environment, the employees, the value chain and the community.

Reporting Approach

Reporting Period

This Report provides an overview of the Group’s Environmental, Social and Governance (“**ESG**”) performance during the reporting period of 1 January 2021 to 31 December 2021.

Reporting Scope

The scope of this Report includes all areas of the Group’s business operations that have ESG significance to the Group and its stakeholders.

The reporting scope of Sustainability Report 2020 covered the production plant in Guangzhou, the People’s Republic of China (the “**PRC**”) (the “**Nansha Plant**”). During the reporting period, the production plant in Rayong, Thailand (the “**Rayong Plant**”) has come into operation. This Report therefore covers the Group’s overall ESG performance for the Nansha Plant and the Rayong Plant. The Nansha Plant and the Rayong Plant both had significant production during the reporting period. The Group’s headquarters in Hong Kong, the production plant and office in Ireland are excluded from the scope since they have no significant environmental and social impacts generated during the reporting period.

The Group conducted an extensive stakeholder engagement and materiality assessment exercise to define the material topics for inclusion in this Report. The outcome is detailed in the Materiality Assessment.

1. 關於本可持續發展報告

致豐工業電子集團有限公司（「公司」或「致豐」）及其子公司（統稱「集團」、「我們」或「我們的」）發佈2021年度的可持續發展報告（「報告」），報告期截至2021年12月31日止。本報告概述了集團在環境、僱員、價值鏈及社區四大重要領域的承擔、方針及成就。

報告取向

報告期

本報告概述集團在2021年1月1日至2021年12月31日的報告期間在環境、社會及管治（「**ESG**」）方面的績效。

報告範圍

本報告涵蓋了各個對集團及其持份者具重要環境、社會及管治意義的業務營運領域。

2020年可持續發展報告的報告範圍涵蓋中華人民共和國（「**中國**」）廣州市的工廠（「**南沙工廠**」）。報告期內，泰國羅勇的工廠（「**羅勇工廠**」）已投產。本報告闡述了集團南沙工廠及羅勇工廠的整體 ESG 績效。報告期內，南沙工廠和羅勇工廠均有大量生產。集團之香港總部、愛爾蘭的工廠及辦事處於報告期內均沒有對環境及社會產生重大的影響，故不納入本報告範圍內。

本集團廣泛諮詢了持份者的意見並進行重要性評估活動，以釐定本報告要涵蓋的重要主題。其結果在「重要性評估」部份詳細論述。



Reporting Standards

This Report is prepared in accordance with the GRI Standards issued by Global Sustainability Standards Board, GSSB: Core option, as well as the requirements stipulated in the ESG Reporting Guide, set out in Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). To further align with international sustainability principles, the Report also makes reference to five principles of the United Nations Global Compact (“**UNGC**”).

Information and Feedback

For more information about the Group’s businesses, please refer to the Group’s official website <https://www.trio-ieg.com>.

The Group welcomes feedback on its Report and other sustainability-related matters. Please give your suggestions or share your views with us at ad_hjbin@triopy.com.

About Trio Industrial Electronics Group Limited

Founded in 1983, Trio Industrial Electronics Group Limited and its subsidiaries is an industrial electronics manufacturing services (“**EMS**”) provider specialising in the manufacturing and sales of customised industrial electronic components and products mainly sold to customers located in over 20 countries and regions around the world.

As an original equipment manufacturer (“**OEM**”) of industrial electronic components and products, the Group provides its customers with a comprehensive scope of services, from procurement of raw materials, manufacturing to product delivery. The Group also provides technical advice and engineering solutions to its customers during product design and development stage. OEM products of the Group are manufactured according to the specifications provided by its customers and are either incorporated into their products or sold as stand-alone products under their own brands.

報告標準

本報告乃根據全球可持續發展標準委員會（「**GSSB**」）發佈的全球報告倡議標準（「**GRI標準**」）之核心選項，以及香港聯合交易所有限公司（「**聯交所**」）之上市規則附錄二十七《環境、社會及管治報告指引》的要求而編寫。為進一步符合國際可持續性標準，報告還參考了聯合國全球契約（「**UNGC**」）的五項原則。

資料及反饋

有關本集團的業務詳情，請瀏覽本集團的官方網站 <https://www.trio-ieg.com>。

本集團歡迎各界就其報告和其他與可持續發展相關的事宜提供意見。請以電郵提出建議或分享你的想法，電郵地址：ad_hjbin@triopy.com。

關於致豐工業電子集團有限公司

致豐工業電子集團有限公司及其子公司於1983年創立，乃專門製造和銷售定制工業電子零件及產品的電子製造服務（「**電子製造服務**」）供應商，客戶遍及全球20多個國家和地區。

作為工業電子零件和產品的原始設備製造商（「**OEM**」），本集團為客戶提供從原材料採購、製造到產品交付的全方位服務。在產品設計及開發階段，亦為客戶提供技術諮詢和工程解決方案。本集團的OEM產品乃按照客戶提供的規格而製造，作為客戶產品的組件，或作為客戶名下品牌之產品獨立發售。



Performance Review and Highlights 績效回顧及概要



Economic Performance 經濟績效

- Revenue: HK\$744.1 million 收入：7.441億港元
- Attributable operating loss: HK\$8.7 million 應佔經營虧損：870萬港元
- Loss attributable to shareholders: HK\$10.6 million 股東應佔虧損：1,060萬港元



Environment 環境

- Certified to ISO 14001 Environmental Management System 通過ISO 14001環境管理體系認證



Community 社區

- Received the Caring Company Award 獲「商界展關懷」獎
- Created 114 local job opportunities in Nansha District, Guangzhou 在廣州市南沙區創造了114個當地就業機會



People 人

- Total number of employees: 1,446 persons 僱員總數：1,446人
- Total training hours: 27,983 hours 總受訓時數：27,983小時
- Average training hours per employee: 19.4 hours 僱員平均受訓時數：19.4小時
- Total occupational health and safety training hours: 10,992 hours 總職業健康與安全培訓小時：10,992小時
- Awarded "Guangzhou Harmonious Labour Relationship Enterprise A Level" 榮獲「廣州市和諧勞動關係企業A級」
- Certified to ISO 45001 Occupational Health and Safety Management System 通過ISO 45001職業健康與安全管理體系認證



Value Chain 價值鏈

- Achieved an average customer satisfaction score of 81 from customers 客戶滿意度平均評分：81分
- Certified to ISO 9001 Quality Management System 通過ISO 9001質量管理體系認證
- Certified to Industry 4.0 "1i Maturity Level Recognition" 通過工業4.0「1i成熟度識別」認證
- Certified as an Advanced Certified Enterprise of the Authorized Economic Operator ("AEO") 獲授權經濟運營商（「AEO」）的高級認證企業認證



Sustainability at Trio

Message from the Chairman

In 2021, the coronavirus disease 2019 (“**COVID-19**”) crisis has continued to disrupt the world’s economy and people’s livelihood. The prolonged shortage of materials and the disruption of global supply chains had brought major challenges to the Group and prompted us to further strengthen our focus on contingency and sustainability in these unprecedented times. Our new plant in Thailand has come into operation in 2021 which has also extended the reach of our sustainability planning.

In this Report, I would like to highlight our Group’s approach and achievements in four key ESG areas during the reporting period, namely the environment, the employees, the value chain and the community.

Environmental protection has always been one of our Group’s top priorities and we aim to continually improve the environmental performance of our operations to minimise any impact on the environment. During the reporting period, we made particular efforts to reduce exhaust emissions and waste and effect better energy management in our production and operations. We also paid attention to climate change issues and water resource management.

We strongly believe that our employees are the core propeller of our business, and we aim to create an inclusive work environment, providing them with fair opportunities and ample support to thrive as a high-performing team. We have continued to develop our employees through diversified learning and training programmes. Our Group has also paid special attention to the health and safety of our employees. Amidst the COVID-19 pandemic, our Group had set up an emergency response team that swiftly responded to the prevention and control of the virus in our offices and production facilities.

致豐的可持續發展

主席致辭

2019冠狀病毒病（「**COVID-19**」）危機於2021年仍揮之不去，繼續擾亂世界經濟和人民的生活。材料長期短缺及全球供應鏈中斷為集團帶來重大挑戰。面對前所未有的局面，促使我們更注重應變計劃及可持續發展。我們在泰國的新工廠已於2021年投產，同時擴闊了我們的可持續發展規劃範圍。

本人謹此重點介紹本集團於報告期內在處理四大ESG範疇：環境、僱員、價值鏈及社區的方針及成果。

環境保護一直是本集團最重視的範疇之一，我們的目標是不斷改善業務營運的環境績效，以盡量減少對環境的任何影響。報告期內，我們積極減少廢氣排放和廢棄物，加強生產及營運的能源管理，亦關注氣候變化問題及水資源管理。

我們堅信員工是業務發展的核心動力。我們致力創建一個包容的工作環境，為員工提供公平的機會及充份的支持，建立高績效的團隊。我們繼續通過多元化的學習與培訓計劃來栽培員工。本集團亦特別關注僱員的健康與安全。在COVID-19疫情期間，本集團已成立了一個應急小組，以迅速處理辦公室及生產設施的病毒防控工作。



During the reporting period, our Group continued to pursue operational and manufacturing excellence within our production value chain through the adoption of advanced technologies and processes and responsible supply chain management. We have set high standards for product quality and reliability and continued to deliver products and services that exceed customer expectations. In 2021, in view of the severe disruption of global supply chains, we also made extra efforts in maintaining and developing relationships with our existing and new suppliers to secure the supply of our raw materials.

Our Group is committed to be a responsible corporate citizen and takes the initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports. During the reporting period, Trio Engineering Company Limited (“**Trio Engineering**”), a principal subsidiary of the Company, is awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising the Company’s contributions in caring for the community.

Going forward, our Group shall stay focused on growth, efficiency and technological advancement. We will reflect on how our business can continuously deliver value to our stakeholders and will vigorously advance sustainability plans and initiatives to make continuous improvements. The Group fully supports the implementation of the 17 Sustainable Development Goals (“**SDGs**”) of the United Nations and has identified five goals that are most relevant to our business and sustainability strategy. Over the long term, we shall explore ways to enhance our sustainability approaches in order to be better aligned with and contribute to the United Nations’ goals. ESG is one of our priorities in managing the business and we will work for a balanced environment for the good of the people around us and for the world as a whole.

Lai Yiu Wah
Chairman and Executive Director

Hong Kong, 24 March 2022

報告期內，本集團透過採用先進技術及流程，並推行負責任的供應鏈管理，在生產價值鏈中有關運營及製造兩方面持續追求卓越。我們就產品質量及可靠性設定了高標準，並繼續提供優於客戶要求的產品和服務。2021年，全球供應鏈嚴重斷裂，為此，我們加倍努力鞏固供應商網絡，與現有及新的供應商維持及建立緊密關係，以確保原材料的供應。

本集團致力成為負責任的企業公民，並通過僱員的志願服務及就業支援，主動支持當地活動，照顧弱勢群體，並改善與附近社區的關係。報告期內，本公司主要附屬公司致豐工程有限公司（「**致豐工程**」）獲香港社會服務聯會頒授「商界展關懷」標誌，以肯定公司在關愛社會方面的貢獻。

展望未來，本集團將繼續專注追求增長、效率及技術進步。我們將反思如何讓業務持續為持份者帶來價值，並將大力推展可持續發展計劃和措施，以實現持續進步。本集團全力支持聯合國17項可持續發展目標（「**SDG**」）的實施，並已確定了五個與我們的業務和可持續發展戰略最相關的目標。長遠而言，我們將探索如何改善我們的可持續發展方針，以配合聯合國的目標並為此作出貢獻。ESG是我們業務管理的優先事項之一。為了周遭的人以至整個世界的利益，我們定將致力創造一個平衡和諧的環境。

黎耀華
主席兼執行董事

香港，二零二二年三月二十四日



2. OUR SUSTAINABILITY APPROACH

Corporate Governance

Maintaining high standards of corporate governance is vital to the Group's continued success. As the highest governance body, the board (the **"Board"**) of directors (the **"Directors"**) of the Company directs the overall strategy and development of the Group's operations, and oversees business ethics and corporate integrity.

The Group's risk management and internal control systems safeguard proper identification, management and mitigation of risks. Policies and procedures are established to effectuate a consistent approach to spot and address risks in business processes. The Risk Management Committee and Audit Committee support the Board in overseeing and maintaining effective risk management and internal control systems. Risk management responsibility rests at all levels within the Group, from the Board down to heads of business and supporting units and general staff. Sustainability-related risks identified through the risk control procedure are strictly managed and mitigated through the Group's policies and mechanisms.

For details of the Group's corporate governance structure and practices, please refer to the "Corporate Governance Report" Section of the Company's Annual Report 2021.

Anti-Corruption and Whistleblowing Policies

The Group has zero tolerance for bribery, fraud and corruption. The Group's ethical standards are well documented and communicated through the Code of Conduct and Business Ethics, which requires all business activities to be operated with high level of integrity. The Internal Control Procedure and Whistleblowing Policy aim to ensure the Group is free of corruption throughout its businesses. These policies are covered in new employee orientation and the Employee Handbook. No employee should accept or request any improper benefits including gifts, securities, valuables and high-expenditure entertainment activities from business partners, suppliers and merchants, etc.

2. 我們的可持續發展方針

公司管治

維持高標準的公司管治乃集團持續成功的關鍵。作為最高管治機構，本公司董事會（「**董事會**」）主導集團的整體戰略和業務發展，並督促集團上下恪守商業道德，秉持誠信。

本集團的風險管理及內部控制系統確保我們能妥善地識別、管理及減輕風險。我們設立了政策和程序，以貫徹一致的方法發現及化解業務流程上的風險。風險管理委員會及審核委員會支持董事會監察及維護有效的風險管理和內部控制系統。從董事會到各業務部及支援部門的主管以至一般員工，均各司其職，承擔其風險管理責任。通過風險控制程序而發現的可持續發展相關風險，會根據集團的政策和機制加以嚴格管理及緩解。

有關本集團管治架構及實踐的詳情，請參閱《2021年度報告》中的「公司管治報告」部分。

反貪污及舉報政策

本集團絕不容忍賄賂、欺詐及貪污行為。集團的《行為準則和商業道德規範》已經清楚列明並通報了集團的道德準則，要求僱員在所有業務活動都必須保持高度廉潔。集團的《治理控制程序及舉報政策》旨在確保集團的整體業務免受貪污之害。這些政策會在入職培訓中向新僱員闡釋，並在《員工手冊》內列明。僱員不得接受，亦不可要求商業夥伴、供應商及商人等給予任何不當的利益，包括禮品、股票、貴重物品及高消費娛樂活動等。



To ensure proper internal control over the procurement process, the Group has implemented segregation of duties according to procurement phases to prevent conflict of interest, fraud or corruption in each stage of the procurement cycle. The Group provides anti-corruption training for all new hires to strengthen ethical awareness among employees. Ongoing anti-corruption and ethics training are delivered to directors and staff to maintain a strong corporate culture of ethics. In 2020, the Group invited the Hong Kong Independent Commission Against Corruption (“**ICAC**”) to provide a seminar on business ethics for its employees in Hong Kong. During the reporting period, the ICAC has provided another seminar for the Group’s employees and all of its Directors in Hong Kong. A total of 67 training hours were conducted on anti-corruption for 22 of the Group’s employees and 6 of its directors.

Regardless of seniority and employment nature, all employees are required to fully comply with the Code of Conduct and related policies formulated in accordance with the Anti-unfair Competition Law of the PRC, the Anti-money Laundering Law of the PRC and the Act Supplementing the Constitution Relating to the Prevention and Suppression of Corruption, B.E. 2561 (2018) of Thailand. The Group has also formulated the Corporate Responsibility Control Procedures (the “**CRCP**”) and its effectiveness is reviewed annually. Management review meetings are held each year by the Board to discuss and review the Group’s strategies and policies in fighting corruption. During the reporting period, the Group complied with applicable laws and regulations on prohibiting corruption and bribery. There was no concluded legal case regarding corrupt practices brought against the Group, its employees or its business partners.

As anti-corruption has always been considered as a material topic by the Board and their stakeholders, the Group has set a target of maintaining the number of corruption cases at two or below for each financial year. Any employee who has breached the CRCP, including involvement in bribery, fraud and corruption in any work activity, will be filed and considered as a corruption case. The filed corruption cases and the target are evaluated every year. There was no filed corruption case regarding the breach of the CRCP during the reporting period.

為了對採購流程進行妥善的內部監控，本集團已在各採購階段實施職責分離，以防止在採購週期的各階段出現利益衝突、欺詐或貪污。本集團為所有新僱員提供反貪污培訓，以加強僱員的道德意識。集團董事及員工持續接受反貪污及道德培訓，以鞏固企業道德文化。在2020年，本集團邀請了香港廉政公署（「**廉政公署**」）為香港僱員舉辦有關商業道德的研討會。報告期內，廉政公署亦於香港為本集團員工及全體董事舉辦了另一場研討會，22名員工和6名董事共進行了67小時的反貪污培訓。

不論資歷及僱傭性質，所有僱員均須完全遵守根據《中國反不正當競爭法》、《中國反洗錢法》以及泰國《關於預防及制止貪污憲法之補充法》B.E.2561 (2018)而制定的《行為準則》及相關政策。本集團亦制定了《公司責任控制程序》（「**公司責任控制程序**」），並每年檢討其有效性。每年舉行管理層檢討會議，以討論和檢視集團打擊貪污的策略和政策。報告期內，本集團遵守有關禁止貪污賄賂的適用法律法規。本集團、其僱員或其商業夥伴均沒有涉及任何已審結之貪污訴訟案件。

反貪污一直被董事會及其持份者視為重要議題。有見及此，本集團已定下目標，要令每個財政年度發生的貪污事件低至兩宗或以下。任何員工如違反公司責任控制程序（包括在任何工作活動中涉及賄賂、欺詐和貪污）將被記錄在案並視為貪污行為。已立案的貪污事件及所設定的目標將每年進行檢討。報告期內，沒有因違反公司責任控制程序而被立案的貪污事件。



Whistleblowing System

A whistleblowing system is established for employees and other relevant parties to report misconduct cases. Every reported case will be handled with confidentiality and followed through in accordance with the Whistleblowing Policy and related procedures. The Audit Committee is charged with the responsibility of monitoring and reviewing the effectiveness of the Whistleblowing Policy.

All violations of the Group's Code of Conduct and Business Ethics will be addressed and could lead to termination of the business relationship or employment. Employees and business partners can actively report grievances to the Group through the following channels:

Ms. Wan Mei Wa Ruby
Chief Financial Officer and Company Secretary
Tel: +852 2765 8787
Email: rubywan@trio-ieg.com

Mr. Cheung Kin Wing
Chairman of the Audit Committee
Tel: +852 9126 0624
Email: edwin@trimpf.com

Additional information on the Group's corporate governance, internal control and risk management can be found in the Corporate Governance Report section of the Company's Annual Report 2021.

Sustainability Governance

The Board has overall responsibility for the Group's sustainability strategy and reporting. Committed to integrating sustainability into the businesses, the Board leads and provides directions to the management of the Group (the "**Management**") to develop sustainability policies and strategies, promote effective implementation and to keep track of sustainability progress. The Board, together with the Management, reviews sustainability affairs quarterly and institutes appropriate measures in order to enhance the sustainability performance of the Group. Division heads of the Nansha Plant and Rayong Plant hold periodic meetings to discuss significant matters related to the plant and review management approaches of a suite of sustainability issues. In particular, the Group has engaged an independent consultant to provide input and counsel on sustainability-related issues.

舉報制度

本集團設有舉報制度讓僱員及其他有關方舉報行為不當事件。每宗舉報案件均會保密，並按照舉報政策及相關程序處理。審計委員會負責監督及檢討舉報政策的有效性。

所有違反集團行為準則及商業道德的行為，集團都會認真查處，並可能終止與有關方的業務關係或僱傭關係。僱員及商業夥伴可以通過以下途徑主動向集團舉報申訴：

溫美華女士
首席財務官及公司秘書
電話：+852 2765 8787
電郵：rubywan@trio-ieg.com

張建榮先生
審計委員會主席
電話：+852 9126 0624
電郵：edwin@trimpf.com

有關本集團之公司管治、內部監控及風險管理的詳情，請參閱集團《2021年度報告》的「公司管治報告」部分。

可持續發展管治

集團董事會明白其要對集團的可持續發展策略及報告承擔整體責任。董事會致力在業務營運上貫徹可持續發展理念，帶領及指導集團的管理層（「**管理層**」）制定可持續發展政策和策略，促進其有效實施並跟進可持續發展的進度。董事會與管理層每季檢討可持續發展事務，並制定適當的措施，以提高集團的可持續發展績效。南沙工廠及羅勇工廠的部門主管定期舉行會議，討論與工廠有關的重大事項，並檢討一系列可持續發展議題的管理方針。為此，本集團已聘請獨立顧問就可持續發展相關議題提供意見及建議。



The Group has set several sustainability-related targets, including targets on waste reduction, paper consumption reduction, and key performance indicators on anti-corruption and information security during the reporting period. Target setting not only measures the Group's performances and improvement progresses, it also forms part of the Group's business operation that facilitates business growth and creates long-term values for its stakeholders. The targets will be reviewed through Directors' meeting quarterly and communicated to stakeholders through the annual sustainability report. Moving forward, the Group will set more key performance indicators and targets concerning energy and emission reduction.

報告期內，本集團制定了多項與可持續發展相關的目標，包括設定減少廢物量、紙張消耗量的目標，以及有關反貪污和資訊安全的關鍵績效指標。目標設定不僅有助衡量本集團的表現及改善進度，亦構成集團業務營運的一部分，以促進業務增長及為持份者創造長期價值。在每季度的董事會議上，將就此等目標進行檢討，並透過年度可持續發展報告通報持份者。展望未來，本集團將會制定更多有關節能減排的關鍵績效指標和目標。

著重市務，區域支援
Dedicated marketing and regional sales support

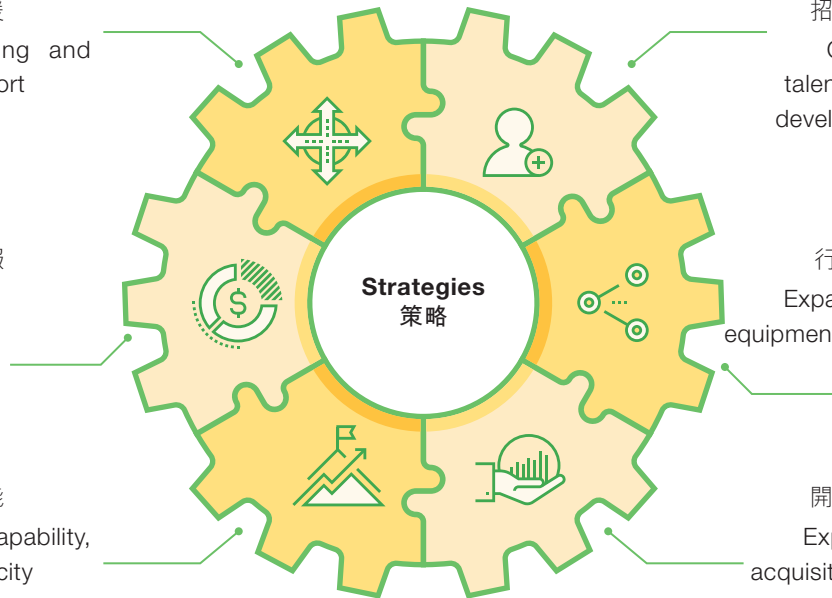
招聘英才，長期研發
Continue to recruit talents and research & development resources

高值產品，高效回報
Engage in products of higher value and contributions

行銷ATE，業務多元
Expand automatic test equipment ("ATE") business segment

提升效率，強化產能
Further enhance capability, efficiency and capacity

開拓機遇，收購合併
Explore mergers and acquisitions opportunities for expansion





The Group strongly believes that the human factor is the core propeller of its business expansion. The success formula of the Group in maintaining the best possible people portfolio is:

我們深信『人』是業務擴展的核心動力。成功維持最佳人力資源組合的秘訣是：

People are our core foundation
以人為本



Management Systems

The Group carries out regular audits at the Nansha Plant to verify compliance with its codes and standards. Management systems of varying aspects of operations are developed at the Nansha Plant.

管理系統

本集團對南沙工廠進行定期審計，以核實其是否符合規範和標準。南沙工廠開發了各種運營管理系統。



The Nansha Plant has obtained the following certifications for management systems:

南沙工廠已獲得以下管理體系認證：

Certification 認證		
Scope 範疇	Environment 環境	<ul style="list-style-type: none"> • ISO 14001 Environmental Management System • ISO 14001環境管理體系
	Workplace Safety 工作場所安全	<ul style="list-style-type: none"> • ISO 45001 Occupational Health and Safety Management System • ISO 45001職業健康和安全管理系統
	Quality Assurance 質量保證	<ul style="list-style-type: none"> • ISO 9001 Quality Management System • ISO 9001質量管理體系
	Production Technology 生產技術	<ul style="list-style-type: none"> • Certificate of Industry 4.0 Maturity – level 1i maturity • 工業4.0成熟度認可證書 – 1i級成熟度
	Information Security 資訊安全	<ul style="list-style-type: none"> • ISO/IEC 27001 Information Security Management System • ISO/IEC 27001資訊安全管理體系

Supporting the United Nations Sustainable Development Goals

The Group fully supports the implementation of the 17 SDGs that were adopted by United Nations Member States in September 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

支持聯合國可持續發展目標

對於聯合國會員國於2015年9月通過的17項可持續發展目標（「SDG」），呼籲全球採取行動，務求於2030年消滅貧窮，保護地球並確保所有人享有和平與繁榮，本集團全力支持實現該等目標。



The Group has identified five goals that are most relevant to its business and sustainability strategy. Over the long term, the Group is exploring ways to enhance its sustainability approaches in order to be better aligned with and contribute to the United Nations' goals. The five specific goals are presented below.

本集團確立了五個與我們的業務及可持續發展策略最相關的目標。長遠來說，我們正努力探索提升可持續發展的方法，以配合聯合國的目標，作出貢獻。五大具體目標如下：



	Goals 目標	Description 描述	Corresponding Issues 相應的議題
	SDG 3 Good Health and Well-being 健康和幸福	Ensure healthy lives and promote well-being 確保健康的生活並促進幸福	Value Chain; People; Social Participation 價值鏈；人；社會參與
	SDG 4 Quality Education 優質教育	Ensure inclusive and quality education and promote lifelong learning 確保普惠優質教育，促進終身學習	Development and Training 發展與培訓
	SDG 8 Decent Work and Economic Growth 體面工作及經濟增長	Promote inclusive and sustainable economic growth, employment and decent work 促進普惠及可持續的經濟增長、就業及體面工作	Manufacturing Excellence; People 卓越製造；人
	SDG 11 Sustainable Cities and Communities 可持續發展城市及社區	Make cities and communities inclusive and sustainable 創造普惠及可持續發展城市及社區	Environment 環境
	SDG 12 Responsible Consumption and Production 負責任的消費及生產	Ensure sustainable consumption and production patterns 確保可持續的消費及生產方式	Responsible Supply Chain Management; Environment 負責任的供應鏈管理；環境



Stakeholder Engagement

The Group values input and feedback of its stakeholders as they bring potential impacts to the Group's business. A wide variety of stakeholders are engaged on a regular basis to share their views regarding the Group's operations and performances, which helps the Group to understand the needs and expectations of its stakeholders. Feedback from our stakeholders will be acknowledged and addressed accordingly.

Our key stakeholders and communication channels are as follows:

持份者參與

本集團十分重視持份者的意見與反饋，冀能集思廣益，促進業務的潛在發展，故定期就集團的運營和績效諮詢各方持份的意見，以了解持份者的需求及期望。對於持份者的意見，將獲我們確認及因應處理。

我們的主要持份者及溝通渠道如下：

Stakeholder Group 持份者組別	Communication Channels 溝通渠道
Employees 僱員 	<ul style="list-style-type: none"> New employee orientation 新僱員入職培訓 Training sessions 培訓課程 Employee engagement activities 僱員參與活動 Employee satisfaction surveys 僱員滿意度調查 WeChat Work 企業微信 Staff message box 員工意見收集箱
Customers 客戶 	<ul style="list-style-type: none"> Customer satisfaction surveys 客戶滿意度調查 Monthly performance ratings 每月績效評級 Regular meetings 例會
Shareholders and Investors 股東與投資者 	<ul style="list-style-type: none"> Annual General Meeting 年度股東大會 Annual and Interim Reports 年度及中期報告 Press Releases, Announcements and Circulars 新聞稿、公告及通函 Investor meetings 投資者會議 Company website 公司網站 E-mails 電郵



Stakeholder Group 持份者組別	Communication Channels 溝通渠道
Suppliers 供應商 	<ul style="list-style-type: none"> Tendering processes 招標程序 Site visits and audits 實地考察及審計 Monthly assessments 每月考評 Meetings 會議 E-mails 電郵
Government and Regulators 政府及監管機構 	<ul style="list-style-type: none"> Meetings 會議 Media 媒體
Business Partners 商業夥伴 	<ul style="list-style-type: none"> Conferences 大型會議 Business events 商業活動
Local Communities 當地社區 	<ul style="list-style-type: none"> Local recruitments 當地招聘 Volunteering opportunities 義務工作機會 Quarterly meetings with village committees 與村委會舉行季度會議

Through ongoing dialogues and stakeholder engagement exercise throughout the reporting period, the Group has received feedback and suggestions from stakeholders that are invaluable to its sustainable development journey. In response to the concerns regarding pay rise raised by employees in 2020, the Human Resources Department of the Nansha Plant has evaluated the market salary rate and adjusted the salary rate of all employees in May 2021. The Group was pleased to notice that no negative concerns was raised by its stakeholders during the reporting period. The internal and external stakeholders generally appreciate the Group's continual effort in cultivating a sustainability culture and reinforcing its environmental and social management. The Group's employees have put forward their suggestions on organising more frequent cultural and recreational activities. The Group understands the benefits for holding such activities but will adopt the suggestions depending on the COVID-19 situation.

在整個報告期內，通過與持份者持續對話及諮詢活動，本集團收到持份者的反饋和建議，對我們的可持續發展非常重要。針對僱員在2020年提出對加薪的關注，南沙工廠人力資源部對市場薪資水平進行了評估，並於2021年5月調整了全體僱員的薪資水平。在報告期內，本集團樂見持份者並沒有提出負面性的關注事項。對於本集團在培養可持續發展文化及加強環境和社會管理方面的不懈努力，內部和外部持份者皆表示讚賞。員工提出了更頻密舉辦文娛活動的建議。本集團了解舉辦此類活動的各種好處，將視乎COVID-19疫情的發展落實有關建議。



Materiality Assessment

The materiality assessment process is crucial to the decision-making process of the Group and its sustainability reporting. It helps identify and prioritise the issues that matter most to its stakeholders.

重要性評估

重要性評估程序在集團及其環境、社會及管治報告的決策過程中至為關鍵，有助識別持份者認為最重要的議題，並決定優先次序。

Identifying ESG Topics

Stakeholder engagement exercise conducted through questionnaires for key groups of stakeholders (including employees, customers and suppliers)

識別ESG主題

通過向主要持份者群組（包括僱員、客戶及供應商）進行問卷調查，諮詢持份者的意見

Ranking ESG Topics

Results collected from the stakeholder engagement exercises were analysed to develop a prioritised list of material topics

ESG主題排序

分析從持份者諮詢活動中收集的意見和結果，以列出重要主題的優先順序

Validating the Results

The Group reviewed and validated the scope, topic boundaries and completeness of the prioritised material topics

驗證結果

集團審核並確認優先考慮重點主題的範疇、主題邊界及完整性

During the reporting period, the Group specifically engaged both internal and external stakeholders to gain insights into ESG material topics and challenges of the Group's operation. In the materiality assessment, stakeholders were asked to rate a list of 41 topics in terms of their relevance and importance to the Group's business development and sustainability, as well as to the wider community.

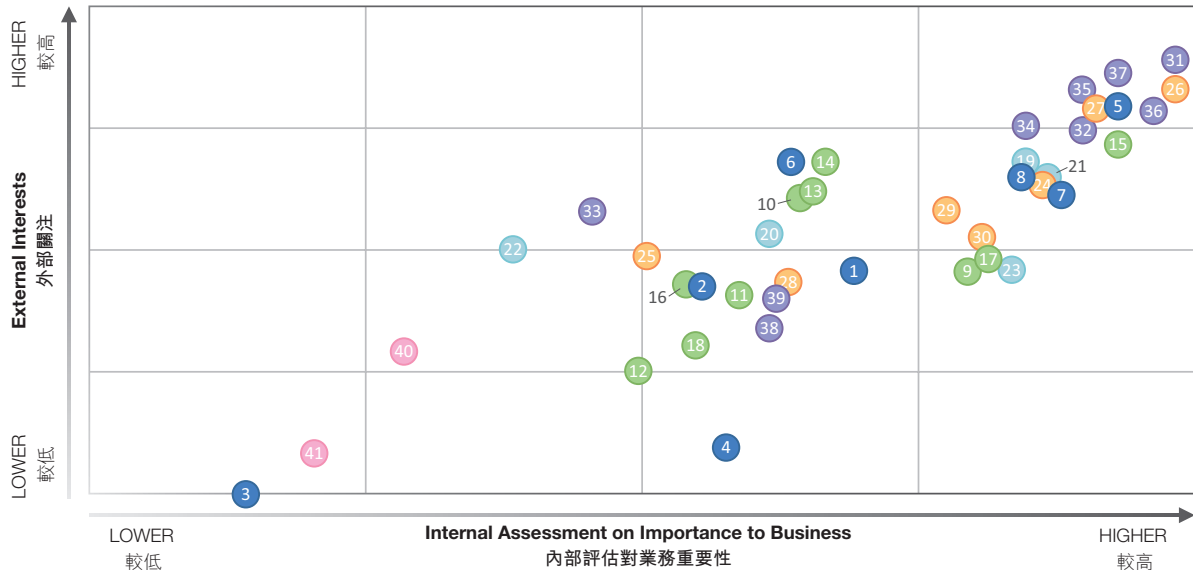
報告期內，本集團特別諮詢內部及外部持份者的意見，從而了解與集團營運相關的ESG重要主題及挑戰。在重要性評估中，持份者需就41個主題對集團業務發展和可持續性以至對整個社區的相關性和重要性，進行評估。



Materiality Matrix
重要性矩陣圖

Materiality of Different Topics from Stakeholder Engagement

利益相關者對各主題重要性之評分



Economic and Corporate Governance 經濟及公司管治

- 1 Economic Performance 經濟表現
- 2 Market Presence 市場影響力
- 3 Indirect Economic Impacts 間接經濟影響
- 4 Procurement Practices 採購常規
- 5 Anti-corruption 反貪污
- 6 Anti-competitive Behavior 反競爭行為
- 7 Tax 稅務
- 8 Socioeconomic Compliance 社會經濟合規

Environmental 環境

- 9 Material Consumption 材料消耗
- 10 Energy Management 能源管理
- 11 Water and Effluents Management 水及廢水管理
- 12 Biodiversity 生物多樣性
- 13 Emissions 排放物
- 14 Waste Management 廢棄物管理
- 15 Environmental Compliance 環境合規
- 16 Climate Change Responses 氣候變化對策
- 17 Environmental Protection Policies 環保政策
- 18 Green Product Research and Development 綠色產品研發

Labour Management 勞工管理

- 19 Employment 僱傭
- 20 Labor/Management Relations 勞資關係
- 21 Occupational Health and Safety 職業健康與安全
- 22 Training and Education 培訓與教育
- 23 Diversity and Equal Opportunity 多樣性與平等機會

Human Rights 人權

- 24 Non-discrimination 不歧視
- 25 Freedom of Association and Collective Bargaining 結社自由和集體談判
- 26 Prevention of Child Labour 防止童工
- 27 Prevention of Forced or Compulsory Labour 防止強迫或強制勞動
- 28 Rights of Indigenous Peoples 土著人民權利
- 29 Human Rights Assessment 人權評估
- 30 Security Personnel Practices 保安人員常規

Product Responsibility 產品責任

- 31 Product Quality 產品質量
- 32 Customer Health and Safety 客戶健康與安全
- 33 Marketing and Labeling 市場營銷與標籤
- 34 Customer Satisfaction and Responsibility 客戶滿意度和責任
- 35 Customer Privacy and Interest Protection 客戶私隱及利益保障
- 36 Information Security 資訊安全
- 37 Intellectual Property Rights 知識產權
- 38 Supplier Environmental Assessment 供應商環境評估
- 39 Supplier Social Assessment 供應商社會評估

Social Participation 社會參與

- 40 Community Investment 社區投資
- 41 Public Policy 公共政策



Taking into consideration the Board's comments, a total of nine material topics were identified across the three key areas of economic, environmental and social performance. Similar to last year's findings, Anti-corruption, Product Quality, Customer Health and Safety, Customer Satisfaction and Responsibility, Prevention of Child and Forced Labour, Information Security, as well as Intellectual Property Rights were deemed as material topics by the stakeholders. Customer Privacy was a new topic deemed as material for this reporting period. The consolidated list of material topics and their corresponding boundaries are presented in the table below.

參考了董事會的意見，我們從經濟、環境及社會績效三個關鍵領域確立了總共九個重要主題。與去年的調查結果相近，持份者視反貪污、產品質量、客戶健康與安全、客戶滿意度和責任、防止童工及強逼勞動、資訊安全以及知識產權為重要議題。而客戶隱私是於本報告期被視為重要的新主題。下表綜合了重要的主題及其對應的範圍。

The Top nine Material Topics of the Group and Their Boundaries

集團九大重要主題及其涵蓋範圍

Category	Material Topics	Impact Boundaries ¹ 影響範圍 ¹					Relevant Chapter in the Report
		Employees 僱員	Customers 客戶	Suppliers 供應商	Shareholders & Investors 股東及投資者	NGO 非政府組織	
類別	重要主題						
Economic and Corporate Governance 經濟和公司管治	Anti-corruption 反貪污	✓	✓	✓			Anti-Corruption and Whistleblowing Policies 反貪污及舉報政策
Social 社會	Product Quality 產品質量	✓	✓				Value Chain 價值鏈
	Customer Health and Safety 客戶健康與安全	✓	✓	✓			Value Chain 價值鏈
	Customer Satisfaction and Responsibility 客戶滿意度和責任	✓	✓	✓			Value Chain 價值鏈
	Customer Privacy 客戶隱私	✓	✓				Value Chain 價值鏈
	Preventing Child Labour 防止童工	✓		✓			People 人
	Preventing Forced or Compulsory Labour 防止強迫或強制勞動	✓		✓			People 人
	Information Security 資訊安全	✓	✓	✓			Value Chain 價值鏈
	Intellectual Property Rights 知識產權	✓	✓	✓			Value Chain 價值鏈

¹ Boundaries represent the areas of the Group's businesses which directly or indirectly have an effect on the material topics, and are determined based on stakeholder feedback and knowledge of the businesses and management review.
範圍代表集團業務中對重大主題有直接或間接影響的領域，並根據持份者的反饋和對業務的了解以及管理層的審議來確定。



3. VALUE CHAIN

Operational excellence is a core component in achieving business performance and pivotal to the Group's pursuit of a sustainable business. To achieve so, the Group continuously manages its manufacturing processes through the adoption of advanced technologies, minimising operational risks and ensuring that the Group provides quality products of the highest value to its customers and stakeholders.

Manufacturing Excellence

The Group continues to pursue manufacturing excellence within its production value chain to improve industrial processes and maintain its leading position in the EMS industry. With the application of industrial automation, digitalisation, real-time process monitoring and other related technologies, Industry 4.0 has helped the Group achieve an optimised, efficient workplace with higher productivity and enhanced competitiveness. In the near future, the Group will establish a system to facilitate business process integration and advance towards a higher maturity stage level in Industry 4.0.

The Group is an Advanced Certified Enterprise certified by the General Administration of Customs of the PRC under the Authorized Economic Operator ("AEO") programme. The AEO programme was first introduced by the World Customs Organisation to facilitate customs clearance. As an Advanced Certified Enterprise, the Group has demonstrated a high level of regulatory compliance, internal control and trade safety as assessed by the customs authority.

In addition, the Group joins industry associations to keep abreast of the latest market changes and trends. For instance, the Nansha Plant has remained an active member of the IPC Association Connecting Electronics Industries. The Group will continue to invest in smart manufacturing capabilities to enhance overall production efficiency.

Industry 4.0 Certification

Trio Engineering achieved the Industry 4.0 level 1i Maturity accreditation in 2019. The certification testifies the Group's capability in real time information generation including business operations, production and logistics.

3. 價值鏈

卓越運營是實現業務績效的關鍵，對於我們達至可持續業務發展至關重要。為了實現這目標，本集團透過採用先進技術，降低運營風險並確保本集團向其客戶和持份者提供最優質產品，以持續管理其製造流程。

卓越製造

本集團持續追求卓越製造，改善其生產價值鏈的工業流程，並保持在電子製造服務行業的領先地位。通過工業自動化、數字化，實時過程監控及其他相關技術的應用，工業4.0協助集團實現打造優化、高效的工作場所，並達至更高的生產率和競爭力。在不久的將來，本集團將建立一個促進業務流程整合的系統，並朝著工業4.0更高成熟的階段邁進。

本集團為經中國海關總署的授權經營者（「授權經營者」）計劃認證的高級認證企業。授權經營者計劃最初由世界海關組織推出，以方便清關。作為高級認證企業，本集團經海關當局評定在監管合規、內部控制及貿易安全各方面均達到高水平。

此外，本集團加入行業協會，以了解最新的市場變化和動向。例如，南沙工廠一直是IPC國際電子工業聯接協會的活躍會員。集團將繼續投放資源於智能製造能力上，以提升整體生產效率。

工業4.0認證

致豐工程在2019年獲得了工業4.0級1i成熟度認證，印證了集團在業務營運、生產及物流上實時產生數據的能力。



Customer Satisfaction and Responsibility

The Group is committed to meeting customer needs and delivering products and services that exceed customer expectations. It upholds the three major principles of putting customers in top priority, delivering products at finest quality in high efficiency, and pursuing ongoing improvements. To this end, the Group protects the rights and well-being of the customers with quality assurance and recall processes, and handles all complaints and investigations in a prompt and efficient manner.

Listening to Customers

The Group regularly gauges customer satisfaction with its products and services through surveys and performance ratings. Based on the results of customer satisfaction surveys, the Nansha Plant achieved an average customer satisfaction score of 81 from our customers. The Group convenes regular meetings to review insights and develop action plans to better address the issues identified across the Group.

Handling of Customer Complaints

The Group has established clear protocols and operational procedures for dealing with customer issues. A resolution system is in place to address complaints across the operating units, including a dedicated person from respective divisions to handle issues within a reasonable timeframe.

The Group's marketing team adopts an eight-step methodology ("8D Method") in customer complaints, which includes detailed investigation and documentation for each case. The Group received 35 complaints during the reporting period. All complaints were closed and resolved through the 8D Method, and prompt corrective actions and preventive measures were implemented accordingly. The Group's OEM products were manufactured according to its customer's specifications. The Group offers warranty for its products which lasts for a year. If a product was found faulty due to the Group's quality control, the Group will revamp the faulty product within its warranty period. There was no product recalled due to safety and health reasons and no material non-compliance with laws and regulations, or voluntary codes that have a significant impact on the Group in relation to product health and safety recorded during the reporting period.

顧客滿意度和責任

本集團致力滿足客戶的需求，提供優於客戶要求的產品和服務，秉持以客為先、優質高效、持續改善三大原則。為此，本集團通過質量保證和召回流程以保障客戶的權利和福祉，並迅速有效地處理所有投訴和調查。

聆聽客戶的要求

本集團定期通過調查及績效評級來評估客戶對我們產品和服務的滿意度。根據客戶滿意度調查的結果，南沙工廠所獲的客戶滿意度平均評分為81分。本集團定期召開會議，以審視建議並制定執行計劃，以更妥善解決整個集團所發現的問題。

處理客戶投訴

集團已設立明確的規定及操作程序來處理客戶問題。制定了解決系統來處理各個運營部門的投訴，包括各個部門指派一位專職人員在合理的時間內處理問題。

集團的市場營銷團隊採用了8D問題解決法（「8D方法」）來處理客戶投訴，其中包括詳細調查及記錄每宗投訴。報告期內，集團共收到35宗投訴；所有投訴均運用8D方法來處理並結案，迅速採取了糾正行動及預防措施。本集團的OEM產品根據其客戶的規格製造。本集團為其產品提供一年的保修期。如果發現本集團的產品因質量控制而有缺陷，本集團將在保修期內對有缺陷的產品進行翻修。報告期內，沒有因安全和健康原因召回產品，也沒有嚴重違反法律法規或自願守則而對本集團產品健康和安全的產生重大影響。



Product Quality and Safety

The Group sets high standards for product quality and reliability, and manufactures products which meet a range of international standards (e.g., ISO 9001, ISO 13485 and IATF 16949). The Group's quality control system covers the entire production process, from the selection of suppliers, procurement of raw materials, production, quality and reliability assurance, to maintenance of machineries and equipment. The effectiveness of the Group's quality management system is evaluated annually by the management in the Management Audit Meeting, as well as through audits conducted by internal and external auditors. The following table sets out the major certifications in respect of our products:



Certification 認證

- | | |
|---|--------------------------------|
| • ISO 9001 Quality Management System | • ISO 9001 質量管理體系 |
| • ISO 13485 Quality Management System for Medical Devices | • ISO 13485 醫療器械質量管理體系 |
| • IATF 16949 Quality Management System for Automotive Industry | • IATF 16949 汽車行業質量管理體系 |
| • UL1446 Electrical Insulation Systems | • UL1446 絕緣材料系統 |
| • UL Certification for PCB Assembly | • 印刷電路板組裝UL認證 |
| • TUV Certified Manufacturing Facility | • TUV 認證的製造工廠 |
| • UL Traceability Requirement for Printed Circuit Board Assemblies (Category ZPVI2) | • 印刷電路板組件的UL 可追溯性要求 (類別 ZPVI2) |
| • CCC Product Safety Certification | • CCC 產品安全認證 |

During different stages of production, the quality control team undertakes quality assurance inspections on incoming materials, intermediate products and finished products to assess their compliance with relevant quality standards as well as the environmental and safety requirements specified by customers of the Group. Dedicated teams have been assigned for incoming quality control, first article inspection, line quality control, and outgoing quality control. Quality and safety of the Group's products are controlled through a series of rigorous performance and quality tests, including laboratory tests, RoHS Directive spectrum inspections, automatic optical inspections, burn-in tests, and unit under tests. If the product is found defective, the team will perform further testing to identify the defective parts for replacement.

產品質量與安全

集團對產品質量及可靠性兩方面皆訂立了嚴格的標準，所製造的產品符合一系列國際標準（例如ISO 9001、ISO 13485和IATF 16949）。集團的質量控制系統涵蓋整個生產過程，從選擇供應商、原材料採購、生產、質量 and 可靠性保證以至機械設備的維護，均受嚴格監控。本集團質量管理體系的成效，每年由管理層在管理評審會上進行評估，以及通過內部和外部審計師進行審計。下表列出了我們產品的主要認證：

在生產的不同階段，質量控制團隊對購入材料、半成品和成品進行質量保證檢查，以評估它們是否符合相關的質量標準並達至客戶指定的環境與安全要求。我們指派專責團隊進行進貨質量控制、首件檢驗、生產線質量控制和出廠質量控制。通過一系列嚴格的性能和質量測試來控制產品的質量和安全性，包括實驗室測試、RoHS 譜系檢測、自動光學檢測、老化測試及單元測試等。如果發現產品有缺陷，團隊將進行進一步的測試以識別有缺陷的零件，進行更換。



In order to enhance production efficiency and achieve better product quality, the Group has developed T-MICS, a manufacturing execution system, which has been applied throughout the entire production process in the Nansha Plant since 2009. The system collects real time data and monitors the achievement of performance targets closely in relation to production and quality assurance. As one of the modules of T-MICS, the UL traceability record system allows the Group to, through the use of QR codes, efficiently retrieve production data and accurately trace our raw materials and products to their origins.

Intellectual Property Rights

As a primary holder of numerous patents, the Group is actively engaged in protecting the novel technologies and intellectual property (“IP”) used in its operations. The IP Rights Policy aims to manage and protect the handling of proprietary information and IP rights in pursuant to the following laws and regulations:

- Enterprise Intellectual Property Management (GB/T 29490-2013);
- the Patent Law of the PRC;
- the Trademark Law of the PRC;
- the Copyright Law of the PRC;
- Patent Act, B.E. 2522 (1979) of Thailand;
- Trademark Act B.E. 2534 (1991) of Thailand; and
- Copyright Act B.E. 2537 (1994) of Thailand.

The Group’s designated IP Team formulates strategies for IP rights management, reviews the management system, and ensures effective resources allocation. It works closely with the administration and procurement team to monitor IP protection among suppliers. Suppliers are required to observe IPs regulations and act in accordance with the Supplier Code of Conduct developed by the Group. Any unauthorised use of our IP rights may give rise to legal liability. During the reporting period, no case of IP infringement had been identified.

為了提高生產效率並達至更佳的产品質量，本集團開發了製造執行系統「T-MICS」。自2009年起，南沙工廠的已在整個生產過程中應用該系統，以收集實時數據，監控是否能實現與生產及質量保證緊密相關的績效目標。UL可追溯性記錄系統乃T-MICS其中一個模組，它能通過使用QR碼有效檢索生產數據，並準確追蹤我們的原材料及產品至源頭。

知識產權

作為眾多專利的主要持有者，本集團致力保護應用於營運上的新技術及知識產權（「知識產權」）。知識產權政策旨在根據以下法律法規管理及保護專有資訊和知識產權的處理：

- 《企業知識產權管理(GB/T 29490-2013)》；
- 《中華人民共和國專利法》；
- 《中華人民共和國商標法》；
- 《中華人民共和國版權法》；
- 《泰國專利法，B.E. 2522 (1979)》；
- 《泰國商標法B.E. 2534 (1991)》；及
- 《泰國版權法B.E. 2537 (1994)》。

本集團的專責知識產權團隊制定知識產權管理策略，審查管理體系，確保資源有效配置。該團隊與行政及採購團隊緊密合作，以監控供應商對知識產權的保護。供應商必須遵守知識產權法規及法律，並按照集團制定的《供應商行為準則》行事。未經授權使用我們的知識產權可能要負上法律責任。報告期內，沒有出現知識產權侵權事件。



The Group has consistently made registrations of IP rights for new inventions since the early stages of its establishment. As of 31 December 2021, the Group had obtained a total of 13 issued patents.

Information Security and Data Privacy

The Group places strong emphasis on information security and spares no effort in preventing leaks of classified information and customer data. To this end, the Group has in place an Information Asset Control Policy to ensure adequate safeguards for customer and business data as well as compliance with data protection legislation and relevant industry-leading standards.

The Group began implementing the ISO 27001 Information Security Management System in 2018 to ensure effective enforcement of relevant policies and procedures as well as better protection of client information and corporate IP. Confidential agreements with employees and business partners are in place so that candid confidential discussions or confidential information shared are protected by legally binding contracts. The IT Department and a dedicated information security team oversee the quality and consistency of technology risk management and cybersecurity of the Group. Relevant control procedures are established to mitigate security threats and vulnerabilities identified during the risk assessment processes. To maintain stable network connection, the Group has developed a contingency plan and back-up servers in case of network instability and failures. In terms of technology, the Group has established internet firewalls, anti-virus systems and internet authorisation systems to safeguard cybersecurity. The effectiveness of information security management system is reviewed and approved annually by the Management.

The Group provides basic information security training for all new hires as part of the orientation process, and conducts regular refresher training for current staff to strengthen information security awareness among employees. All access to customer data is subject to appropriate approvals and granted on a need-to-know basis, with recertification to confirm it remains correct. The Group requires all employees to abide by the Code of Conduct which fully complies with applicable data protection legislation and industry guidelines and prohibits them from disclosing customer information to unauthorised parties.

自成立初期起，本集團已一直為其新發明進行知識產權註冊。截至2021年12月31日止，本集團共獲得13項授權專利。

資訊安全與數據私隱

本集團高度重視資訊安全，致力防止機密資料及客戶數據洩露。為此，本集團制定了資訊資產控制政策，以充分保護客戶及業務數據，並遵守數據保護法規及相關之行業領先標準。

集團於2018年開始實施ISO 27001信息安全管理体系，以確保有效執行相關政策和程序，並更妥善保護客戶資料及企業知識產權。我們與僱員及商業夥伴簽訂了保密協議，以使在坦然討論保密內容或共享保密信息時受到具法律約束力的合同保護。資訊科技部門及專責資訊安全團隊監察集團之技術風險管理以及網絡安全的質量和一致性。集團建立了相關的控制程序，以緩解於風險評估過程中發現的安全威脅和漏洞。為了維持網絡連接的穩定性，本集團制定了應變計劃並備份服務器，以防網絡不穩定及故障。在技術層面，集團備有互聯網防火牆、防病毒系統及互聯網授權系統，以維護網絡安全。

本集團在迎新過程中，會向所有新僱員提供基本的資訊安全培訓，並為現有僱員提供定期進修培訓，以增強僱員的資訊安全意識。任何人存取客戶數據均須經適當的審批，並按「實際需要知道」的原則授權存取，然後要進行重新認證以確認授權仍然正確。本集團要求所有僱員遵守行為守則，該守則完全符合適用的數據保護法規及行業準則，並禁止僱員將客戶資料透露予未經授權的各方。



As one of its key performance indicators, the Group strives to maintain a zero loss of confidential information. There was no loss of customer data and privacy identified or non-compliance with laws and regulations that have a significant impact on the Group in relation to customer data protection and privacy recorded during the reporting period. No substantiated complaints concerning breaches of customer privacy was received during the reporting period.

Advertising and Labelling

The Group has no specific policy in relation to advertising and labelling of products and services as advertising and labelling of products and services were considered as immaterial to the Group's operation. There was no material non-compliance with relevant laws and regulations that have a significant impact on the Group regarding advertising and labelling recorded during the reporting period.

Responsible Supply Chain Management

As one of the leading electronics manufacturers in the industry, the Group aims to promote a responsible supply chain and develop stable and long-term relationships with our suppliers.

All the Group's suppliers are required to comply with relevant laws and regulations and follow our requirements on business ethics, ethical conduct, human rights, environmental and safety compliance as set out in the Supplier Code of Conduct. As part of the Group's supply chain management strategy, they have incorporated the enterprise resource plan ("ERP") system, the supplier relationship management ("SRM") system and the self-developed T-MICS system to strengthen unified management of suppliers. Internally, the Group has strictly formulated and implemented policies such as the Procurement Procedure and the Guideline on Supplier Selection and Evaluation.

本集團努力保持機密信息零丟失，以此作為關鍵績效指標之一。報告期內，沒有出現遺失客戶數據及私隱資料的情況，也未有違反客戶數據保護和隱私的法律法規而對集團造成重大影響。報告期內，未收到關於侵犯客戶隱私的成立投訴。

廣告宣傳及標籤

由於廣告宣傳及產品和服務標籤對本集團的營運並不重要，因此集團沒有關於廣告宣傳及產品和服務標籤的具體政策。報告期內，本集團概無違反任何有關廣告和標籤的法律法規，而對集團有重大影響。

負責任的供應鏈管理

作為業內領先的電子製造商之一，本集團提倡負責任的供應鏈，並與供應商建立穩定、長遠的合作關係。

我們所有的供應商均須遵守相關法律法規，並遵守《供應商行為準則》中關於商業道德、道德行為、人權、環境及安全合規性的要求。為貫徹集團的供應鏈管理策略，我們整合了企業資源計劃（「ERP」）系統、供應商關係管理（「SRM」）系統及自行開發的T-MICS系統，以加強對供應商的統一管理。在內部，集團嚴格制定並執行《採購程序》及《供應商選擇與評估指南》等政策。



The Group carefully selects suppliers according to their overall performance over selection criteria including product specifications, product compliance, production capacity and compliance with quality standards (e.g., ISO 9001 and IATF 16949). The Code of Conduct for Suppliers has laid out the high standards of ethical conduct that suppliers should adhere to. This helps to minimise the environmental and social risks along the Group's supply chain. The Group also encourages suppliers to develop towards international standards, such as the SA8000 social accountability standard, ISO 14001 and ISO 45001 management systems. For specific materials (e.g., batteries and packing materials), suppliers are required to exercise controls over hazardous substances and submit relevant compliance information in accordance with the European Union's RoHS and REACH regulations and customer requirements.

The Group conducts factory audits and periodic assessments for its suppliers on their quality-related criteria as well as environmental and social performance. Key suppliers are audited once every three years while others are audited once every five years. Audit or post-audit improvement results must meet the requirements of the Group before suppliers can be included in its list of qualified suppliers. In cases where suppliers violate laws and regulations, fail to meet vendor requirements, commit misconduct, or fail to achieve satisfactory results during the contract period, the Group will downgrade or delist those suppliers from the approved vendor list. Due to the COVID-19 restrictions, the Group has not been able to conduct on-site assessments to all existing suppliers. During the reporting period, one supplier was assessed on site, and passed the on-site supplier audit.

本集團嚴格選擇供應商，會考慮供應商在各方面的整體表現，包括產品規格、產品合規性、生產能力和質量標準（例如，ISO 9001及IATF 16949）。集團的《供應商行為準則》規定了供應商應遵守的高標準道德行為。這有助將集團供應鏈中的環境和社會方面的風險降至最低。我們亦鼓勵供應商逐步引入國際標準，例如SA8000社會責任標準、ISO 14001及ISO 45001管理體系。對於特定的材料（例如電池及包裝材料），供應商必須根據歐盟RoHS和REACH法規以及客戶的要求，監控有害物質並提交相關的合規資料。

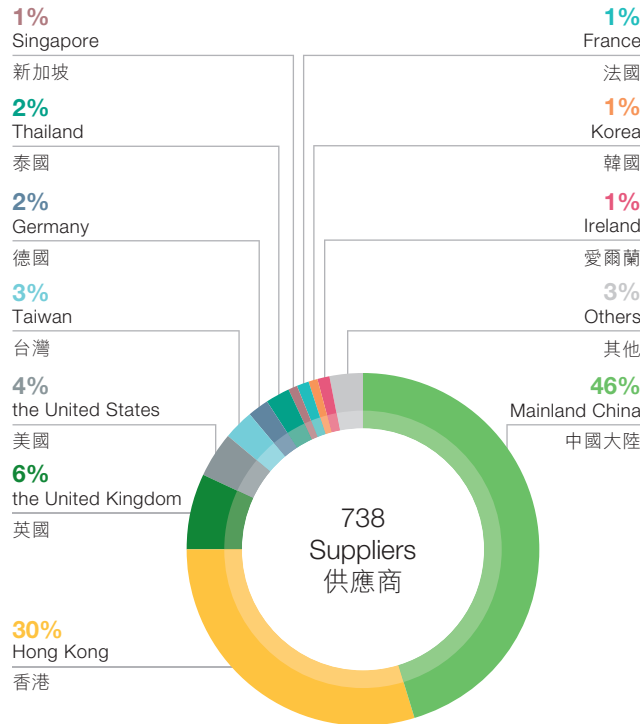
本集團會向其供應商的工廠進行審計及進行定期評估，審視其質量相關標準及環境和社會績效。主要供應商每三年審核一次，其他供應商每五年審核一次。供應商的審計或審計後的改善結果必須符合本集團的要求，才能成為我們的合資格供應商。如果供應商在合約期內違反法律法規、不符合招標要求、行為不當或無法取得滿意的評分，本集團會將其降級或從招標名單中除名。報告期內，受到COVID-19疫情的限制，本集團無法對所有現有供應商進行現場評估。報告期內，本集團對一家供應商進行現場審核，該供應商通過現場供應商審核。



During the reporting period, the Group had built collaborative relationships with 738 suppliers in total, the details of which are as follows:

報告期內，本集團共跟738家供應商合作，詳情如下：

Distribution of Suppliers by Geographical Region 供應商的地區分佈



The vast majority of our suppliers are from Hong Kong and Mainland China, which accounted for around 76% of our total suppliers. Other geographical regions include suppliers (less than 1% each) in Japan, Belgium, Spain, Italy, Malaysia, Denmark, Israel, Canada, India, the Netherlands, the Philippines and Sweden.

供應商大多數來自香港及中國大陸，佔總供應商約76%。其他地區的供應商分別來自日本、比利時、西班牙、意大利、馬來西亞、丹麥、以色列、加拿大、印度、荷蘭、菲律賓和瑞典（每地區佔不足1%）。



4. PEOPLE

The Group aims to create a people-oriented working environment that is free of discrimination and harassment, at the same time embraces diversity and prioritises wellness and safety. The Group is dedicated to investing in its people and providing fair opportunities and ample support for them to thrive as a high-performing team.

Caring for Our People

The Group adheres to principles of legality, fairness, impartiality, equality, honesty and credibility. The Group complies with the Labour Law of the PRC, Labour Contract Law of the PRC and other regulations related to work and labour practices in enhancing the human resources policies and protecting the legitimate rights and interests of its employees.

In recognition of the Group's efforts in proactively promoting a harmonious and connected workforce, the Nansha Plant was awarded "Guangzhou Harmonious Labour Relationship Enterprise A Level" (A級) by Guangzhou Municipal Human Resources and Social Security Bureau, Guangzhou Federation of Trade Unions, Entrepreneurs Association and Guangzhou Federation of Industry and Commerce during the reporting period.

The Group's ethical standards and expectations for its employees are clearly set out in the Code of Conduct and other relevant policies stipulated in the Staff Handbook, including the principles of human rights, anti-bribery and conflict of interests, anti-discrimination and proper ways for the handling of confidential information. Employment contract clearly stipulates the terms of employment, wages, benefits and termination clauses. For instance, any employee who leaves the Group is required to provide a written notice of termination to the Group.

4. 人

本集團旨在創建一個以人為本的工作環境，沒有歧視和騷擾，同時擁抱多元化並以健康與安全為優先考慮。我們積極投資在我們的員工身上，為他們提供平等機會及充份的支持，致力培養高績效的團隊。

關愛我們的員工

本集團恪守合法、公平、公正、平等、誠實守信的原則。集團遵守《中國勞動法》、《中國勞動合同法》及其他與工作及勞工常規有關的法規，以完善人力資源政策並保障僱員的合法權益。

為表揚集團致力促進和諧團結的勞動關係，在報告期內，南沙工廠獲廣州市人力資源和社會保障局、工會聯合會、企業家協會及廣州市工商業聯合會授予「廣州市勞動關係和諧企業A級」榮譽。

本集團對員工的道德準則和期望已在《行為守則》清楚列明，而其他相關政策載於《員工手冊》內，包括人權、反賄賂及利益衝突、反歧視及妥善處理機密資料的方法。僱傭合約明確闡述僱用條款、工資、福利及解僱條款。例如，任何離職僱員必須向本集團提交書面終止合約通知。



Employees are encouraged to engage in two-way communication with their supervisors and managers through channels including emails, internet and hotlines. A confidential grievance mechanism is in place where employees can express concerns relating to any unwanted behaviour or harassment and to report work-related hazards and hazardous situations without any fear of reprisals.

A number of units are in place to support the Group in managing different aspects of employment and labour topics. The Human Resources Department reinforces and refines the Group's human resources policies. The Training Committee develops annual training plans pertaining to training needs and employees' feedback. The Health and Safety Unit in the Nansha Plant and the Human Resources Department in the Rayong Plant are responsible for monitoring health and safety performance and mitigating any potential risks in the daily operations.

The Group respects the rights of employees to join labour unions, and constantly convenes meetings with the labour union to discuss issues relating to employee rights and obligations. No material non-compliance in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare was recorded during the reporting period.

我們鼓勵僱員透過電子郵件、內聯網及熱線電話等渠道與主管及經理進行雙向溝通。集團設有保密的申訴機制，僱員可以就任何不當行為或騷擾表達憂慮，並舉報與工作有關的危害及危險情況，而不必擔心遭受報復。

我們設有多個部門來支援集團管理僱傭及勞工多方面的事宜。人力資源部負責加強及完善集團的人力資源政策。培訓委員會因應培訓需求和員工反饋而制定相關的年度培訓計劃。南沙工廠的健康與安全部門負責監察健康與安全績效，並減輕日常運營中的任何潛在風險。

本集團尊重僱員參加工會的權利，並持續與工會舉行會議，討論與僱員權利與義務有關的議題。報告期內，沒有發生與薪酬及解僱、招聘及晉升、工時、休息時間以及其他權益和福利有關的重大違規行為。



Creating an Inclusive Workplace

The Group is committed to creating an inclusive working environment. It believes that employees can only unleash their full potential when they are treated equally and justly with their views being heard and valued. The Group's approach to equal opportunity and respective anti-discrimination practices are clearly outlined in the Code of Conduct, which states that differential treatment and harassment is unacceptable, and will therefore not be tolerated in the workplace. Respective human resources policies are in place to assure the fairness in respect of recruitment, employment, job advancement, training and development, performance assessment and rewards for both applicants and employees.

At Trio, employees are not discriminated against or deprived of opportunities on grounds of race, nationality, religion, physical condition, disability, gender, pregnancy, sexual orientation, political status, age or any other discrimination prohibited by applicable laws and regulations. As a responsible employer, the Group follows the principle of pay equity and regularly reviews the market information to set up the competitive pay levels.

The Group holds management review meetings each year to discuss and review human resources policies; it also requires relevant departments to implement timely improvements to ensure the rights and benefits of employees. Employees who are found engaging in discriminatory behaviours will be subject to disciplinary actions. No material non-compliance in relation to relevant laws and regulations that have a significant impact on the Group regarding equal opportunity, diversity and anti-discrimination was recorded during the reporting period.

創建具包容性的工作場所

本集團致力創建普惠的工作環境，認為只有當僱員受到平等和公正的對待，其意見獲傾聽和重視時，他們才能充分發揮潛能。集團的《行為守則》明確闡述了集團對平等機會及相應的反歧視措施，當中表明不平等的待遇和騷擾是不能接受的，因此不容許在工作場所內發生。集團制定了相應的人力資源政策，以確保在處理應徵者和僱員的招聘、僱用、工作晉升、培訓及發展、績效評估及獎勵各方面，都秉持公平的原則。

在致豐，僱員不會因種族、國籍、宗教、身體狀況、殘疾、性別、懷孕、性取向、政治地位、年齡或適用法律法規禁止的任何其他歧視而遭受歧視或剝奪機會。作為負責任的僱主，本集團奉行薪資公平的原則，並定期檢討市場資訊，以提供具競爭力的薪酬水平。

本集團每年舉行管理層檢討會議，討論及檢討人力資源政策；還要求有關部門及時進行改善，以保障僱員權益。如僱員被發現有歧視行為，將受到紀律處分。報告期內，沒有發生違反有關平等機會、多元化及反歧視法律法規的情況而對本集團有重大影響。



Total Workforce

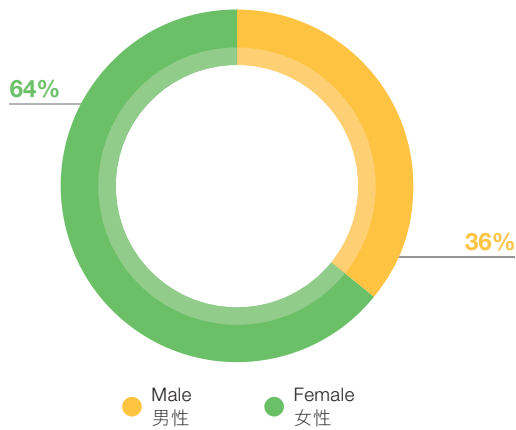
The Group had a total number of 1,446 employees in the PRC as of 31 December 2021 (2020: 1,487 employees), all of whom were permanent full-time employees. The total workforce by gender, age group, and employee grade, are shown below.

總勞動力

截至2021年12月31日，本集團在中國大陸共有1,446名僱員（2020年：1,487名僱員），均為長期全職僱員。下面顯示按性別、年齡組及員工級別劃分的總勞動力。

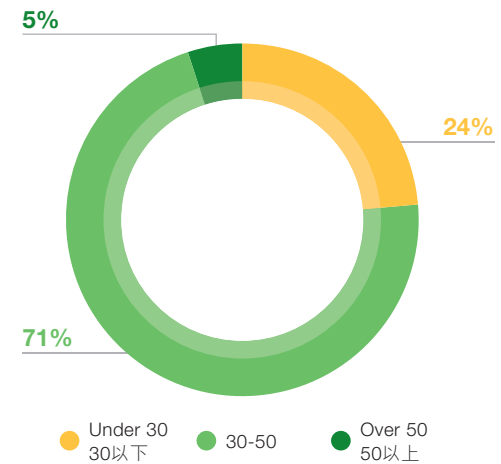
Gender Distribution

性別分佈



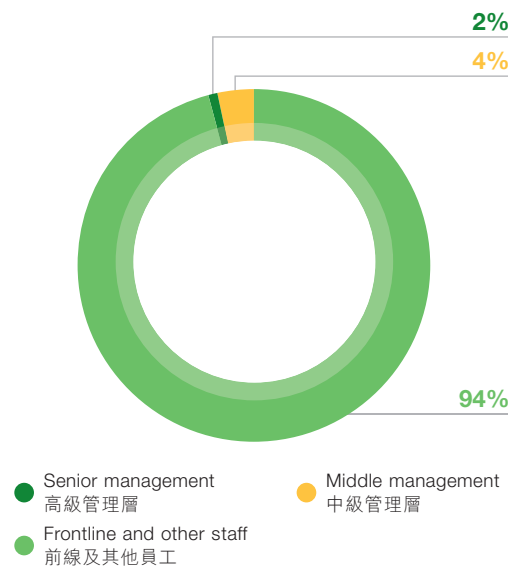
Age Group Distribution

年齡組分佈



Employee Grade Distribution

僱員職級分佈





Turnover

In 2021, a total of 490 employees left the Group in the reporting period. The average turnover rate was 4.2%². The reduced staff turnover partially resulted from the decrease in workforce mobility and uncertain business conditions due to COVID-19. To acquire and retain the best talents, the Group continues to review employees' remuneration packages as well as design and implement people-oriented policies.

Strategic Talent Centre ("STC")

Established in 2017, the STC of Nansha Plant has served as a platform to recruit and attract talents and professionals in specialised fields, including engineers, IT technicians, procurement specialists, accountants and internal auditors. There were 10 employees working at the STC as at 31 December 2021 to engage in software development and enhancement. As part of the Group's on-going business strategies, the Management of the Group will continue to recruit talents of necessary level and number at the STC for providing various value-added supports to the Group.

Competitive Remuneration and Benefits Package

The Group provides competitive remuneration and benefits to employees. The remuneration is reviewed annually to reflect employees' performance and contribution as well as market trends. In addition to basic wages and overtime pays, the Group provided a one-off allowance to frontline workers in the Nansha Plant during the reporting period. The Group cares about the wellness of employees, and strives to provide a decent working condition and competitive benefits. These include statutory holidays, paid annual leave, social insurance coverage, medical coverage, marriage leave, paternity leave, lactation break, and meal allowance offered by the Group. Workers at the Nansha Plant are entitled to a seniority bonus based on their length of services.

2 The average turnover rate is calculated by averaging the monthly turnover rates. Monthly turnover rate is calculated by number of employees who left the Group in a specific month/total number of employees in the previous month x 100%. Employees who leave the Group within a month is not counted.

員工流失率

在2021年，共有490名僱員在報告期內離職。平均流失率為4.2%²。員工流失率下降的部分原因是由於COVID-19疫情導致勞動力流動性減低以及市況不明朗。為了吸納及留住最優秀的人才，本集團將繼續檢討僱員的薪酬待遇，並制定及實施以人為本的政策。

戰略人才中心

戰略人才中心於2017年成立，作為招募和吸引專業領域的人才及專業人士的平台，對象包括工程師、資訊科技人員、採購專才、會計師及內部審計師。截至2021年12月31日，共有10名僱員在戰略人才中心工作，從事軟件開發及升級。配合集團長期的業務戰略，集團管理層將繼續招聘合適資歷和數量的人材，加入戰略人才中心，為集團提供各種增值支援服務。

具競爭力的薪酬福利計劃

本集團給予僱員具競爭力的薪酬及福利。每年跟據僱員的績效和貢獻以及市場趨勢，進行一次薪酬調整。報告期內，除基本工資及加班費外，集團還為南沙工廠前線工人提供了一筆過的津貼。集團關心僱員的健康，並努力提供體面的工作條件及具競爭力的福利，包括法定假日、帶薪年假、社會保險、醫療保險、結婚假、陪產假、哺乳假及伙食津貼。南沙工廠的工人可根據其服務年資獲發資歷獎金。

2 平均流失率是根據全年每月流失率的數據來計算平均值。每月流失率的計算方式是：個別月份離職僱員人數 / 對上一個月的僱員總數 x 100%。入職未滿一個月便離職的僱員，則不計算在內。



Employee Relations

The Group strives to foster a strong sense of belonging of its staff and ensure that every voice is heard through transparent communication channels. To this end, the Group has established employee complaint mailboxes, message box, hotlines and social media platforms to collect employee opinions, suggestions, and complaints which are handled by dedicated personnel promptly. The Group will continue to keep an open dialogue with its employees through various channels such as meetings, surveys, and other platforms. Adequacy of communication is examined through random sampling surveys and interviews. During the reporting period, the sampling or interview rate conducted by the Nansha Plant was 98%.

Amidst COVID-19, the Group prioritised the wellbeing of its people and cancelled physical cultural and recreational activities. The Nansha Plant made use of WeChat Work, a widely used social media platform to communicate the latest information regarding COVID-19, employee newsletter, industry knowledge and other useful information to the staff to maintain positive and healthy employee relations.

Employee Health and Safety

The health and safety of our employees remain the Group's top priority. The Group has always been committed to complying with relevant occupational health and safety ("OHS") regulations and facilitating employee participation to improve OHS goals. To this end, the Group has comprehensive OHS systems, policies and safety protocols in place to manage relevant issues at its operation. The Group strictly complied with the Prevention and Control of Occupational Diseases Law of the PRC, the Work Safety Law of the PRC and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand. No material non-compliance in relation to laws and regulations that have a significant impact on the Group regarding occupational health and safety was recorded.

僱員關係

集團致力培養員工對公司的歸屬感，並確保員工可通過透明的溝通渠道發聲。為此，集團設立了僱員投訴信箱、意見收集箱、電話熱線及社交媒體平台，以收集僱員的意見、建議及投訴，並由專人迅速處理。本集團將繼續通過各種渠道如會議、調查及其他平台等與僱員保持公開對話。通過隨機抽樣調查及面談檢討溝通是否足夠。報告期內，南沙工廠進行的抽樣調查或面談率為98%。

在COVID-19肆虐期間，集團為員工的健康著想而取消了體能性文娛活動。南沙工廠採用了普遍使用的社交媒體—企業微信（「WeChat Work」）—通報有關COVID-19的最新消息、僱員通訊、行業知識以及其他有用資訊予員工，以保持正面健康的僱員關係。

僱員健康與安全

僱員的健康與安全仍然是集團的重中之重。本集團一直恪守相關的職業健康和 safety（「OHS」）法規，並鼓勵僱員參與，以提升OHS水平。為此，本集團備有完善的OHS系統、政策及安全規程，以管理中國業務上的相關事宜。本集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》和《泰國職業安全、健康與環境法B.E. 2554 (2011)》，並沒有錄得有關職業健康與安全法律法規的重大違規行為而對本集團的造成重大影響。



The Health and Safety Committee (the “**H&S Committee**”) has oversight of OHS-related policies, operational controls and performance and is responsible for the effective implementation of the ISO 45001 management system within the Nansha Plant. Safety audits, internal and third-party risk assessments, and incident investigations are conducted for the operational processes in the Nansha Plant to identify and eliminate existing and potential physical and chemical hazards. During the reporting period, all inspection results adhered to applicable regulations and standards. In 2021, the Group conducted safety audits to discover hidden hazards. All hazards identified during the reporting period were in low severity. All issues were improved within scheduled periods, achieving an improvement rate of 100%. The Group performs indoor pollutant monitoring for every production unit of the plant annually. The monitoring results were up to standard during the reporting period. The H&S Committee proactively addresses existing risks through the hierarchy of controls, a systematic system focusing on eliminating high-risk tasks and improving engineering controls. At the Rayong Plant, the Human Resources Department ensures that effective safety policy, procedures and protocols are in place. A safety officer was appointed to ensure compliance with the local safety laws and regulations. An internal audit team was set up specifically for monitoring safety performances of the plant.

The H&S Committee holds management review meetings each year to discuss and review health and safety performance as well as set targets for the next reporting period. There were no significant changes on the management approaches in relation to OHS during the reporting period.

健康與安全委員會（「**H&S委員會**」）對與OHS相關的政策、運營控制及績效進行監督，並在南沙工廠內有效實施ISO 45001管理體系。集團對南沙工廠的運營流程進行安全審計、內部和第三方風險評估以及事件調查，以識別和消除現有及潛在的物理及化學危害。報告期內，所有檢查結果均符合適用法規和準則。在2021年，集團進行了安全審計以識別隱患。報告期內發現的所有危害都屬於低嚴重性的。所有問題均在預定的時間內改善，改善率達100%。本集團每年對工廠的每個生產單元進行室內污染物監測。報告期內，監測結果達標。H&S委員會通過分層級控制、設立集中消除高風險任務的系統，以及改善工程控制積極應對現有風險。在羅勇工廠，人力資源部確保有效的安全政策、程序和規程到位。我們任命了一名安全主任，以確保遵守當地的安全法律和法規，亦成立了一個內部審計小組，專門負責監督工廠的安全績效。

H&S委員會每年舉行一次管理層檢討會議，以討論及檢討健康與安全績效，並為下一個報告期訂立目標。報告期內，有關OHS的管理方針並沒有重大變化。



Safety protocols have been developed for all production processes and safeguard the safe storage, labelling, usage and disposal of hazardous chemicals. The Group offers several channels through which employees can submit ideas, OHS concerns or complaints to their supervisors or managers directly. Workers may remove themselves from work situations that they believe are unsafe. Aside from periodic occupational health checks, workers in occupational hazards positions undergo pre- and post-employment medical examinations. Fire drills and chemical spill drills are carried out on a periodic basis to evaluate the effectiveness of evacuation and clean-up procedures. Personal protective equipment is distributed to frontline workers for safety protection pursuant to the Law of the PRC on the Prevention and Control of Occupational Diseases and the Production Safety Law of the PRC and the Occupational Safety, Health, and Environment Act, B.E. 2554 (2011) of Thailand. The Group organises general trainings, safety orientation trainings, specific operation trainings and other relevant trainings for employees of different levels of seniority and roles based on legal requirements, standards and specific risks. It organises trainings in coordination with third-party professionals when appropriate to share up-to-date knowledge with employees. During the reporting period, 100% of the staff attended a total of 10,992 hours of health and safety training sessions, which covered topics such as the safe handling of hazardous materials, fire safety, industrial safety, general safety management, first-aid skills, and the safety management system.

During the reporting period, the Group specifically appointed qualified persons to carry out annual inspections and maintenance for the lightning protection system, fire service installations and equipment, pressure vessels and escalators at the Nansha Plant. The Group also hosted fire safety and basic safety trainings for employees working in the oil immersion area to enhance their safety awareness. Lightning protection in the Rayong Plant was also inspected annually to ensure its compliance with the requirements of Industrial Estate Authority of Thailand (“IEAT”).

本集團已就所有生產流程制定了安全規程，並保證危險化學品被安全存儲、標籤、使用及處置。集團提供了數個渠道讓僱員直接向其主管或經理提出想法、有關OHS問題或投訴。若工人認為工作環境不安全，可以離開工作崗位。除了定期進行職業健康檢查外，任職職業危害崗位的工人還需在入職前、後進行體檢。定期舉行消防演習及化學洩漏演習，以評估疏散及清理程序的有效性。集團遵照《中華人民共和國職業病防治法》、《中華人民共和國安全生產法》及《泰國職業安全、健康和環境法案，B.E. 2554 (2011)》，分發個人防護裝備予前線工人，以提供安全保護。本集團根據法律要求，準則及特定風險，為不同資歷及職務的僱員安排一般培訓、安全指導培訓、特定操作培訓及其他相關培訓。在適當的情況下，會與第三方專業人士合辦培訓，與員工分享最新的知識。報告期內，100%的員工參加了共計10,992小時的健康與安全培訓課程，涵蓋的主題包括：安全處理危險物質、消防安全、工業安全、一般安全管理、急救技能，以及安全管理系統。

報告期內，本集團特別聘請合資格的人員每年檢查及維修南沙工廠的避雷系統、消防設施及設備、壓力容器及扶手電梯。本集團還為於油浸區工作的僱員舉辦了消防安全及基本安全培訓，以提高其安全意識。羅勇工廠也為其避雷系統進行年檢，以確保其符合泰國工業區管理局(「IEAT」)的要求。



The Group gives special attention to fire hazards in the workplace. An on-site fire station is set up at the Nansha Plant for providing prompt supports in case of fire accidents. Fire safety is ensured through periodic fire drills, fire safety training and continuous maintenance of fire installations and equipment. Three fire drills were held during the reporting period; all employees evacuated safely and swiftly. The Rayong Plant invited the Amata City Fire Service Team to provide fire safety training for its employees during the reporting period. The Fire Service Team also assessed the fire resistance of facilities in the plant. One fire drill was held in Rayong Plant during the reporting period.

With the Group's continued focus on workplace safety through extensive training, no fatalities of the Group's employees have been recorded in the last three reporting years. The Group conducts incident investigation and root cause analysis according to the requirements of local regulations and ISO 45001 management system.

Food Health and Safety

The Group has its own regulations and traceability system in place to ensure that food served in the staff canteen is of high quality and is safe to eat. The regulation provides guiding principles and stringent standards for staff canteen operation and management in the areas of quality and cleanliness. It only purchases food materials that are fresh, clean and in compliance with all applicable national standards and regulations. Food samples are kept 48 hours every day for record and testing where necessary. There were no complaints regarding food quality during the reporting period.

Our Responses to COVID-19

In view of the COVID-19 pandemic, the Group has set up an emergency response team that swiftly responded to the prevention and control of the virus. The team mobilised resources from all sides to search and purchase essential materials including surgical masks, hand sanitisers and medical gloves for staff at work.

本集團特別留意工作場所的火災隱患。南沙工廠內設有消防站，以便一旦出現火災時，可及時提供支援。為確保消防安全，集團定期進行消防演習、消防安全培訓並持續保養電力及消防設備。在本報告期內，共舉行了三次消防演習；所有員工都能安全、迅速地撤離。報告期內，羅勇工廠邀請了阿瑪塔市消防隊為其員工進行消防安全培訓。消防隊還評估了工廠設施的耐火性。報告期內，羅勇工廠舉行了一次消防演習。

本集團持續針對工作場所的安全進行廣泛的培訓，在過去三個報告年度，皆沒有錄得僱員死亡事故。集團根據當地法規及 ISO 45001 管理體系的要求進行事故調查並分析發生原因。

食品健康與安全

本集團設有內部法規和可追溯系統確保食堂所供應的食物品質優良，可安全食用。該法規就員工食堂在食物質量及清潔度方面的運營和管理，提供指導原則及嚴格準則。食堂只購買新鮮、清潔、衛生的食材，並符合所有適用的國家標準和法規。我們每天抽取食物樣本，保存48小時，以便在有必要時進行記錄和化驗。在報告期內，沒有接獲關於食品質量的投訴。

應對COVID-19疫情

鑑於COVID-19大流行，集團已成立了應急小組，迅速防控病毒的傳播。該小組動用各方資源，為工作人員搜購必須的裝備，包括口罩、手部消毒劑及醫用手套等。



To contain the spread of COVID-19 in the community and better protect the staff, the Group implemented precautionary measures that were in line with the national and local government's virus control guidelines, which included,

- adopting flexible and/or remote working arrangements amongst office-based staff;
- encouraging employees to hold virtual meetings with customers, suppliers and business partners rather than physical meetings;
- sanitising its facilities more frequently and regularly;
- providing adequate personal protective equipment for employees, especially for those performing cleaning work;
- encouraging employees to get the COVID-19 vaccines;
- enforcing social distancing measures by setting up partitions on shared tables and limiting capacity of diners at staff canteen;
- measuring body temperature of staff and guests at entrance of the workplace;
- setting up the designated isolation room for isolating employees with COVID-19 symptoms;
- requiring staff and guests to upload health codes before entering the workplace;
- requiring self-quarantine for staff who have travelled overseas recently; and
- requiring all staff and guests to wear masks within the workplace.

The Group closely monitored health conditions of staff and guests. When an employee has any COVID-19 symptoms, the employee will be isolated in the designated isolation room and send to the hospital. The Group will report the case to the relevant authorities according to the authorities' instructions.

為了控制COVID-19在社區中傳播並加強保護員工，集團採取了與國家及地方政府的病毒控制指引一致的預防措施，其中包括：

- 安排辦公室員工彈性及／或遙距工作；
- 鼓勵僱員與客戶、供應商及商業夥伴進行虛擬會議，取代面見會議；
- 更頻繁、更定期消毒設施；
- 提供足夠的個人防護裝備予員工，特別是執行清潔工作的員工；
- 鼓勵僱員接種COVID-19疫苗；
- 加強社交距離措施，在共用的桌子上設置分隔板及限制員工食堂的食客人數；
- 在工作場所入口處測量員工及客人的體溫；
- 設立指定隔離室，用於隔離出現COVID-19病徵的員工；
- 要求員工及客人在進入工作場所前上載健康碼；
- 要求最近曾出國的員工進行自我隔離檢疫；及
- 要求所有員工及客人在工作場所內佩戴口罩。

本集團密切監察員工及客人的健康狀況。當員工出現任何COVID-19病徵時，該員工將被隔離在指定的隔離室並送往醫院。本集團將根據當局的指示向有關當局報告事件。



Development and Training

Employee development is vital to the sustainable growth of the Group. The Group provides employees with a wide spectrum of training opportunities to deepen their professional knowledge in the workplace and equip them with new skills and industry knowledge that can advance their careers and support the Group's operational needs.

Our Training Committee, led by the Board, senior executives and technical staff, oversees staff training and development at the PRC operation. The Human Resource and Training Control Procedure and other supporting policies are established for the effective implementation of training strategies. Depending on individual needs, team-specific goals and employee feedback, the Training Committee designs and organises internal training for staff covering a wide range of topics and skills, including strategic thinking skills and software-specific training. Senior executives are sponsored by educational subsidies to attend external courses in relation to project management. Employees are also welcome to map out their own training plans and discuss with their supervisors. They are entitled to the reimbursement of tuition or examination fee after the completion of course or examination relevant to their career development. Apart from classroom training, the Group also delivers training programmes through e-learning platform.

The Group develops its employees through diversified learning and development programmes, which include,

- a. Training for new employees – To introduce the Group's ethical standards, cultures, rules and regulations, safety and product-related knowledge on the first day of employment;
- b. Pre-job training – To familiarise new recruits or transferred employees with new roles and associated duties;
- c. On-the-job training – To maintain employees' professional competencies and to ensure that they keep abreast of the latest changes and developments in policies, market and industry; and
- d. Professional training – To ensure that employees performing specific functions obtain the necessary licences.

發展與培訓

僱員發展對集團的可持續發展至關重要。本集團為僱員提供廣泛的培訓機會，以提升他們在工作場所的專業知識，學習新技能及行業知識，從而促進其職業發展並支持集團的運營需求。

由董事會、高管人員及技術人員領導的培訓委員會，負責監督中國業務的員工培訓及發展。為有效執行培訓策略，我們制定了人力資源及培訓控制程序以及其他輔助政策。根據個人需要、團隊特定目標及僱員反饋，培訓委員會為員工設計及舉辦內部培訓，涵蓋多方面的主題及技能，包括戰略思維技能及個別特定軟件培訓。高管人員可獲教育津貼贊助，參加與項目管理有關的外部課程。我們歡迎僱員自行制定專屬培訓計劃，與其主管商討。他們在完成與其職業發展相關的課程或考試後，有權報銷學費或考試費支出。除課堂培訓外，集團還通過電子學習平台提供培訓計劃。

本集團通過多元化的學習及發展計劃以栽培僱員，包括：

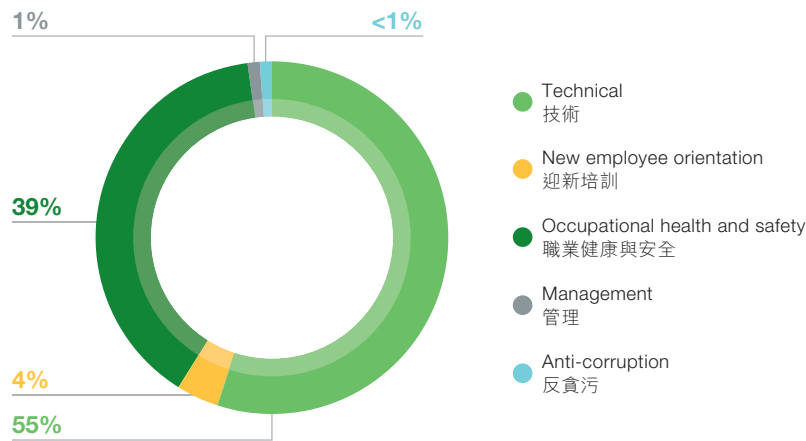
- a. 迎新培訓 – 在首個工作天向新僱員介紹集團的道德準則、文化、規矩和守則，安全及產品相關的知識；
- b. 崗前培訓 – 讓新入職或轉崗的僱員熟悉新的職務及相關職責；
- c. 在職培訓 – 保持僱員的專業能力，並確保他們了解政策、市場及行業的最新變化及發展；及
- d. 專業培訓 – 確保執行特定職能的僱員獲必須的許可證。



During the reporting period, the Group has rolled out a new regulation of Internal Mentoring Regulations and Management. The regulation aims to foster an internal knowledge and experience sharing culture. The knowledge sharing focuses on upskilling employees in terms of problem solving and technical knowledge. The Group hosted a total of 207 internal training sessions for employees. The chart below provides the percentages of trainings carried out:

報告期內，本集團推出了新的內部指導法規和管理規定。該法規旨在培養內部知識經驗共享文化。知識共享著重提升員工在解決問題及技術知識兩方面的技能。本集團共為僱員舉辦了207場次內部培訓。下表顯示各類培訓課程的百分比：

Distribution of Training by Training Topics 培訓主題分佈



The Group holds management review meetings every year to discuss and track the target achievement rates as well as ensure the efficient deployment of resources. The Group also monitors the effectiveness of management approach to ensure that the training strategies meet relevant requirements of applicable laws and ISO standards. During the reporting period, 99.4% of employees received trainings. The total training hours and the average training hours per employee were 27,983 hours and 19.4 hours per employee, respectively.

本集團每年舉行管理檢討會議，討論及追蹤目標達標率，並確保資源有效調配運用。集團還監察管理方法的有效性，以確保培訓策略符合適用法律及ISO標準的相關要求。報告期內，南沙工廠99.4%的僱員接受了培訓。僱員總受訓時數為27,983小時，每名僱員的平均受訓時數為19.4小時。

Training percentage 受訓百分比 by gender 按性別

Male 男: 104% Female 女: 97%

Average training hours 平均受訓時數 by gender 按性別

Male 男: 24.1 hours/小時 Female 女: 16.7 hours/小時

Training percentage³ 受訓百分比³ by employee grade 按僱員職級

Frontline employees 前線僱員: 100%
Middle management 中級管理層: 93%
Senior management 高級管理層: 92%

Average training hours 平均受訓時數 by employee grade 按僱員職級

Frontline employees 前線僱員: 20.1 hours/小時
Middle management 中級管理層: 8.9 hours/小時
Senior management 高級管理層: 3.9 hours/小時

³ The training percentage included trained employees who have left the Group during the reporting period.

³ 受訓百分比包括在報告期內離開本集團的受培訓員工。



Eliminating Child and Forced Labours

Child and forced labours are strictly prohibited in the workplace. Concept relating to prevention of child and forced labours has been integrated into the Group's recruitment principles and processes, which underpins the Group's commitment in eliminating human rights violation within the Group and from supply chains.

Pursuant to the Labour Law of the PRC and the Labour Protection Act B.E. 2541 (1998) of Thailand, the Human Resources Department verifies the credentials of candidates and conducts background checks to ensure that each employee hired by the Group meets the minimum age requirement. The Group also adopts an intelligent identification system to identify fake identification documents. At Nansha Plant, the management procedures on eliminating child and forced labours are evaluated annually in the annual audit for Guangzhou Harmonious Labour Relationship Enterprise.

The Group prohibits unauthorised overtime work. The employment contract clearly sets out the hours of work and terms and conditions of employment relating to overtime work, including the pre-agreed overtime pay rate for working hours beyond the standard working hours. Employees working overtime must get prior approval from line managers.

The Group reviews the human rights policies and procedures on a regular basis to ensure that it conducts business in a way that reflects its commitment to supporting and respecting internationally proclaimed human rights. The Group complies with applicable laws, regulations and customer requirements in relation to the prevention of child and forced labours. There were no non-compliance incidents regarding child and forced labour within the Group or our suppliers during the reporting period. If employees discovered any non-compliance regarding child and forced labour, they can report their concerns or complaint through the CRCP. If any child or forced labour is discovered in the Group's operation, the Group will terminate the contract with the child or forced labour immediately and review the incident to avoid reoccurrence.

消除童工及強迫勞動

嚴禁在工作場所使用童工及強迫勞動。有關預防童工及強迫勞動的理念已於集團的招聘原則及流程中落實，構成集團致力在內部和供應鏈中禁止侵犯人權的基礎。

人力資源部根據《中華人民共和國勞動法》及《泰國勞動保護法B.E. 2541(1998)》核實候選人的資格證書並進行背景調查，以確保集團僱用的每名僱員均符合最低年齡要求。本集團亦採用智能識別系統識別假身份證明文件。南沙工廠的消除童工和強迫勞動管理程序，每年經廣州市勞動關係和諧企業年度審核進行評估。

本集團禁止未經批准而加班工作。僱傭合約清楚地列明工作時間，以及有關加班工作的僱傭條款和條件，包括事先商定之超時工作可獲的加班工資。僱員加班工作必須事先獲直屬經理批准。

本集團定期檢討人權政策和程序，以確保其開展業務的方式體現其對國際公認的人權的支持和尊重。集團遵守有關防止童工及強迫勞動的適用法律、法規及客戶要求。報告期內，本集團或供應商沒有涉及童工及強迫勞動的違規事件。如果員工發現任何關於童工和強迫勞動的違規行為，他們可以通過公司責任控制程序匯報他們關注的問題或投訴。如在本集團營運中發現童工或強迫勞動，本集團將立即終止與該童工或強迫勞動的合約，並檢討該事件以避免再次發生。



5. ENVIRONMENT

The Group has given priority to environmental protection principles since establishment and simultaneously operates environmental treatment facilities to ensure that its wastewater, exhaust emissions, and waste materials comply with national regulatory requirements.

Environmental Management

The Group is in strict compliance with the national standards and regulations relating to environmental protection, including but not limited to:

- Emission Limits of Air Pollutants (DB44/27-2001) of Guangdong Province;
- Emission Standard of Cooking Fume (GB 18483-2001);
- Discharge Limits of Water Pollutants (DB44/26-2001) of Guangdong Province;
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste
- Standard for fugitive emission of volatile organic compounds (GB37822-2019);
- Environmental Protection Tax Law of the PRC;
- The Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand;
- Factory Act, B.E. 2535 (1992) of Thailand; and
- Regulations issued by the IEAT.

The Rayong Plant is located in the IEAT's industrial estate. IEAT is established by the Industrial Estate Authority of Thailand, B.E. 2522 (1979) of Thailand that controls and oversees all factories situated in the IEAT's industrial estate. The Rayong Plant strictly abided by the regulations issued by the IEAT.

5. 環境

自成立以來，集團一直重視環境保護，同時設有環保處理設施，以確保我們的廢水、廢氣排放及廢料符合國家法規要求。

環境管理

本集團嚴格遵守有關環境保護的國家標準和法規，包括但不限於：

- 廣東省大氣污染物排放限值 (DB44/27-2001) ；
- 飲食業油煙排放標準(GB 18483-2001) ；
- 廣東省水污染物排放限值(DB44/26-2001) ；
- 中華人民共和國固體廢物污染環境防治法 ；
- 揮發性有機化合物的逸散排放標準 (GB37822-2019) ；
- 中華人民共和國環境保護稅法 ；
- 泰國加強和保護國家環境和質量法案，B.E. 2535 (1992) ；
- 泰國工廠法，B.E. 2535 (1992) ；及
- IEAT頒佈的法規。

羅勇工廠位於IEAT的工業區內。IEAT由負責控制和監督位於IEAT工業區的所有工廠的泰國工業區管理局，B.E. 2522(1979)成立。羅勇工廠嚴格遵守IEAT頒佈的規定。



Beyond compliance, the Group aims to constantly improve the environmental performance of its operations. The Group has established management procedures and implemented ISO 14001 management system in daily operations, and constantly reviews the effectiveness of management systems to minimise our impacts on the environment.

Significant impacts of the Group's activities to the environment include air emissions and greenhouse gas ("GHG") emissions from consumption of fuel and purchased electricity, energy and water consumption, and the generation of hazardous and non-hazardous wastes and effluents. Whenever significant environmental impacts are identified or predicted through assessments and audits, the Group will implement mitigation measures to reduce environmental consequences on the natural environment. In terms of air and wastewater control, the Group has obtained all necessary discharge permits, installed electrostatic precipitators, carbon adsorption systems, grease trap and wastewater treatment facility. Additionally, the Group has engaged an environmental engineering company and continuously employed advanced technologies for wastewater monitoring and treatment. A dedicated technician has stationed at the Nansha Plant to monitor treated effluent quality, ensure discharge compliance and to provide emergency support and maintenance for the wastewater treatment facility. When choosing energy-consuming or water-consuming equipment, the Group places preferences to energy efficient and water-saving equipment according to its management policy on energy and resources use. There was no major non-compliance relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. The Group will continue to explore all possibilities to advance its environmental management so as to pursue better environmental performance and minimise environmental impacts caused by its business operation.

除了符合規定之外，本集團更持續提升其業務營運的環境績效。集團已制定管理程序並在日常運營中實施ISO 14001管理體系，還不斷檢討管理體系的有效性，以令業務的環境影響減至最低。

本集團活動對環境的重大影響包括燃料消耗和購買的電力所產生的空氣排放和溫室氣體（「GHG」）排放、能源和水消耗以及有害和無害廢物和廢水的產生。若於考評及審計過程中識別或預測出現重大的環境影響，本集團將採取緩解措施以減少對自然環境的影響。在空氣排放及廢水控制方面，集團已取得所有必須的排放許可證；並安裝了靜電除塵器、碳吸附系統、隔油池和廢水處理設施。此外，集團委聘一家環境工程公司採用先進技術不斷進行廢水監測和處理。一名專責的技術人員派駐南沙工廠，以監控處理後的廢水質量，確保排放合規，並為廢水處理設施提供緊急支援和維護。在選購耗能或耗水設備時，集團根據其能源和資源使用管理政策，優先選擇節能和節水設備。沒有出現有關空氣及溫室氣體排放、向水和土地排放，以及產生有害和無害廢物嚴重違規的情況。集團將不斷探討各種可行方法，以提升其環境管理，追求更佳的环境績效，並將其業務運營對環境的影響降至最低。



Emission

Greenhouse Gas Emissions

During the reporting period, the Group's business activities contributed to the GHG emission of 4,054.7 tonnes of carbon dioxide equivalent ("tCO₂eq."), mainly carbon dioxide, methane, nitrous oxide and hydrofluorocarbons. The overall intensity of the GHG emissions for the Group was 0.16 tCO₂eq./m² with reference to the total floor area of the Group's business operations, representing a decrease of approximately 24% compared with that of 2020.

排放

溫室氣體排放

報告期內，本集團的業務活動導致溫室氣體排放量為4,054.7噸二氧化碳當量（「tCO₂eq.」），主要為二氧化碳、甲烷、一氧化二氮和氫氟碳化合物。以集團業務運營的總建築面積計，溫室氣體總排放密度為0.16噸二氧化碳當量／平方米，較2020年減少了約24%。

Scope of GHG Emissions	Emission Sources	Emission (in tCO ₂ eq.)	Total Emission (%)
溫室氣體排放範疇	排放來源	排放 (噸二氧化碳當量)	總排放量 (%)
Scope 1 Direct Emission			
範疇1直接排放			
Combustion of fuel for stationary source 燃料燃燒 (固定源)	Natural gas 天然氣	70.9	9%
Combustion of fuel for mobile sources 燃料燃燒 (流動源)	Petrol 汽油	19.1	
	Diesel 柴油	26.9	
	LPG 液化石油氣	0.5	
Refrigerants 製冷劑		258.5	
Scope 2 Energy Indirect Emission			
範疇2能源間接排放			
Purchased electricity 購買電力		3,605	89%
Scope 3 Other Indirect Emission			
範疇3其他間接排放			
Electricity used for freshwater processing 用於淡水處理的電力		34.5	2%
Electricity used for sewage processing 用於污水處理的電力		16.4	
Business air travel 商務飛行旅程		0.9	
Paper disposal 棄置紙張		22	
Group Total 集團總量		4,054.7	100%

Note 1: Emission factors were made by reference to Appendix 27 to the Listing Rules and their referred documentation as set out by the Stock Exchange, unless stated otherwise.

註1: 除另有說明外，排放系數參照聯交所上市規則附錄二十七及其指定文件而編製。

Note 2: Emission factor of 0.61 tCO₂/MWh and 0.50 tCO₂/MWh were used for purchased electricity in Guangdong Province of the PRC and Thailand, respectively.

註2: 中國廣東省和泰國的購買電力分別以排放系數0.61噸二氧化碳／兆瓦時和0.50噸二氧化碳／兆瓦時計算。

Note 3: Emission factors of 0.417 kgCO₂eq./m³ and 0.2 kgCO₂eq./m³ were used for calculating the electricity used for freshwater and sewage processing respectively.

註3: 用於淡水及污水處理的電力分別以組合邊際排放系數0.417千克二氧化碳當量／立方米及0.2千克二氧化碳當量／立方米計算。



Air Emissions

The Group-owned, fossil-fuelled vehicles and mobile machineries were used for daily business operations and natural gas was consumed for staff canteen operation, which contributed to the emissions of nitrogen oxides (“NO_x”), sulphur oxides (“SO_x”) and respiratory suspended particles (“RSP”).

空氣排放

用於日常業務的集團自置化石燃料車輛及移動機器，以及員工食堂的運營耗用天然氣，導致氮氧化物（「NO_x」）、硫氧化物（「SO_x」）及可吸入懸浮粒子（「RSP」）的排放。

Air emissions (non-GHG) from stationary and mobile combustion 固定和移動燃燒產生的空氣排放（非溫室氣體）				
Fuel source	Usage	NO _x (in kg)	RSP (in kg)	SO _x (in kg)
燃料來源	用途	氮氧化物 (千克)	可吸入 懸浮粒子 (千克)	硫氧化物 (千克)
Natural gas 天然氣	For staff canteen operation 用於員工食堂營運	5.33	N/A 不適用	0.01
Petrol and diesel 汽油及柴油	For vehicles 用於車輛	26.65	2.39	0.26
LPG 液化石油氣	For forklift truck 用於叉車	0.04	N/A 不適用	<0.01
Total 總量		32.02	2.39	0.28

Note: Emission factors for calculations on environmental parameters throughout the report were made reference to Appendix 27 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

註：除另有說明外，本報告全文中用於計算環境參數的排放系數均參照香港交易及結算所有有限公司《主板上市規則》附錄27及其指定文件而編製。

Measures to Mitigate Emissions

The Group endeavours to identify sources of high energy consumption, material consumption and environmental pollution in its plant and implement measures for improvement, ensuring compliance with the Cleaner Production Promotion Law of the PRC and the Enhancement and Conservation of National Environmental and Quality Act, B.E. 2535 (1992) of Thailand.

減排措施

本集團積極查找工廠內高能耗、高物料消耗及高環境污染的源頭，並採取改善措施，以確保符合《中華人民共和國清潔生產促進法》及《泰國加強和保護國家環境和質量法案，B.E. 2535 (1992)》的規定。

Waste gas generated in the course of the Group’s business activities mainly include exhaust discharged during the combustion of fuels, volatile organic compounds (“VOCs”) discharged during the use of solvent-based paint by the plant and oily fume emitted during the cooking processes in the staff canteen operation.

在集團業務活動中產生的廢氣主要包括燃料燃燒排放的廢氣、工廠使用溶劑型塗料排放的揮發性有機化合物（「VOCs」）以及員工食堂烹煮食物過程中排放的油煙。



The Group proactively adopts different air pollution control measures, including installation of activated carbon absorption devices for treatment of VOCs and adoption of electrostatic precipitators for removal of exhaust fume. In order to meet the latest requirements of VOCs regulations, the Group has conducted routine maintenance of VOCs treatment facilities and replaced activated carbon more frequently for higher removal efficiency of VOCs.

Apart from the stringent control on VOCs emission, the Group also keeps track of employees' business air travels and avoids travelling by air whenever possible to reduce GHG emissions. The use of tele-conferencing tools, such as Zoom, Microsoft Teams, and WeChat are encouraged for meetings with colleagues, customers, suppliers, and business partners to reduce travelling. GHG emissions associated from business travels had a substantial increase of 76% when compared with the last reporting period. The business air travels increased significantly due to the low travel activities in 2020 amid COVID-19 control restrictions, and an increase in necessary business travels during the reporting period.

Going forward, the Group expects to expand its production bases, which will increase its energy consumption and the associated emissions in the coming two years. In light of the unpredictable surge in emission, the Group has not set any emission reduction targets during the reporting period. Having said that, the Group strives to mitigate emissions and has planned to set emission targets after its expansion of production bases.

本集團主動採取不同的空氣污染控制措施，包括安裝用於處理VOCs的活性碳吸收裝置，以及採用靜電除塵器消除廢氣。為了符合有關VOCs法規的最新要求，集團定期保養VOCs處理設施，更頻繁更換活性碳，以提高去除VOCs的效率。

除嚴格控制VOCs的排放外，集團還密切留意僱員的商務飛行旅程，並儘可能避免乘搭飛機出差以減少溫室氣體排放。我們鼓勵員工使用網上會議工具如Zoom、Microsoft Teams、WeChat等與同事、客戶、供應商及商業夥伴開會，以減少出差。與上一報告期相比，商務飛行旅程產生的溫室氣體排放量大幅增加了76%。商務飛行旅程的顯著升幅是由於2020年COVID-19疫情下的防控制限令商旅活動減少，以及報告期內必要的差旅增加所致。

展望未來，本集團將擴充生產基地，因此在未來兩年其能源消耗及相關排放將會增加。鑑於排放量的激增尚無法預測，報告期內，本集團未設定任何減排目標。儘管如此，本集團致力減少排放，並已計劃在擴充生產基地後設定排放目標。



Climate Change

To respond to climate change impacts, the Group has identified the key risks and opportunities that climate change has brought to its business operations, and developed relevant strategies to minimise climate risks set out in the Procedure for Risks and Opportunities Control. Climate risks include disruption of production as well as damage to production base, raw materials and products caused by extreme weather, flooding and typhoons, etc. To better cope with extreme weather events, the Group has put in place the Management Rules for Severe Weather Preparedness and Response, and purchased property liability insurance for its properties. The Group has also commenced its production in Thailand to avoid solely relying on the production in the PRC. To reduce carbon emissions, the Group has actively adopted different approaches, including initiatives to reduce waste, conserve energy and water, and enhance environmental awareness.

In contrast, the renewable energy programmes and policies in the PRC and Europe have brought business opportunities to the Group. The rapid evolution of the electric vehicle market and changes in consumer preference enable the Group to develop towards low-carbon products. Particularly, the Group has been providing smart charging and kiosk solutions through its self-developed brand “DELTRIX” in Europe. This in turn diversified the Group’s product portfolio and increased its revenue. The Group has also expanded its production capacity and upgraded existing production facilities to prepare for future opportunities.

氣候變化

為應對氣候變化帶來的影響，本集團已確定氣候變化給其業務營運所帶來的主要風險和機遇，並於制定了盡量降低氣候風險的相關策略，載於《風險與機遇控制程序》內。氣候風險包括由於極端天氣、洪水及颱風等造成的生產中斷以及生產基地、原材料和產品的損壞。為了更充分準備應對極端天氣的威脅，集團制定了《危險天氣應急預警管理規定》，並為其財產購買財產責任保險。本集團亦已開始在泰國生產，以避免單純依賴中國的生產。為了減少碳排放，集團積極採取不同的方法，包括減少廢物、節約能源和水的措施，以及加強環保意識。

相反，在中國及歐洲的可再生能源計劃和政策為集團帶來了商機。電動汽車市場的急速發展以及消費者喜好的改變帶動了集團低碳產品的發展。集團在歐洲的自家品牌DELTRIX一直提供智能充電及信息亭解決方案，此產品線令集團的產品組合更多元化亦增進我們的收入。有見及此，集團擴大了產能，並升級現有的生產設施，為未來的機遇作好準備。



Waste Management

During the reporting period, the Group generated a total of 8.34 tonnes of hazardous waste during various production activities, contributing to an intensity of 0.33 kg/m², a decrease of 11% compared with the last reporting period. Activated carbon, organic solvent waste and organic solvent-containing waste were the major constituents which made up about 85% of the total amount of hazardous waste. The figure below shows the breakdown of hazardous waste generated and the treatment methods.

廢棄物管理

報告期內，本集團在各種生產活動中共產生了8.34噸有害廢棄物，排放密度為0.33千克／平方米，比上一報告期下降了11%。主要有害廢棄物包括活性碳、有機溶劑廢物及含有機溶劑的廢物，共佔有害廢棄物總量的85%。下圖顯示有害廢棄物的分類和處理方法。

Hazardous Waste generated in FY2021 2021年財政年度產生的有害廢棄物		
Type of Hazardous Wastes 有害廢棄物類別	Waste Generated (%) 產生廢棄物(%)	Hazardous Waste Treatment Method 有害廢棄物處理方法
Activated carbon 活性碳	47%	Deep Burial 深埋處理
Organic solvent waste & organic solvent-containing waste 有機溶劑廢物及含有機溶劑的廢物	38%	Physical and chemical treatment 理化處理
Oil/water or hydrocarbon/ water mixtures or emulsion 油／水或碳氫化合物／水混合物或乳液	6%	Physical and chemical treatment 理化處理
Others (i.e., metal containers for thinner and paint, and cloths) 其他（即盛載稀釋劑和油漆的金屬容器及布）	4%	Returned to suppliers for proper washing and reuse; incineration 送回供應商進行適當的清洗和重用；焚化
Mineral oil waste & mineral oil-containing waste 礦物油廢物及含礦物油的廢物	2%	Incineration 焚化
Electronic waste (i.e. batteries, PCB, solder, cut axial lead) 電子廢物（即電池、印刷電路板、 焊料、切割軸向引線）	1%	Self reuse or treated by qualified recycle vendors 自行重用或由合資格回收商處理
Mercury-containing waste 含汞廢物	1%	Chemical treatment 化學處理
Organic resin waste 有機樹脂廢料	1%	Incineration 焚化
Grand total 累計	100%	



The Group generated a total of 100 tonnes, representing an intensity of 3.95 kg/m² of non-hazardous waste during the reporting period. Food waste, generated from the canteen operation, continued to be the largest component of domestic waste and transferred to designated recycling and treatment facilities for further processing. Other recyclable materials (including waste packaging) were either sent to recyclers or suppliers. During the reporting period, 28% of the non-hazardous waste generated was recycled.

The non-hazardous waste intensity increased by 37% from 2.88 kg/m² to 3.95 kg/m² when compared to the last reporting period. It was mainly due to an overall increase in generation of non-hazardous waste from the Nansha Plant and the inclusion of Rayong Plant's waste generation data during the reporting period.

Waste Reduction and Initiatives

The Group aims to prevent generation of hazardous waste through adoption of advanced technologies and to minimise non-hazardous waste generation (mainly paper and food waste) at source whenever possible. The Group has waste management policy to regulate the collection, storage, disposal and treatment of different types of wastes. Hazardous wastes with appropriate labelling are temporarily stored on-site and transferred to licensed collectors for further handling. In the Rayong Plant, the hazardous and non-hazardous wastes generation and handling data are reviewed by the general manager every month. The safety officer monitors generation and handling of wastes. To achieve further waste reduction, the Group has set a target of reducing 3% waste generation by 2026, with 2021 as a base year.

The Nansha Plant actively promotes source separation of domestic waste and has been listed as a demonstration unit for waste sorting in Dongchong Town, Nansha District. To support the local government's waste management plan, the Nansha Plant replaced all rubbish bins with waste separation bins and set up designated waste collection points at the plant during the reporting period.

報告期內，本集團共產生無害廢棄物100噸，排放密度為3.95公斤／平方米。員工食堂營運產生的廚餘仍然佔生活廢物的最大組成部分，廚餘會被轉送到指定的回收及處理設施作進一步處理。其他可回收材料（包括廢棄的包裝物料）由回收商或供應商回收。報告期內，28%的無害廢棄物已被回收。

無害廢棄物的排放密度跟上一報告期相比，由2.88公斤／平方米，上升了37%至3.95公斤／平方米，主要原因為南沙工廠整體的無害廢棄物產生量增加，以及此報告期數據包括了羅勇工廠的無害廢棄物產生量所致。

減少廢物及相關措施

本集團擬透過採用先進技術來防止產生有害廢棄物，並盡可能從源頭減少產生無害廢棄物（主要是紙張和廚餘）。集團制定了廢棄物管理政策，以規範各類廢棄物的收集、儲存、處置和處理。帶有適當標籤的有害廢棄物會被臨時存放在工廠，然後轉送到領有執照的收集商作進一步處理。在羅勇工廠，總經理會每月審視有害和無害廢棄物的產生及處理數據。安全主任監控廢物的產生和處理。為進一步減少廢物，本集團以2021年為基準年，要在2026年達至減廢3%的目標。

南沙工廠積極推動生活廢物源頭分類，並被南沙區東涌鎮列為廢物分類示範單位。為支持地方政府的廢物管理計劃，南沙工廠在報告期內將所有垃圾桶替換為廢物分類桶，並在工廠設立了指定的廢物收集點。



Reducing Paper Waste

The Group tracks paper usage and distributes paper according to the monthly paper consumption of different divisions/departments. During the reporting period, a total of 4.59 tonnes of paper had been used for the Group's daily office operation for the printing of documents, contracts, order forms, technical drawings and meeting notes, which had been reduced by 10% compared with the last reporting period. To step towards a paperless office, the Group developed software systems on human resources management, quality assurance, material management, incoming material assessment during the reporting period. All systems have been registered as copyrights. The Group has continued to promote electronic administrative procedures as well as the use of telecommunication. It reduces paper consumption by:

- using recycled paper;
- adopting double-sided printing; and
- regular maintenance of printers, copiers, and fax machines to avoid wastage of paper due to poor printing quality.

Recycling bins are placed at office areas to advocate paper recycling. Office waste paper involving confidential information was shredded and disposed of. Waste paper packaging materials were collected by licensed recyclers for recycling. With a current paper consumption intensity of 3.18 kg/employee, the Group targets to achieve a 10% reduction in paper consumption per employee by 2026, which will be tracked against 2021.

Reducing Waste from Canteen

In the canteen operation, the Group has fully phased out the use of disposable tableware. Food purchase is managed through the self-developed ordering system. Employees must order their meals through the digital ordering system, enabling the Group to more accurately estimate food portion needs and reduce food waste at source. Employees can also order smaller portions according to their needs to avoid food wastage. The Group had not separately recorded the total amount of food waste generated or reduced, therefore results achieved from reducing canteen waste were not available.

減少廢紙

本集團跟蹤紙張的使用情況，並根據不同分部／部門的每月紙張消耗量分配紙張。報告期內，本集團的日常辦公室運作例如打印文件、合同、訂單、技術圖紙和會議記錄等，共使用了4.59噸紙張，與上一報告期相比減少了10%。為實現無紙化辦公，報告期內，本集團開發了人力資源管理、質量保證、物資管理、來料評估等軟件系統。所有系統均已進行版權註冊。集團繼續提倡行政程序電子化以及使用電話通訊，亦通過以下方式減少紙張消耗：

- 使用再造紙；
- 採用雙面打印；及
- 保養打印機、複印機和傳真機，避免因打印效果欠佳而浪費紙張。

在辦公區域設置了回收箱，以鼓勵紙張回收。涉及機密資料的辦公室廢紙先粉碎再棄置。廢包裝紙由持牌回收商收集以進行回收。目前，集團的用紙密度為3.18公斤／僱員，我們設下目標要在2026年達至每名員工減少用紙量10%（以2021年用紙量為基準）。

減少食堂廢棄物

在食堂的營運方面，本集團已完全淘汰一次性餐具。食品的訂購經由自行開發的訂餐系統管理。僱員必須使用電子訂餐系統訂購餐食，讓集團能更準確估算所需食物量，從源頭避免浪費食物。僱員還可以根據自己的需要訂購較少食物量，以避免食物浪費。集團沒有單獨記錄所產生或減少的廚餘量，因此未能報告減少廚餘的成果。



Energy Management

Total Energy Consumption

The total energy consumption of the Group was 6,484 MWh during the reporting period (2020: 6,058 MWh), representing an intensity of 0.26 MWh/m². The administration department keeps track of the Group's energy consumption and will notify related divisions/departments if there is unusual increase in energy consumption. As electricity remained the largest energy source (92%), the Group closely monitors its electricity consumption and implements various efficient energy use initiatives as described in the below sections.

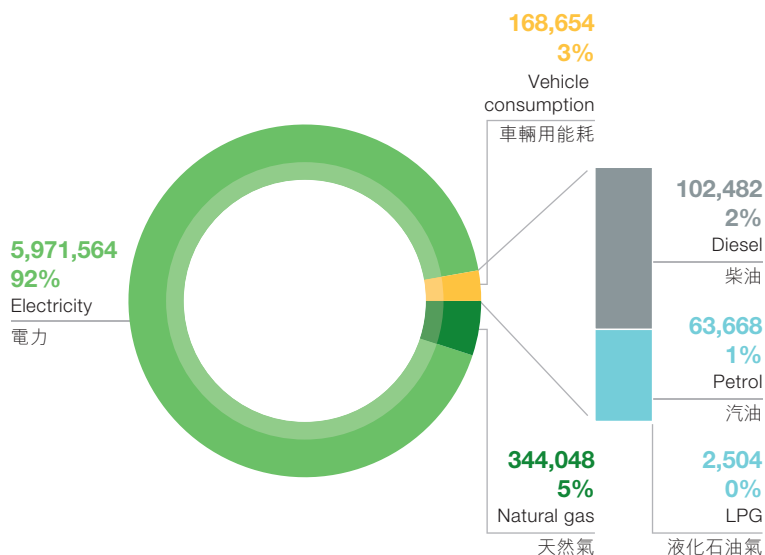
能源管理

總能源消耗

報告期內，本集團的總能源消耗為6,484兆瓦時（2020年：6,058兆瓦時），能源密度為0.26兆瓦時／平方米。行政部門會跟蹤集團的能源消耗，如果能源消耗異常增加，會通知相關部門。由於電力仍然是最大的能源來源(92%)，本集團將密切監控其電力消耗並實施各種優化能源效率措施，詳見下面章節。

Sources of Energy Consumption (kWh, %)

能源消耗（千瓦時，%）



Energy Use Efficiency Initiatives

The administration department, the electrical and mechanical technicians and the logistics department have been working together to avoid wastage of fuel due to malfunctioned or deteriorated equipment, generators and vehicles. Pipeline infrared laser detection is used for detection of pipeline leakage. There have been no quality issues or leakages identified in the natural gas pipelines and equipment during the reporting period. Since the pipelines at the canteen of the Nansha Plant has been aging, the Group has upgraded the pipelines during the reporting period.

優化能源效率措施

行政部門、機電技師以及後勤部門協力避免因設備、發電機及車輛故障或老化而造成燃料浪費。集團利用紅外激光檢測管道，以防洩漏。報告期內，天然氣管道和設備沒有出現質量問題或洩漏。由於南沙廠食堂管道老化，本集團在報告期內進行了管道升級。



The production areas are fitted with energy efficient LED lighting system which uses less energy than that of traditional lighting. To conserve more energy resources, the Group has controlled lightings and temperature of air conditioners, and used evaporative coolers rather than air conditioners in the staff canteen. The T-MICS manufacturing execution system developed by the Group has a power measuring module that monitors the high power consumption devices. The system reviews energy consumption of the devices and adjust accordingly to achieve optimum power efficiency. In light of the unpredictable increase of energy consumption from the expansion of production bases, as mentioned above, the Group has not set any energy reduction targets during the reporting period but has planned to set relevant targets upon expansion of production bases.

At the Nansha Plant, an electricity monitoring system was installed to track real-time electricity consumption and to identify abnormal electricity consumption patterns at the earliest stage. Monthly energy data is reviewed and analysed regularly to further explore the possibility of energy savings. Compared with the last reporting period, the electricity consumption intensity dropped by 3% from 244 kWh/m² to 236 kWh/m². At the Rayong Plant, energy wastage report is submitted to the IEAT for audit purpose biannually.

During the reporting period, the government of Guangdong Province has imposed electricity rationing on major manufacturing areas on account of power shortage. The Nansha Plant was called on to limit energy consumption during the period of peak demand. It has successfully reduced the energy consumption without compromising its production performance by implementing the following measures:

- Closing non-essential energy-consuming facilities to reduce power load by 15% of that of the total load;
- Scheduling production at midnight during the period of low energy demand; and
- Adopting flexible and/or remote working arrangements amongst office-based staff to reduce energy consumption at the plant.

生產區域安裝了比傳統照明較高能效的LED照明系統，減少能源消耗。為節省更多能源，集團監控照明及空調溫度，並在員工食堂使用蒸發冷卻器而非空調。本集團研發的T-MICS製造執行系統設有功率測量模塊，監控高耗電裝置。系統會檢查設備的能耗並進行相應調整以實現最佳電源效率。鑑於擴展生產基地帶來的能源消耗增加不可預測，如上所述，本集團在報告期內未設定任何節能目標，但已計劃在生產基地擴建時設定相關目標。

南沙工廠安裝了用電監控系統，實時跟蹤用電情況，及早發現異常用電模式。每月的能源數據會定期審查和分析，以進一步探索節能的可能性。與上一報告期相比，用電量密度由244千瓦時／平方米下降了3%至236千瓦時／平方米。羅勇工廠每半年向IEAT提交能源消耗報告以供審計。

報告期內，廣東省政府因電力供應緊張而對主要生產製造地區實行限電，要求南沙工廠在用電高峰期限制能耗。集團通過落實以下措施，成功降低能耗而不影響生產績效：

- 關閉非必要的耗能設施，減少總用電負荷15%；
- 安排在低耗電的午夜期間生產，错峰用電；及
- 安排辦公室員工彈性及／或遙距工作，以減少工廠的能源消耗。



Understanding that the rescheduling of production at midnight will cause inconvenience to its employees, the Group offers free meals and subsidies to employees working at night shift.

Water Resource Management

Total Water consumption

Freshwater consumed for daily business operations is supplied by municipal freshwater supplier. Water is mainly used for domestic use and the daily operation of staff canteen. During the reporting period, the Group's total water consumption was 82,687 m³, contributing to a water consumption intensity of 3.27 m³/m² (2020: 3.64 m³/m²). The Group did not encounter any issues in sourcing water that is fit for the purpose of its daily operation.

Water Use Efficiency Initiatives

Although the Group's business operations are not water intensive, the Group aims to continuously improve its water management practice and foster water conservation awareness among its employees. The Group has assigned key personnel to conduct regular inspections and maintenance of the water supply network in a bid to reduce water wastage whenever possible. Water sub-meters are installed at different production units which allow for more effective monitoring of water usage and thereby facilitate the assessment of water use patterns. Compared with the last reporting period, the annual water consumption reduced by 1%, resulting in a drop in water consumption intensity from 3.64 m³/m² to 3.27 m³/m².

Since the Group's operation involves no consumption of water for industrial purpose, the water consumption of its business operation is relatively insignificant. Therefore, no target was set for water consumption reduction.

集團明白安排在午夜生產會為員工帶來不便，因此為夜班員工提供免費膳食及補貼。

水資源管理

總用水量

日常業務運作耗用的淡水由市政淡水供應商提供，主要作內部使用及員工食堂的日常營運。報告期內，集團的總用水量為82,687立方米，耗水密度為3.27立方米／平方米（2020年：3.64立方米／平方米）。在採購合適的日常營運用水方面沒有遇到任何問題。

優化用水效率措施

儘管本集團的業務營運沒有大量用水，但仍會持續改進水管理措施，並加強僱員節約用水的意識。本集團已指派要員定期檢查及保養供水網絡，以盡可能減少水資源浪費。在各生產單元安裝分水錶，以更有效地監測用水量，從而有助評估用水模式。與上一報告期相比，年度耗水量減少了1%，耗水密度由3.64立方米／平方米降至3.27立方米／平方米。

由於本集團的運作不涉及工業用水，其業務運營的用水量相對較小。因此，沒有設定減少用水量的目標。



Wastewater Management

Wastewater is treated on-site until it meets discharge standards, after which it enters the municipal wastewater treatment system for further treatment and disinfection. The management of the on-site wastewater treatment facility is outsourced to a professional environmental engineering company. The engineering company is responsible for the routine inspection, maintenance and stable operation of the wastewater treatment facility. During the reporting period, the treated effluent met the permitted discharge limits as set out in the statutory effluent discharge standard.

Packaging Material

With our customers' agreement, the Group adopts eco-friendly packaging materials, which include carton boxes and wooden boxes that are made of recycled materials.

Starting from the reporting period, wooden packaging materials are regularly examined whether these contain pests in accordance with the requirement from the International Plant Protection Convention. During the reporting period, the Group consumed a total of 664 tonnes of packaging materials for product packaging, which comprises paper, wooden crates, cushioning sponge, plastic blisters and plastic bags. The consumption intensity was 0.03 tonnes/m², contributing to a 31% increase compared with the last reporting period's figure of 0.02 tonnes/m². The increase in consumption of packaging material was derived from an increased sales and the large portion of large-sized products sold during the reporting period.

The following chart shows the breakdown of packaging materials used, by material.

廢水管理

廢水先在工廠現場處理直至達到排放標準，之後才排進市政廢水處理系統作進一步處理和消毒。現場廢水處理設施的管理外判予專業的環境工程公司負責。該工程公司負責廢水處理設施的例行檢查、維護並確保穩定操作。在報告期內，處理後的廢水達到法定廢水排放標準所規定的許可排放限值。

包裝材料

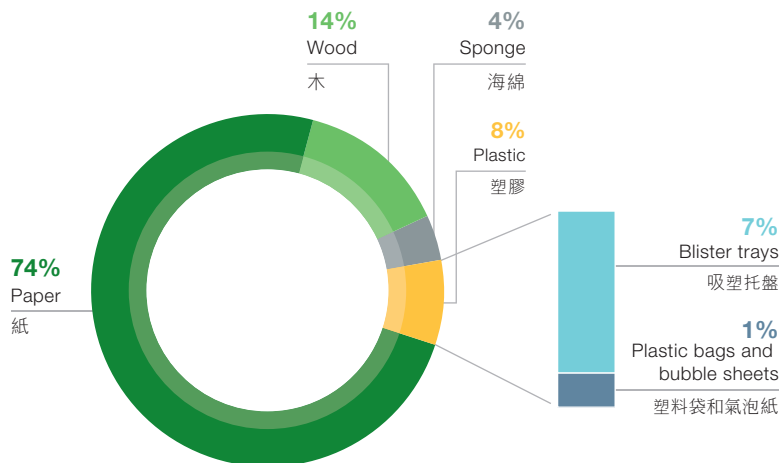
經客戶同意，本集團採用環保包裝材料，包括由回收材料製成的紙箱和木箱。

自本報告期開始，按照《國際植物保護公約》的要求，定期檢查木質包裝材料是否含有害蟲。報告期內，集團共消耗了664噸用於產品包裝的包裝材料，包括紙張、木板箱、緩衝海綿、塑料泡罩和膠袋。消耗密度為0.03噸／平方米，比上一個報告期的0.02噸／平方米增加了31%。包裝材料消耗密度上升的原因來自報告期內銷售量增加，及出售了大量體積較大的產品。

下圖顯示按包裝材料分類的包裝材料耗用明細。

Annual Packaging Materials Consumption, by Material (%)

年度各類包裝材料消耗 (%)





6. SOCIAL PARTICIPATION

The Group is committed to be a responsible corporate citizen and takes initiative to support local activities, care for the underprivileged and improve the relationships with nearby communities through employee volunteering and employment supports. During the reporting period, Trio Engineering Company Limited is awarded the Caring Company Logo by the Hong Kong Council of Social Service, recognising its contributions in caring for the community.

Community Support

The Group always encourages employees to participate in voluntary services to provide care and support to the community. In the face of the pandemic, nucleic acid test stations had been set up in the neighbourhood of the Nansha Plant. In May to June 2021, a total of six employees acted as volunteer helpers at the nucleic acid test stations. They provided assistance in crowd control, data input and traffic control. The Group has paid their usual working hour wage during their service. In July 2021, a total of 57 employees participated in voluntary blood donation to contribute to the needy.

Local Recruitment

The Group always pays attention to the employment situation in which its staff operates in. During the reporting period, the Nansha Plant created a total of 114 job opportunities for the residents of Shiji Village.

6. 社會參與

本集團致力成為負責任的企業公民，並通過僱員的志願服務及就業支持，主動支持當地活動，照顧弱勢群體，並改善與附近社區的關係。在報告期內，致豐工程有限公司獲香港社會服務聯會頒授「商界展關懷」標誌，以表揚該公司在關愛社區方面所作出的貢獻。

社區支援

本集團一直鼓勵僱員參與義工服務，關懷及支援社區。疫情期間，南沙工廠附近設立了核酸檢測站。在2021年5月至6月，共有6名員工在核酸檢測站擔當義務工作，協助人群控制、數據輸入和交通控制。在此義工服務期間，集團按他們平日的工作時薪如常支付工資。2021年7月，共有57名僱員參與自願獻血，為有需要的人作出貢獻。

本地聘用

本集團一直關注員工營運地區的就業情況。報告期內，南沙工廠共為石基村居民創造了114個就業機會。



7. APPENDICES

Appendix I – Key Performance Summary Environmental Performance

Environmental 環境	Unit 單位	2021
Air Pollutant Emissions 空氣污染物排放		
Nitrogen Oxides 氮氧化物(“NO _x ”)	kg 千克	32.02
Sulphur Oxides 硫氧化物(“SO _x ”)	kg 千克	0.28
Respiratory Suspended Particles 可吸入懸浮粒子(“RSP”)	kg 千克	2.39
GHG Emissions 溫室氣體排放		
Direct GHG emissions (Scope 1) 直接溫室氣體排放(範疇1)	tCO ₂ eq. 噸二氧化碳當量	375.9
Indirect GHG emissions (Scope 2) 間接溫室氣體排放(範疇2)	tCO ₂ eq. 噸二氧化碳當量	3,605
Other indirect GHG emissions (Scope 3) 其他間接溫室氣體排放(範疇3)	tCO ₂ eq. 噸二氧化碳當量	73.8
Total GHG Emissions 總溫室氣體排放	tCO ₂ eq. 噸二氧化碳當量	4,054.7
GHG emission intensity 溫室氣體排放密度	tCO ₂ eq./m ² 噸二氧化碳當量/平方米	0.16
Waste 廢棄物		
Total hazardous waste generated 產生有害廢棄物總量	t 噸	8.34
- intensity 密度	kg/m ² 千克/平方米	0.33
Total non-hazardous waste generated 產生無害廢棄物總量	t 噸	100
- intensity 密度	kg/m ² 千克/平方米	3.95
Paper Consumption 紙張消耗		
Paper consumption 紙張消耗	t 噸	4.59
- intensity 密度	kg/employee 千克/僱員	3.18
Energy Consumption 能源消耗		
Electricity 電力	kWh 千瓦時	5,971,564
Natural gas 天然氣	m ³ 立方米	34,807
	kWh 千瓦時	344,048

7. 附錄

附錄一 – 關鍵績效摘要 環境績效



Environmental 環境	Unit 單位	2021
Petrol 汽油	L 公升	7,184
	kWh 千瓦時	63,668
Diesel 柴油	L 公升	9,779
	kWh 千瓦時	102,482
LPG 液化石油氣	kg 千克	180
	kWh 千瓦時	2,504
Total energy consumption 總能源消耗	MWh 兆瓦時	6,484
- energy intensity 能源密度	MWh/m ² 兆瓦時／平方米	0.26
Water Consumption 耗水		
Total water consumption 總耗水	m ³ 立方米	82,687
- water intensity 水密度	m ³ /m ² 立方米／平方米	3.27
Packaging Material Consumption 包裝材料消耗		
Paper 紙	kg 千克	491,969
Wood 木	kg 千克	93,331
Plastic (blister trays) 塑料(吸塑托盤)	kg 千克	45,592
Plastic (plastic bags and bubble sheets) 塑料(塑料袋和氣泡紙)	kg 千克	8,138
Sponge 海綿	kg 千克	25,038
Total packaging material consumption 包裝材料消耗總量	t 噸	664
- intensity 密度	t/m ² 噸／平方米	0.03

Notes:

- Emission factors were made reference to Appendix 27 to the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.
- Emission data in 2021 was calculated with updated emission factors available at the time of report preparation.
- Emission factor of 0.61 tCO₂/MWh and 0.50 tCO₂/MWh were used for purchased electricity in Guangdong Province of the PRC and Thailand respectively.
- Emission factors of 0.417 kgCO₂eq./m³ and 0.2 kgCO₂eq./m³ were used for calculating the electricity used for freshwater and sewage processing respectively.

註:

- 除另有說明外，排放系數乃參照香港交易及結算有限公司《主板上市規則》附錄27及其指定文件而編製。
- 2021年的排放系數採用撰寫報告時所取得之更新的排放系數。
- 中國廣東省和泰國的購買電力分別以排放系數0.61噸二氧化碳／兆瓦時和0.50噸二氧化碳／兆瓦時計算。
- 用於淡水及污水處理的電力分別以排放系數0.417千克二氧化碳當量／立方米及0.2千克二氧化碳當量／立方米計算。



Social Performance

社會績效

Total Workforce 總勞動力	Unit 單位	2021	
Group total 集團總數	no. of people 人數	1,446	
By employment contract¹ 按僱傭合約¹		Male 男	Female 女
Permanent 長期	no. of people 人數	513	885
Temporary/Fixed term 臨時／固定工作期	no. of people 人數	1	47
Full-time 全職	no. of people 人數	514	932
Part-time 兼職	no. of people 人數	-	-
By geographical region 按地區			
Mainland China 中國大陸	no. of people (%) 人數(%)	1,347 (93%)	
Thailand 泰國	no. of people (%) 人數(%)	97 (7%)	
Hong Kong 香港	no. of people (%) 人數(%)	2 (0%)	
By gender 按性別			
Male 男	no. of people (%) 人數(%)	514 (36%)	
Female 女	no. of people (%) 人數(%)	932 (64%)	
By age group 按年齡組別			
Below 30 30以下	no. of people (%) 人數(%)	342 (24%)	
30 – 50	no. of people (%) 人數(%)	1,035 (72%)	
Over 50 50以上	no. of people (%) 人數(%)	69 (5%)	
By employee grade 按僱員職級			
Senior management 高級管理層	no. of people (%) 人數(%)	25 (2%)	
Middle management 中級管理層	no. of people (%) 人數(%)	59 (4%)	
Frontline staff and others 前線員工及其他	no. of people (%) 人數(%)	1,362 (94%)	



Employee Turnover 僱員流失率	Unit 單位	2021 Turnover^{2,3} 2021流失率 ^{2,3}
Group total 集團總數	no. of people 人數	490
Average Turnover Rate 平均流失率	%	4.2%
By geographical region 按地區		
Mainland China 中國大陸	no. of people (%) 人數(%)	478 (35%)
Thailand 泰國	no. of people (%) 人數(%)	12 (12%)
Hong Kong 香港	no. of people (%) 人數(%)	0 (0%)
By gender 按性別		
Male 男	no. of people (%) 人數(%)	233 (45%)
Female 女	no. of people (%) 人數(%)	257 (28%)
By age group 按年齡組別		
Below 30 30以下	no. of people (%) 人數(%)	271 (79%)
30 – 50	no. of people (%) 人數(%)	212 (20%)
Over 50 50以上	no. of people (%) 人數(%)	7 (10%)

Occupational Health and Safety 職業健康與安全	Unit 單位	2021
Number of recordable work-related injuries ⁴ 可記錄的工傷事故數目 ⁴	cases 宗	10
Recordable work-related injury rate 可記錄的工傷事故比率	per 1,000 employees ⁵ 每1,000名僱員 ⁵	6.92
Number of lost days ⁶ 損失日數 ⁶	days 日	31
No. of work-related injury case with lost days more than 3 days 損失日數超過3日的工傷事故	cases 宗	4
No. of work-related injury case with lost days equal to or less than 3 days 損失日數為3日或以下的工傷事故	cases 宗	6
Number of work-related fatalities 因工死亡人數	cases 宗	0
Fatality rate 死亡率	%	0 (fatality rate in 2019/20 and 2020/21 were both 0) 0 (2019/20和2020/21的死亡率均為0)



Development and training 發展與培訓		Unit 單位	2021
Average training hours per employee 每僱員平均受訓時數			
Total training hours 總受訓時數	hours 小時		27,983
Average training hours 平均受訓時數	hours 小時		19.4
By gender 按性別			
Male 男	hours/employee 小時／僱員		24.1
Female 女	hours/employee 小時／僱員		16.7
By employee grade 按僱員職級			
Senior management 高級管理層	hours/employee 小時／僱員		3.9
Middle management 中級管理層	hours/employee 小時／僱員		8.9
Frontline staff and others 前線員工及其他	hours/employee 小時／僱員		20.1
Percentage of employees trained 僱員受訓百分比			
All employees 所有僱員	%		99.4%
By gender 按性別			
Male 男	%		104%
Female 女	%		97%
By employee grade 按僱員職級			
Senior management 高級管理層	%		92%
Middle management 中級管理層	%		93%
Frontline staff and others 前線員工及其他	%		100%



Anti-discrimination 反歧視		Unit 單位	2021
Number of incidents of discrimination 歧視事件宗數	no. of cases 宗數		0
Anti-corruption 反貪污		Unit 單位	2021
Concluded legal case regarding corrupt practices 已審結之貪污訴訟案件	no. of cases 宗數		0
Suppliers by Geographical Region 按地區劃分的供應商分佈		Unit 單位	2021
Mainland China 中國大陸	no. (%) 數目(%)		341 (46%)
Hong Kong 香港	no. (%) 數目(%)		225 (30%)
the United Kingdom 英國	no. (%) 數目(%)		53 (7%)
the United States 美國	no. (%) 數目(%)		29 (4%)
Taiwan 台灣	no. (%) 數目(%)		20 (3%)
Germany 德國	no. (%) 數目(%)		13 (2%)
Singapore 新加坡	no. (%) 數目(%)		10 (2%)
France 法國	no. (%) 數目(%)		8 (1%)
Korea 韓國	no. (%) 數目(%)		5 (1%)
Others 其他	no. (%) 數目(%)		22 (3%)

Notes:

- The Group did not hire seasonal and part-time employees during the reporting period.
- Turnover rate refers to total number of employee turnover in the specific group per the total number of employees of the corresponding group. The average turnover rate is calculated by averaging the monthly turnover rates. Monthly turnover rate is calculated by number of employees who left the Group in a specific month/total number of employees in the previous month × 100%. Employees who leave the Group within a month is not counted.
- The definition of employee turnover refers to employees who leave the Group voluntarily or due to retirement, dismissal or other reasons.
- Recordable work-related injury rate refers to work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional.
- Injury rate per 1,000 employees = Total number of injury x 1000/Total workforce
- Lost days refer to sick leave due to all types of work-related injuries.

註:

- 報告期內，本集團沒有僱用季節性及兼職員工。
- 流失率是指特定組別內員工流失的總數除以相應組別內員工的總數。平均流失率是根據全年每月流失率的數據來計算平均值。每月流失率的計算方式是：個別月份離職僱員人數 / 對上一個月的僱員總數 × 100%。入職未滿一個月便離職的僱員，則不計算在內。
- 員工流失的定義是指自願離職或因退休、解僱或其他原因而離開本集團的員工。
- 可記錄的工傷事故是指因工傷而導致以下任何一種情況：死亡、不能上班數天、限制工作或轉到另一份工作、接受急救以外的醫學治療，或失去知覺；或由醫生或其他持牌醫療保健專家診斷為嚴重傷害或健康不良。
- 每1,000名僱員的受傷率=受傷事故總數 x1000 / 總勞動力
- 損失工作天是指由於各種工傷而請病假。



Appendix II – HKEx ESG Reporting Guide Index

附錄二 – 聯交所ESG報告指引索引

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部分 (頁數)
Environmental 環境		
Aspect A1: Emissions 層面A1：排放物		
General disclosure 一般披露	<p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 資料內容：有關廢氣及溫室氣體排放、向水及土地排污、產生有害及無害廢棄物的(a)政策；及(b)遵守對發行人有重大影響的相關法律及法規之情況。</p>	Environmental Management 環境管理 (40-41)
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission 排放 (42-43)
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及(如適用)密度。	Greenhouse Gas Emission 溫室氣體排放 (42)
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理 (46)
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及(如適用)密度。	Waste Management 廢棄物管理 (47)
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述設定的排放目標及為實現這些目標而採取的步驟。	Measures to Mitigate Emissions 減排措施 (43-44)
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. 描述如何處理有害及無害廢棄物，並描述設定的減廢目標及為實現這些目標而採取的步驟。	Waste Reduction and Initiatives 減少廢物及相關措施 (47)



General Disclosures and KPIs 一般披露及關鍵績效指標		Description 描述	Section(s) (Page number) 部分 (頁數)
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、水和其他原材料的政策。	Environmental Management 環境管理 (40-41) Energy Management 能源管理 (49-51) Water Resource Management 水資源管理 (51)
KPI A2.1 關鍵績效指標A2.1		Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Energy Management 能源管理 (49-51)
KPI A2.2 關鍵績效指標A2.2		Water consumption in total and intensity. 總耗水量及密度。	Water Resource Management 水資源管理 (51)
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. 描述能源使用效益目標及為實現這些目標而採取的步驟。	Energy Use Efficiency Initiatives 優化能源效率措施 (49-51)
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、設定的用水效益的目標及為實現這些目標而採取的步驟。	Water Resource Management 水資源管理 (51)
KPI A2.5 關鍵績效指標A2.5		Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及（如適用）每生產單位佔量。	Packaging Material 包裝材料 (52)



General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部分 (Page number) (頁數)
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 impact on the environment and natural resources. 有關減低發行人對環境及天然資源造成重大影響的政策。	Environmental Management 環境管理 (40-41)
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。	Environmental Management 環境管理 (40-41)
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. 有關識別和緩解已影響（及可能影響）發行人的重大氣候相關問題的政策。	Climate Change 氣候變化 (45)
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. 描述已影響（及可能影響）發行人的重大氣候相關問題，以及為管理這些問題而採取的行動。	Climate Change 氣候變化 (45)

General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部份 (頁數)
Social 社會		
Employment and Labour Practices 僱及勞工常規		
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. 資料內容：有關薪酬及解僱、招聘及晉升、工時、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法規之情況。	Caring for Our People 關愛我們的員工 (27-32)
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的總勞動力。	Total Workforce 總勞動力 (30)
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。	Turnover 員工流失率 (31) Key Performance Summary 關鍵績效摘要 (56-57)
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. 資料內容：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法規之情況。	Employee Health and Safety 僱員健康與安全 (32-36)
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. 在過去三年每年（包括本報告年）因工作關係而死亡的人數及比率。	Employee Health and Safety 僱員健康與安全 (32-36) Key Performance Summary 關鍵績效摘要 (57)
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。	Key Performance Summary 關鍵績效摘要 (57)
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Employee Health and Safety 僱員健康與安全 (32-36)



General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number) 部分 (頁數)
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。	Development and Training 發展與培訓 (37-38)
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Development and Training 發展與培訓 (37-38)
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，每名僱員接受培訓的平均時數。	Key Performance Summary 關鍵績效摘要 (58)
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 or forced labour. 資料內容：有關防止童工或強迫勞動的：(a)政策；及 (b)遵守對發行人有重大影響的相關法律及法規的情況。	Eliminating Child and Forced Labours 消除童工及強迫勞動 (39)
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迫勞動。	
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會採取的步驟以杜絕有關情況。	



General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) (Page number)	部分 (頁數)
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. 有關管理供應鏈環境及社會風險的政策。	Responsible Supply Chain Management 負責任的供應鏈管理	(24-26)
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。	Responsible Supply Chain Management 負責任的供應鏈管理	(24-26)
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關委聘供應商的慣例、向其執行有關慣例的供應商數目、以及此等慣例的實施情況及監控方法。	Key Performance Summary 關鍵績效摘要	(35-38)
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. 描述用於識別供應鏈中環境和社會風險的慣例，以及此等慣例的實施情況及監控方法。	Responsible Supply Chain Management 負責任的供應鏈管理	(24-26)
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. 描述在選擇供應商時用以鼓勵有利環境產品及服務的慣例，以及此等慣例的實施情況及監控方法。	Responsible Supply Chain Management 負責任的供應鏈管理	(24-26)



General Disclosures and KPIs 一般披露及關鍵績效指標		Description 描述	Section(s) (Page number) 部份 (頁數)
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. 資料內容：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法規的情況。	Value Chain 價值鏈 (19-26)
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. 已出售或已付運產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量與安全 (21-22)
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。	Customer Satisfaction and Responsibility 客戶滿意度和責任 (20)
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。	Intellectual Property Rights 知識產權 (22-23) Product Quality and Safety 產品質量與安全 (21-22)
KPI B6.4 關鍵績效指標B6.4		Description of quality assurance process and recall procedures. 描述質量保證流程及產品回收程序。	Manufacturing Excellence 卓越製造 (19) Product Quality and Safety 產品質量與安全 (21-22)
KPI B6.5 關鍵績效指標B6.5		Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Information Security and Data Privacy 資訊安全與數據私隱 (19)



General Disclosures and KPIs 一般披露及關鍵績效指標	Description 描述	Section(s) 部分 (Page number) (頁數)
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. 資料內容：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情況。	Anti-Corruption and Whistleblowing Policies 反貪污及舉報政策 (7-9) Key Performance Summary 關鍵績效摘要 (59)
KPI B7.1 關鍵績效指標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. 於報告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。	
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事和員工提供的反貪污培訓。	
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. 有關通過社區參與以了解發行人營運所在社區的需要及確保其業務活動會考慮社區利益的政策。	Social Participation 社會參與 (53)
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 重點貢獻領域。	
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 在重點貢獻領域所投放的資源。	



Appendix III – GRI Standards Content Index – Core

附錄三 – GRI準則內容索引 – 核心

GRI Standards Indicator	Description	Session/Explanation (Page number)	部份 / 解釋 (頁數)
GRI 102: General Disclosure (2016) GRI 102: 一般披露 (2016)			
Organizational Profile 組織概況			
102-1	Name of organization 組織名稱	About This Sustainability Report 關於本可持續發展報告 關於本可持續發展報告 (2)	
102-2	Activities, brands, products, and services 活動、品牌、產品和服務	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司 (3)	
102-3	Location of headquarters 總部位置	About This Sustainability Report 關於本可持續發展報告 (2)	
102-4	Location of operations 運營位置	About This Sustainability Report 關於本可持續發展報告 (2)	
102-5	Ownership and legal form 所有權與法律形式	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司 (3)	
102-6	Markets served 服務的市場	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司 (3)	
102-7	Scale of the organization 組織規模	About Trio Industrial Electronics Group Limited 關於致豐工業電子集團有限公司 (3)	
102-8	Information on employees and other workers 僱員及其他工作者資料	Caring for Our People 關愛我們的員工 (27-32) Key Performance Summary 關鍵績效摘要 (56-57)	
102-9	Supply Chain 供應鏈	Responsible Supply Chain Management 負責任的供應鏈管理 (24-26)	



GRI Standards Indicator GRI準則指標	Description 描述	Session/Explanation 部份 / 解釋 (Page number) (頁數)
Governance 管治		
102-18	Governance structure 管制架構	Our Sustainability Approach 我們的可持續發展方針 (7-18) More details can be found in the Corporate Governance Report section (40) of our Annual Report 2021. 詳情請參閱2021年度報告的「公司管治報告」部分(40)
Stakeholder Engagement 持份者參與		
102-40	List of stakeholder groups 持份者組別列表	Stakeholder Engagement 持份者參與 (14-18)
102-41	Collective bargaining agreements 集體談判協議	There are no formal collective bargaining agreements in place within Trio. However, our employees can enjoy the freedom to take part in trade unions and collective bargaining if they wish. 致豐內部沒有正式的集體談判協議。 可是，僱員可根據自己的意願，自由加入工會及參與集體談判。
102-42	Identifying and selecting stakeholders 持份者的識別和遴選	Stakeholder Engagement 持份者參與 (14-18)
102-43	Approach to stakeholder engagement 持份者參與方針	Stakeholder Engagement 持份者參與 (14-18)
102-44	Key topics and concerns raised 提出的主要協議和關切問題	Stakeholder Engagement 持份者參與 (14-18) Materiality Assessment 重要性評估 (16-18)



GRI Standards Indicator		Session/Explanation 部份 / 解釋 (Page number) (頁數)	
GRI 準則指標	Description 描述		
102-54	Claims of reporting in accordance with the GRI Standards 符合GRI 標準進行報告的聲明	Reporting Approach 報告取向 (2-3)	
102-55	GRI content index GRI內容索引	GRI Standards Content Index GRI 標準內容索引 (68-77)	
102-56	External assurance 外部審驗	The Sustainability Report was reviewed by the Board. 可持續發展報告已由董事會審閱。	
Economic Topics 經濟主題			
GRI 205: Anti-corruption (2016) GRI 205: 反貪污 (2016)			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Our Sustainability Approach 我們的可持續發展方針 (7-18), Anti-Corruption and Whistleblowing Policies 反貪污及舉報政策 (7-9)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26) People 人 (27-39)	
205-3	Confirmed incidents of corruption and actions taken 已確認的貪污事件及採取的行動	Anti-Corruption and Whistleblowing Policies 反貪污及舉報政策 (7-9) Key Performance Summary 關鍵績效摘要 (59)	

GRI Standards Indicator		Session/Explanation 部份 / 解釋 (Page number) (頁數)	
GRI準則指標	Description 描述		
Social Topics 經濟主題			
GRI 408: Child Labour (2016) GRI 408: 童工 (2016)			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Eliminating Child and Forced Labours 消除童工及強迫勞動 (39)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26) People 人 (27-39)	
408-1	Operations and suppliers at significant risk for incidents of child labour 因童工事件而面臨重大風險的業務及供應商	There were no identified operations or suppliers at significant risk for incidents of child labour. 沒有發現因童工事件而面臨重大風險的業務及供應商。	
GRI 409: Forced or Compulsory Labour (2016) GRI 409: 強迫或強制勞動 (2016)			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	





GRI Standards Indicator	GRI準則指標	Description 描述	Session/Explanation (Page number) (頁數)	部份 / 解釋
103-2		The management approach and its components 管理方法及其組成部分	Eliminating Child and Forced Labours 消除童工及強迫勞動 (39)	
103-3		Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26) People 人 (27-39)	
409-1		Operations and suppliers at significant risk for incidents of forced or compulsory labor 因強迫或強迫勞動事件而面臨重大風險的業務及供應商	There were no identified operations or suppliers at significant risk for incidents of forced or compulsory labour. 沒有發現因強迫或強迫勞動事件而面臨重大風險的業務及供應商。	
GRI 416: Customer Health and Safety (2016) GRI 416: 客戶健康及安全 (2016)				
103-1		Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2		The management approach and its components 管理方法及其組成部分	Customer Satisfaction and Responsibility 客戶滿意度和責任 (20)	
103-3		Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	
416-2		Incidents of non-compliance concerning the health and safety impacts of products and services 涉及產品及服務的健康與安全影響之違規事件	There were no non-compliance incidents in the reporting period. 報告期內沒發生違規事件。	



GRI Standards Indicator		Session/Explanation 部份 / 解釋 (Page number) (頁數)	
GRI準則指標	Description 描述		
GRI 418: Customer Privacy (2016) GRI 418: 客戶私隱(2016)			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Information Security and Data Privacy 資訊安全與數據私隱 (23-24)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	
419-1	Non-compliance with laws and regulations in the social and economic area 不遵守社會及經濟領域的法律法規	There was no non-compliance with laws and regulations in the social and economic areas in Hong Kong and Mainland China during the reporting period. 報告期內沒有違反香港及中國內地社會經濟領域的法律法規。	
Product Quality 產品質量			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Value Chain 價值鏈 (19-26) Product Quality and Safety 產品質量與安全 (21-22)	



GRI Standards Indicator		Session/Explanation 部份 / 解釋 (Page number) (頁數)	
GRI 準則指標	Description 描述		
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	
Customer Satisfaction and Responsibility 客戶滿意度和責任			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Value Chain 價值鏈 (19-26) Product Quality and Safety 產品質量與安全 (21-22) Customer Satisfaction and Responsibility 客戶滿意度和責任 (20)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	
Information Security 資訊安全			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	



GRI Standards Indicator		Session/Explanation 部份 / 解釋 (Page number) (頁數)	
GRI 準則指標	Description 描述		
103-2	The management approach and its components 管理方法及其組成部分	Value Chain 價值鏈 (19-26) Information Security and Data Privacy 資訊安全與數據私隱 (23-24)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	
Intellectual Property Rights 知識產權			
103-1	Explanation of the material topic and its boundary 對重要主題及其範圍的說明	Materiality Assessment 重要性評估 (16-18) Our Sustainability Approach 我們的可持續發展方針 (7-18) Sustainability Governance 可持續發展管治 (9-11)	
103-2	The management approach and its components 管理方法及其組成部分	Value Chain 價值鏈 (19-26) Intellectual Property Rights 知識產權 (22-23)	
103-3	Evaluation of the management approach 對管理方法的評估	Our Sustainability Approach 我們的可持續發展方針 (7-18) Value Chain 價值鏈 (19-26)	

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Trio Industrial Electronics Group Limited
致豐工業電子集團有限公司

Block J, 5/F., Phase II, Kaiser Estate, 51 Man Yue Street,
Hung Hom, Kowloon, Hong Kong
香港九龍紅磡民裕街 51 號凱旋工商中心 2 期 5 樓 J 室

www.trio-ieg.com