



中國管業集團有限公司 China Pipe Group Limited

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)
股份代號：00380 Stock code: 00380



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

2021

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About China Pipe

關於中國管業

China Pipe Group Limited (formerly known as: Softpower International Limited) (the “Company”) and its subsidiaries (collectively as the “China Pipe” or “Group” or “We”) commenced its business in 1949 as a retail shop of pipes. The Group has now developed into a large-scale enterprise. On 21 December 2000, the Group had become a listed company on the Main Board of The Stock Exchange of Hong Kong Limited. With a deeply rooted foundation in Hong Kong for 71 years, we have been the mainstay of the industry. The main business of the Group is import and sale of various pipes, fittings and other related accessories products covering various kinds of material, uses and brands, by Bun Kee (International) Limited (“Bun Kee”) in Hong Kong and Macau. The Group’s products are sold in wholesale or retail, and provide high-quality storage and transportation services to major local contractors and owners.

Over the years, the Group has supplied high-quality pipes to various landmark projects in Hong Kong, Macau and Mainland China. In addition to continuously improving the comprehensive strength of the Group, we also maintain the original stable development in the pipe industry, and are committed to introducing high-quality products, technologies and resources from all over the world into the China, Hong Kong and Macau markets to support business development and promote regional economic growth.

中國管業集團有限公司(前稱冠力國際有限公司)(「本公司」)及其附屬公司(統稱「中國管業」、「本集團」或「我們」)於一九四九年以管材零售店開始其業務。本集團現已發展成為一間具規模企業，並於二零零零年十二月二十一日成為香港聯合交易所有限公司的主板上市公司。我們紮根香港七十一年，為業界的中流砥柱。本集團的主要業務，由彬記(國際)有限公司(「彬記」)於香港及澳門進口及銷售不同材料、用途及品牌的各種管道、管件及其他相關配件。本集團的產品以批發或零售方式從事銷售，並為本地主要承建商及業主提供優質的儲貨備運服務。

多年來，本集團已向香港、澳門及中國內地的多個地標項目供應優質管材。在不斷提高本集團綜合性實力外，我們亦同時保持原有管材產業之穩健發展，更致力於將世界各地優質產品、科技與資源引入中港澳市場，以配合業務發展，從而促進地區經濟增長。

This is an environmental, social and governance report (referred to as the “Report”) issued by China Pipe. This Report outlines our environmental, social and governance (referred to as “ESG”) strategies, work and performance, allowing stakeholders to have a better understanding of the progress and development of sustainable development issues of the Group. This Report is prepared in both Chinese and English. You may access the Report by clicking “Financial Reports” under “Investors Relations” section on the Company’s website (www.chinapipegroup.com) or relevant documents by browsing through the website of The Stock Exchange of Hong Kong Limited.

Reporting Period and Scope

This Report covers the period from 1 January 2021 to 31 December 2021 (the “Year” or “Reporting Period” or “2021”) regarding the ESG performance. The scope of this Report, which is different from the 2020’s¹, includes:

- One office, one warehouse and three retail shops in Hong Kong² ;
- One retail shop in Macau; and
- One office in Shenzhen.

Reporting Standards

This Report is prepared based on the ESG Reporting Guide (the “Guide”) under Appendix 27 of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“HKEX”), with all the covered contents having been complied with the “comply or explain” provisions in the Guide and adhered to the four reporting principles of “materiality”, “quantitative”, “balance” and “consistency”. Readers could refer to the last section of the Report: “Appendix II: ESG Reporting Guide Content Index of HKEX” for a quick look.

¹ In the Reporting Scope of the 2020 report, the Group has two offices, one warehouse and three retail shops in Hong Kong. One of the offices ceased operations in May 2020.

² Among them, the Tsuen Wan’s retail shop ceased operation in November 2021 due to lease expired.

本報告為中國管業發佈的環境、社會及管治報告(以下簡稱「本報告」)。本報告概述我們對環境、社會及管治(以下簡稱「ESG」)的策略、工作和績效，讓各持份者更了解本集團於可持續發展議題的進程和發展方向。本報告以中、英文編寫，閣下可點擊本公司網站(www.chinapipegroup.com)「投資者關係」欄下「財務報告書」閱覽，或在香港聯合交易所有限公司披露易網站瀏覽有關文件。

報告期和報告範圍

本報告涵蓋本集團於二零二一年一月一日至二零二一年十二月三十一日(下稱「本年度」、「報告期」或「二零二一年」)在ESG方面的工作表現。本報告的報告範圍與二零二零年度有別¹，包括：

- 位於香港的一個辦公室、一個貨倉及三個零售門市²；
- 位於澳門的一個零售門市；以及
- 位於深圳的一個辦公室。

報告準則

本報告按照香港聯合交易所有限公司(「聯交所」)上市規則附錄二十七《環境、社會及管治報告指引》(下稱「《指引》」)編寫，涵蓋的內容均履行《指引》中所有「不遵守就解釋」的條文，遵循「重要性」、「量化」、「平衡」及「一致性」的報告原則。讀者可參考本報告的最後一個章節—「附錄二：聯交所《環境、社會及管治報告指引》索引」快速查閱。

¹ 2020年度的報告範圍當中，本集團在香港擁有兩個辦公室，一個貨倉及三個零售門市。其中一個辦公室已於二零二零年五月停止營運。

² 由於租約到期，其中荃灣門市已於二零二一年十一月停止營運。

About this Report

關於本報告

Reporting Principles 匯報原則	Interpretation 釋義	China Pipe's Response 中國管業回應
Materiality 重要性	<p>The materiality of ESG issues of the Group is determined by the Board of Directors. The process and criteria of stakeholder communication and material issue identification are disclosed in this Report.</p> <p>本集團ESG事宜的重要性由董事會釐定，持份者溝通及重要性議題識別的過程和準則均在本報告中披露。</p>	<p>The Group understands the expectations of stakeholders through questionnaires, so as to identify and report on the Group's major sustainable development issues, and make relevant disclosure.</p> <p>本集團透過問卷調查了解持份者期望，從而識別及匯報本集團之重大可持續發展議題，並作相關匯報。</p>
Quantitative 量化	<p>Key performance indicators must be measurable and comparable where appropriate.</p> <p>關鍵績效數據指標須可予計量，並在適當情況下進行比較。</p>	<p>The data of the Group's key performance indicators are from the statistics of the relevant departments. In this Report, we disclose the statistical standards, methods, sources of conversion factors, etc., for the quantitative key performance indicators.</p> <p>本集團的關鍵績效指標數據來源於相關部門的統計。我們在本報告披露定量關鍵績效指標的統計標準、方法，以及轉換因素的來源等。</p>
Balance 平衡	<p>This Report presents the Group's performance during the Reporting Period in an impartial manner, and avoid choices, omissions or presentation formats that may inappropriately influence the decisions or judgments of readers of the Report.</p> <p>本報告不偏不倚地呈報本集團於報告期內的表現，避免可能因選擇、遺漏或呈報格式而不恰當地影響報告讀者決策或判斷。</p>	<p>The Group adopts the principles of objectivity and fairness to detail its achievements in sustainable development, challenges it faces and its ESG performance.</p> <p>本集團以客觀及持平為編寫原則，闡述其在可持續發展的成就、所面對的挑戰及ESG方面的表現。</p>
Consistency 一致性	<p>The statistical methods used for data disclosure in this Report, unless otherwise specified, are consistent with those of previous years.</p> <p>本報告披露數據所使用的統計方法，如無特殊說明，均與往年保持一致。</p>	<p>The Group adopts a consistent approach in reporting and compiling ESG data for easy comparison. Any changes will be clearly stated in the Report.</p> <p>本集團採用一致的方法編製報告及整理ESG數據，以便作比較。如有變更，將於報告中清楚說明。</p>

Report Approval

All information cited in this Report comes from the official documents, statistical data of China Pipe and its management and operation information collected according to the Group's system. The Group has established internal controls and formal review procedures to ensure that all information presented in this Report is accurate and reliable. Members of the Environmental, Social and Governance Working Team ("ESG Working Team") are responsible for formulating and disclosing relevant measures and key performance indicators. This Report was approved by the Board of Directors of the Company (the "Board") on 26 May 2022.

Report Feedback

The Group is committed to establishing a more detailed and sound sustainable development strategy. We attach great importance to your views on this Report. If you have any inquiries or comments on this Report or the Group's sustainable development policies, feel free to contact us via email (ir@chinapipegroup.com).

報告批准

本報告引用的所有資料均來自中國管業的正式文件、統計數據，以及其根據本集團制度收集的管理和營運資料。本集團已成立內部監控及正式審查程序，確保本報告所有呈現的資料均準確可靠。環境、社會及管治工作小組成員（下稱「ESG工作小組」）負責制定及披露相關的措施及關鍵績效指標。本報告已於二零二二年五月二十六日獲本公司董事會（「董事會」）批准通過。

報告反饋

本集團致力建立更詳盡及健全的可持續發展策略。我們非常重視閣下對本報告的看法，若閣下對於本報告或本集團的可持續發展政策有任何查詢或意見，歡迎以電郵形式ir@chinapipegroup.com與我們聯絡。

Message from the Management

管理層寄語

After nearly two years of COVID-19 pandemic, China Pipe still maintains all businesses in full operation, thanks to the unlimited efforts and support from the employees and shareholders of the Group. While promoting the commercialization of enterprises, we also advocate the principles of sustainable development. We pay attention to and support the green concept of sustainable development, and continuously introduce advanced technologies in the world to enhance economic development and environmental protection to achieve double benefits. Meanwhile, China Pipe has also begun to incorporate environmental protection and environmental management into the company's business decision-making as part of its development strategy to achieve the consistency of its own development and social sustainable development goals.

The market has been more concerned about the short-term, medium-term and long-term impact of corporate values on ESG and other sustainability factors. There is also increasing emphasis on the regulation of ESG areas around the globe. Our established ESG Working Team, as always, actively integrates sustainable development work into daily operations, and continuously monitors the Group's ESG policies, initiatives and performance, which effectively improve the Group's performance. We continue to contribute to the environment and society and create values for stakeholders.

Besides, to meet the growing expectations and demands of our stakeholders and society for sustainable development as much as possible, we are determined to enhance the Group's environmental and social performance. Through the ESG report, we continue to enhance our stakeholders' awareness of ESG issues and the Group's governance capabilities to maintain the overall performance of the company.

We promise to incorporate green operations into corporate development while developing our business. In the future, China Pipe will strive to improve energy efficiency, reduce waste and carbon emissions, and strengthen the management and disclosure of environmental and climate information, so as to be in line with the trend of global environmental protection policies.

經過近兩年的新冠肺炎疫情，中國管業依然保持所有業務全面運行，有賴於本集團員工和股東無限的努力和支持。我們在推動企業商業化發展的同時，亦提倡可持續發展原則。我們注重及支持可持續發展的綠色概念，不斷引入世界先進技術，以提升經濟發展與環境保護以達成雙效益。同時中國管業也開始將環境保護、環境管理納入企業的經營決策中，作為發展策略的一部分，以達致自身發展與社會可持續發展目標的一致性。

市場對於ESG等可持續發展因素所影響的企業價值短、中和長期影響關注提高。世界各地亦日漸重視對ESG範疇的監管。我們已建立的ESG工作小組一如既往積極把可持續發展的工作融入日常營運中，持續監管本集團的ESG政策、舉措及表現，有效提升集團的績效，繼續貢獻環境及社會，為持份者創造價值。

此外，為盡量滿足持份者及社會對可持續發展日益增長的期望和訴求，我們致力提升本集團環境及社會表現。通過ESG報告，我們持續提升持份者對ESG議題的意識，並提升本集團管治能力，以維持企業的整体表現。

我們承諾在發展業務的同時，把綠色運營納入企業發展當中。中國管業將會在未來竭力提高能源利用效率，減低廢棄物及碳排放和加強環境與氣候信息管理和披露，配合全球的環保政策方向。

Message from the Management

管理層寄語

As a company that cares about society, we advocate the tenet of “take from society, use in society”, seeking innovative ways to give back to society, and continuing to undertake our corporate social responsibility. We encourage employees to organize and participate in voluntary activities and support them to do so with resources. We also provide monetary or material donations to charities or designated organizations. The Company has been awarded the “Caring Company” logo by the Hong Kong Council of Social Service for three consecutive years, which is a recognition for the Group and its employees.

Adhering to the vision of “Global Assets, International Platform, Serving China”, we continue to explore new areas of business development and gradually move towards internationalization, generalization and specialization. The Group continues to adhere to its mission of “providing customers with quality products and providing value-added and premium customer services”, maintaining product’s quality and safety. I would like to extend my utmost sincere thanks and respect on behalf of the Group to every stakeholder who supports the China Pipe.

Chief Operating Officer
Chow Wai Koon Timothy

作為一間關懷社會的企業，我們提倡「取諸社會，用諸社會」的宗旨，尋求創新方式以回饋社會，持續履行企業社會責任。我們鼓勵員工組織及參與義務活動，並通過實質資源支持員工參與義務工作。我們亦為慈善團體或指定機構提供金錢或物資上的捐助。本公司已連續3年獲香港社會服務聯會頒發「商界展關懷」標誌，是對本集團和員工的一種肯定。

秉承「全球資產，國際平台，服務中國」的願景，我們持續開拓新領域的業務發展，逐步邁向國際化、全面化及專業化。本集團繼續堅守使命「為客戶提供高品質的產品，提供具增值和優質的客戶服務」，維持產品高質量及安全性。本人謹代表本集團向每一位支持中國管業的持份者，送上最由衷的感謝和敬意。

首席運營官
招偉權

Sustainable Development Strategy

可持續發展策略

Statement of the Board

In order to further promote ESG matters of the Group and promote sustainable development, we have established an ESG Working Team directly led by the Board to monitor ESG matters of the Group more effectively. The Board bears full responsibility regarding the Group's ESG strategy, approach and reporting.

Under the leadership of the Board, the ESG Working Team conducted a materiality assessment this Year to understand the concerns and requirements of various stakeholders so as to determine the Group's ESG management approaches, strategies, priorities and goals. The goals show the effectiveness of China Pipe's ESG policy and management system, and the relevant policies will be improved according to the progress of the goals. In the future, we will review the relevant goals' progress to improve sustainability work.

ESG Governance Structure

China Pipe has integrated the concept of sustainable development into the Group's operations and has formulated several policies to promote sustainable development. Our ESG governance structure is as follows:



We are committed to improving sustainability performance, and the ESG Working Team is mainly responsible for monitoring the policy implementation and work of sustainable development. The ESG Working Team, directly overseen by the Board, is chaired by the Chief Operating Officer, with various department heads/managers as the members.

董事會聲明

為進一步推動本集團ESG事宜，促進可持續發展，我們已成立了由董事會直接領導的ESG工作小組，從而更有效地監管本集團的ESG事宜。董事會對本集團的ESG策略、方針和匯報承擔全部責任。

在董事會的授權下，ESG工作小組於本年度通過重要性評估和評估各持份者的關注和要求，以確定本集團的ESG管理方法、策略、優先事項和目標。當中的目標能夠顯示中國管業的ESG政策及管理系統的功效，並會因應目標進度完善相關政策。在未來，我們將按照有關目標檢查進展，以改進可持續發展工作。

ESG管治架構

中國管業把可持續發展理念融入本集團的營運活動中，並制定了多項政策以推動可持續發展方面的工作。我們的ESG管治架構如下：

我們致力提升可持續發展方面的表現，而ESG工作小組主要負責監察可持續發展方面的政策實施和工作。ESG工作小組直接由董事會監管，並由首席運營官擔任主席，各部門經理/主管則擔任小組成員。

Sustainable Development Strategy

可持續發展策略

The main responsibilities of the Board include:

- Resolving, reviewing and approving the Group's ESG management approaches, strategies, goals and annual work;
- Assessing, prioritizing and managing material ESG issues, risks and opportunities; and
- Reviewing and approving annual ESG reports.

The main responsibilities of the ESG Working Team include:

- Reviewing and monitoring the Group's ESG policies, initiatives and performances, including employment and labour practices, community engagement, product responsibility and environmental protection, etc.;
- Communicating with stakeholders through appropriate channels; and
- Reporting regularly and make recommendations to the Board.

Communication with Stakeholders

China Pipe firmly believes that the long-term interests and sustainable development of the Group are based on the support and trust of the stakeholders. We will actively maintain close and harmonious relations with various stakeholders and listen to their views and expectations and properly respond to their needs to achieve long-term success.

We contact the following stakeholders through various channels such as phone, emails, questionnaires, daily meetings, factory tours, networking events by relevant associations to collect their views on relevant ESG issues. The followings are our communication approaches with key stakeholders:

董事會的主要職責包括：

- 議決、審議及批准本集團ESG管理方針、策略、目標及年度工作；
- 評估、優次排列及管理重大ESG事宜、風險及機遇；以及
- 審議及批准年度ESG報告。

ESG工作小組的主要職責包括：

- 審視及監管本集團的ESG政策、舉措及表現，包括僱傭及勞工常規、社區參與、產品責任和環境保護等各方面的相關工作；
- 透過適當途徑與持份者溝通；以及
- 定期向董事會匯報及提出建議。

持份者溝通

中國管業堅信本集團的長遠利益及可持續發展建基於持份者的支持及信賴。我們會積極與各持份者維持緊密及和諧關係，以聆聽持份者的意見及期望，並妥善響應其需要，以達致長遠成功。

我們透過不同的渠道如電話、電郵、問卷、日常會議、工廠參觀及同業商會聯誼活動等連繫以下的持份者，收集他們對相關ESG議題的意見。以下為我們與主要持份者的溝通方式：

Sustainable Development Strategy

可持續發展策略

Key stakeholders 主要持份者	Communication approaches 溝通方式
Clients 客戶	<ul style="list-style-type: none"> • Daily operation/communication • Phones/emails • 日常營運/交流 • 電話/電郵
Shareholders/Investors 股東/投資者	<ul style="list-style-type: none"> • Annual general meetings and other shareholders' meetings • Interim report and annual report • Result announcement • 股東週年大會與其他股東大會 • 中期報告與年報 • 業績公佈
Employees 員工	<ul style="list-style-type: none"> • Channels for employees to express their opinions (e.g.: form, suggestion box) • Performance appraisal • Volunteer work, recreational activities • Seminars/Workshops/Lectures/Intranet • 員工表達意見的渠道(表格、意見箱等) • 績效評核面談 • 義工活動、康樂活動 • 研討會/工作坊/講座/內聯網
Community/ Non-Governmental Organization 社區/非政府團體	<ul style="list-style-type: none"> • Volunteer activities/community activities • Seminars/lectures/workshops • 義工活動/社區活動 • 研討會/講座/工作坊
Association 同業商會	<ul style="list-style-type: none"> • Meetings/phones/emails/recreational activities • 會議/電話/電郵/聯誼活動
Supplier/Business Partner 供應商/業務夥伴	<ul style="list-style-type: none"> • Work inspection and supervision • Meetings/phones/emails • 工作視察及監督 • 會議/電話/電郵

Materiality Assessment

To allocate resources more effectively and promote the development of ESG work, during the Year, the Group considered its operating performance and topics of concern of various stakeholders and the best practice in the industry, with reference to the disclosure obligations under the Guide and the Materiality Map issued by the Sustainability Accounting Standards Board (SASB). Also, we sorted out the identified material ESG issues, and invited internal and external stakeholders to participate in the online questionnaire survey, so that we can better understand the expectations of various stakeholders. With all these information, we could identify ESG material issue to the Group.

The online questionnaire covers a total of 34 key ESG issues. The Group ranks material ESG issues based on the questionnaire feedback from various stakeholders to ensure the assessment results are accurate and objective.

We examine the importance of each issue based on the two dimensions of “Materiality to the Group” and “Materiality to Stakeholders” and create a materiality assessment matrix to summarize the materiality assessment results.

After analysis, the Group has prioritized the 34 material ESG issues, including 10 highly material issues, 10 moderately material issues and 14 material issues.

The following ESG materiality issues results have been reviewed and approved by the Board.

重要性評估

為更有效地分配資源，推進ESG工作的開展，本年度，本集團參考《指引》所涵蓋的披露責任、永續會計準則委員會(SASB)的《重要性圖譜》等，考慮本身的業務經營狀況及各持份者所關注的議題，並對標同業最佳實踐，對已識別的重要ESG議題進行梳理，並且邀請了內外部持份者參與在線問卷調研，讓我們更了解各持份者的期望，從而識別本集團ESG重要性議題。

線上問卷總共涵蓋34個重要的ESG議題。本集團根據各持份者的問卷反饋對重要ESG議題進行排序，以確保評估結果準確客觀。

我們根據「對本集團的重要性」及「對持份者的重要性」兩個維度審視各議題的重要性，並繪製重要性評估矩陣，歸納出重要性評估結果。

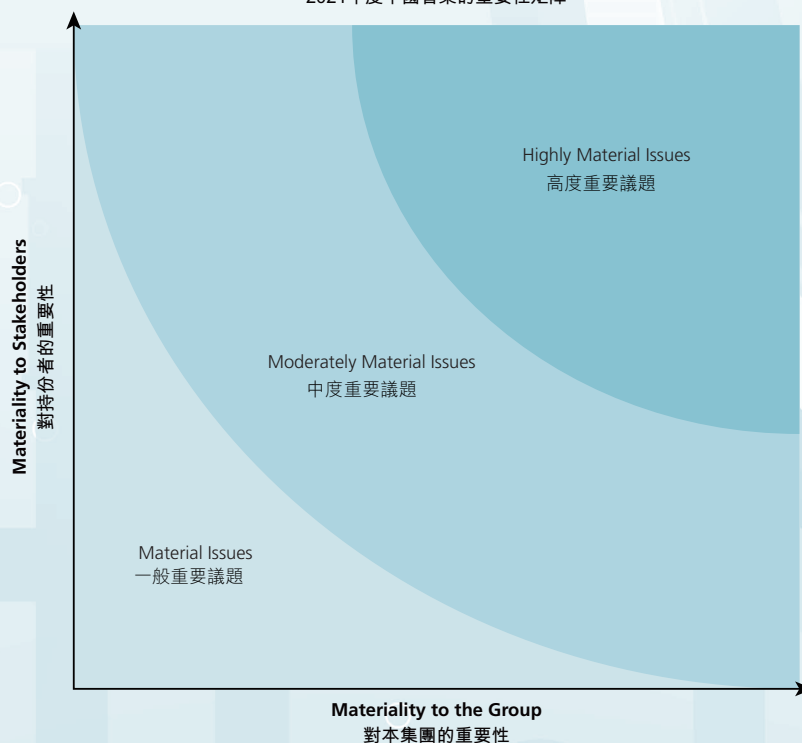
在經過分析後，本集團確定了34個重要ESG議題的優先次序，包括10個高度重要議題、10個中度重要議題和14個一般重要議題。

以下ESG重要性議題結果已由董事會審閱和批准。

Sustainable Development Strategy

可持續發展策略

2021 China Pipe's Materiality Matrix
2021年度中國管業的重要性矩陣



Highly Material Issues 高度重要議題	Moderately Material Issues 中度重要議題	Material Issues 一般重要議題
Product quality management 產品品質管理	Prevention of child and forced labour 防止童工和強制勞工	Employee training and development 員工培訓和發展
Integrity and compliance operation 誠信合規經營	Health and safety of clients 客戶健康與安全	Diversity and elimination of discrimination 多元化和消除歧視
Protection of intellectual property rights 保護知識財產權	Labour relations and communication 勞資關係與溝通	Sewage discharge management 污水排放管理
Protection of customers' privacy 保護客戶私隱	Fair and responsible marketing 公平和負責任的行銷	Environmental and social responsibility of suppliers 供應商的環境及社會責任
Anti-corruption 反貪污	Promotion of occupational safety and health 推廣職業安全和健康	Waste management 廢物管理
Customers' services quality 客戶服務質素	Anti-competitive conduct 反競爭行為	Energy usage and efficiency management 能源使用及效益管理

Sustainable Development Strategy

可持續發展策略

Highly Material Issues 高度重要議題	Moderately Material Issues 中度重要議題	Material Issues 一般重要議題
Risk management 風險管理	Employment management system 僱傭管理制度	Caring for society 關懷社區
Product after-sales service 產品售後服務	Air pollutant emission management 空氣污染物排放管理	Sustainability management system 可持續發展管理體系
Risk management of major incident (Disaster/Emergency Response and Management) 重大事故風險管理 (災害／應急反應及管理)	Supply chain management 供應鏈管理	Water usage and efficiency management 用水及效益管理
Corporate governance 企業管治	Material procurement (Risk management of material usage) 材料採購(使用材料風險管理)	Tackling climate change 應對氣候變化
		Management of the impact of the operation on the environment and natural resources 管理營運對環境及天然資源的影響
		Greenhouse gas management 溫室氣體管理
		Community investment 社區投資
		Other resource usage and efficiency management 其他資源使用之效益及效益管理

In response to the concerns of stakeholders, this Report elaborates the Group's policies, measures and performance related to important ESG issues during the Reporting Period. In addition, we will also review relevant ESG policies and make appropriate adjustments in the future to meet the expectations of our stakeholders.

針對持份者的關注，本報告闡述報告期間內本集團與重要ESG議題相關的政策、措施及表現。此外，我們亦將檢討相關ESG政策並於日後作出適當調整，以滿足持份者的期望。

Sustainable Development Strategy

可持續發展策略

Risk Management

In order to effectively formulate a risk management system to identify, assess, process, control or reduce various major operational, governance and ESG risks, the Group has specially formulated the "Risk Management Report". The Board is responsible for the supervision and management of the Group's risk management and internal control systems, as well as reviewing their effectiveness, including establishing a clear enterprise risk management framework and risk management policies. The Board needs to fully understand all the material risks that will affect the Company and how the management manages these risks to ensure the Company's business objectives can be reasonably achieved. The management also regularly reports the risks faced by the Group and its changes to the Board and the Audit Committee, and establishes internal control measures to mitigate risks.

We have developed a risk management system that provides guidelines and standards for risk identification, assessment, treatment and risk reporting. Business unit heads identify and manage opportunities arising from unavoidable risks in order to achieve the company's business objectives. We identified and assessed adverse risks which affected the Group's achievement of its objectives. The assessment and treatment methods are recorded in the "Risk Register" for the management to review and continuously monitor.

The Audit Committee under the Board assists the Board in continuously monitoring the Group's risk management and internal control systems, and reviews the effectiveness of relevant systems at least once a year. Before conducting the on-site work of internal audit, the Group will prepare an internal audit plan based on the results of the risk assessment. The results of the internal audit will be used for communication among different business unit heads, who are responsible for following up on internal control recommendations and improvements. Thereafter, each business unit head is required to update the risk-responding plans and accessing for various risk levels in the Risk Register for assessment and monitoring.

The Group is committed to incorporating sustainability governance factors into its risk management systems and procedures to identify the Group's related risks and formulate countermeasures. We will continue to improve our ESG performance to enhance business sustainability in an ever-changing business environment.

風險管理

為有效制定風險管理系統以進行識別、評估、處理、控制或減低各項重大運營、管治及ESG風險，本集團特意制定《風險管理報告》。董事會負責本集團風險管理和內部監控系統的監督管理工作，以及檢討其有效性，包括建立清晰的企業風險管理框架及風險管理政策。董事會需要充分瞭解所有會影響本公司的重大風險以及管理層如何管理這些風險，以確保公司的經營目標可合理地實現。管理層亦定期向董事會及審核委員會匯報本集團面對的風險及其變化情況，訂立內部監控措施以減緩風險。

我們已制定風險管理系統，以提供有關風險的識別、評估、處理和編製風險報告的指引和標準。業務部門負責人主要識別和管理不可避免的風險所帶來的機遇，以達致公司的經營目標。我們會把已經識別及評估後會影響集團達致其目標的不利風險、評估和處理方法記錄在《風險登記冊》上，以提交給管理層進行評審和持續監督。

董事會轄下之審核委員會協助董事會持續監督本集團的風險管理及內部監控制度，並每年至少檢討一次有關制度的成效。在進行內審的現場工作前，本集團會根據對風險評核所得出的結果，準備一個內部審計計劃書。而內審的結果將會與各業務部門負責人溝通，並由他們負責跟進內部控制的建議和改善。其後，各業務部門負責人按需要更新風險登記冊內的風險應對方案及對各種風險水平的評估，以供評核及監控。

本集團致力把可持續發展管治因素納入於其風險管理系統及程序之中，以識別本集團在相關方面的風險及制定應對方案。我們將持續提升ESG方面的表現，確保在不斷變化的商業環境中提高業務的可持續性。

As a leading provider of pipes and fittings, China Pipe has set high requirements on the supply chain and product quality, and is committed to providing customers with high-quality products and services while improving the supply chain. The Group has formulated internal rules and regulations such as "Supplier Management System", "Procurement Management System", "Product Responsibility Policy" and "Corporate Social Responsibility Policy" to ensure product quality, reduce supply chain risks, improve product reliability and satisfy clients' needs.

Product Quality Control

Product quality assurance is regarded as top priority of China Pipe. The Group will base on the "Product Responsibility Policy" to conduct tests on relevant institutes regarding reliability, compatibility and safety specification, and obtain product qualification certification. When we supply products to customers, it is required to meet the specifications and quality specified by customers, and comply with the relevant requirements of local government departments for the products. During the Year, all products of the Group (specified types of pipes or fittings under regulation) have been granted the qualifications of the General Acceptance (commonly known as acceptance letter) by the Hong Kong Water Supplies Department ("WSD").

中國管業作為領先的管道及管件的供應商，我們對供應鏈及產品質量設立高度要求，致力為客戶提供高品質的產品及優質的服務並完善供應鏈。本集團已編製《供應商管理制度》、《採購管理制度》、《產品責任政策》及《企業社會責任政策》等內部規章制度，以確保產品質量、減低供應鏈風險、提升產品信賴度及滿足客戶需求。

產品品質監控

產品品質保證是中國管業最重視的一環。本集團根據《產品責任政策》，會進行機構相關之可靠度、相容性及安全規格測試，並取得產品合格之認證。我們在供應產品予客戶時，必需要符合客戶列明的規格及質量，並遵守當地政府部門對產品的相關要求。本年度，本集團所有產品(按規管的指定類別喉管或裝置)均已獲得香港水務署(「水務署」)《一般認可》資格(俗稱水紙)。

Waterworks Regulations-the "General Acceptance" qualification of plumbing products 《水務設施規例》-水喉產品《一般認可》資格

The Water Supplies Department implements the General Acceptance system for pre-approval of plumbing products when approving plumbing-related engineering works. Plumbing products which gained the General Acceptance must need to have a sample test report issued by an organization under the Hong Kong Laboratory Accreditation Scheme (HOKLAS), or a BSI Kitemark issued by the British Standards Institution or the certification issued by the British Water Regulations Advisory Scheme (WRAS), so as to confirm the products fulfil the statutory standard.

The Water Supplies Department will also select the plumbing products with the General Acceptance qualification on the market for testing. The test subjects include chemical composition (metal elements of metal parts in contact with drinking water) and the main functions of the plumbing fixtures to check if the products are still able to meet all required criteria for the accreditation. The Group provides plumbing products for spot checks by the Water Supplies Department. During the Reporting Period, all products being subjected to spot check have passed the "General Acceptance" plumbing product monitoring program and met the quality requirements of their respective standards.

水務署在水喉工程審批時實行《一般認可》水喉產品預先批核制度。獲《一般認可》資格的水喉產品必須備有香港實驗所認可計劃(HOKLAS)轄下機構發出的樣本測試報告，或由英國標準協會註冊證明商標(BSI Kitemark)或英國水務法規諮詢計劃(WRAS)發出的證明書，確認產品符合法定標準。

水務署亦會抽取市面上獲《一般認可》之水喉產品進行測試，測試項目包括化學成份(與飲用水接觸的金屬部件的金屬元素)與該水喉裝置的主要功能，以監察產品是否繼續符合認可資格的所有要求標準。本集團提供水喉產品配合水務署的抽查。於報告期內，所有被抽驗產品均通過《一般認可》水喉產品監察計劃，符合所屬標準的品質要求。

Compliant Business Environment

合規營商環境

The Group strictly complies with laws and regulations that have a significant impact on the Group, such as the Trade Descriptions Ordinance and the Waterworks Regulations. We have a Quality Control Department, which inspects suppliers' factory production equipment and goods, spot checks on warehouse's goods and engages third-party testings according to the international standards and customer requirements to ensure product quality meets relevant legal requirements. Products must pass the established review and inspection procedures before they can be officially shipped. If the Quality Control Department finds substandard products or receives external complaints during the daily sampling inspection of goods, we will conduct a meeting according to the "Triggering Mechanism of Recall Procedures" to study the quality issues, assess risks and severity, and to determine if it is needed to do product recall. Once a recall is decided, we will notify affected customers of the recall arrangements as soon as possible. Regardless of product recall is launched or not, the Group requires suppliers to find out the causes of quality issues, strengthen internal quality control, and take improvement measures. In addition, we have internal quality inspection regulations, like "Inspection Procedures", "Galvanized Pipe Inspection Procedures", etc., to enhance product quality.

We attach great importance to the experience of customers about the products. Therefore, the Group will regularly hold cross-departmental quality meetings specifically for reporting quality problems. The members participating in the meetings include the Chairman of the Group, the Chief Operating Officer, and the product managers of the Sales Department, Purchasing Department and Quality Control Department. During the Reporting Period, the Group received a total of 14 complaints about product quality, and we made corresponding remedial plans in a timely manner. All cases were properly handled, and there were no cases in which products had to be recalled due to safety and health concerns.

本集團嚴格遵守《商品說明條例》及《水務設施規例》等對本集團有重大影響的法律及規例。我們設有品質檢測部門，根據國際標準及客戶要求審核負責檢驗供應商的廠房生產設備及貨物、貨倉抽檢及第三方檢測，以確保產品質量符合相關法例要求。產品須通過已制定的程序進行審核及檢驗後，方可正式出貨。如品質檢測部門在日常抽樣檢測貨物時，發現到不合格產品或收到外部投訴時，我們會根據《回收程序的觸發機制》展開會議，研究質量問題，評估風險及嚴重性，並決定產品回收必要性。一旦決定回收，我們會儘快向受影響客戶通知回收安排。無論是否決定進行產品回收，本集團均要求供應商查明質量問題原因及加強內部品質控制，並作出改善措施。另外，我們內部設有相關品質檢測規條，如《驗貨程序》、《鍍鋅管檢測程序》等，以加強產品質量。

我們重視客戶對產品的體驗，為此，本集團會定期舉行跨部門品質會議，專責匯報質量問題。參與會議的成員包括本集團主席、首席運營官，以及銷售部、採購部及品質檢測部的產品負責人員。於報告期內，本集團共接獲14宗有關產品品質的投訴個案，我們及時作出相應補救方案，全部個案均已被妥善處理，同時亦沒有產品因安全與健康理由而須回收的個案。

Information Security Management

In order to protect the privacy of customers, the “Employee Handbook” has stated that employees shall not directly or indirectly use and disclose confidential information to the third parties, including business secrets, transactions and technical information about customers or suppliers. If any confidential information is found to be leaked, remedial measures must be taken immediately and notify the management of the Group for relevant decisions. The Group ensures that the personal data retained is properly protected against unauthorised or accidental access, processing, deletion or use. The Personal Data Privacy Policy will be included in the Employee Handbook as a guideline for all new and current staff handling personal data. We will regularly review the policies on personal data privacy to ensure the policies comply with the relevant legal requirements, so as to protect the privacy of customers and the Group to the greatest extent and to ensure that the policies comply with the relevant legal requirements.

In addition, we are committed to ensuring the delivery of complete and accurate information to the public and safeguarding the intellectual property rights of the Group and business partners, including patent rights, trademark rights and copyrights. We closely monitor intellectual property trends relevant to the Group. If there is any malicious infringement after verification, we will require the infringer to bear compensation and legal responsibility according to the law in order to prevent others from infringing intellectual property rights. During the Reporting Period, no violations issues were found regarding advertising, labelling and privacy-related laws and regulations.

Building a Culture of Integrity

China Pipe attaches great importance to integrity and pays attention to business ethic, creating an honest and trustworthy corporate atmosphere. We strictly abide by the Anti-Money Laundering and Terrorist Fund Raising (Financial Institutions) Ordinance, Organized and Serious Crimes Ordinance and other relevant laws and regulations.

The Group has formulated the “Gift and Entertainment Policy”, which prohibits employees from accepting illegitimate benefits such as cash or kickback, and should not have an implied intention to seek or obtain preferential treatment, and ensure that the entertainment with customers and manufacturers is of reasonable value and frequency.

信息安全管理

為保障客戶私隱，《員工手冊》已列明員工不可直接或間接使用和向第三方透露機密資訊，包括商業秘密、交易往來及技術等有關客戶或供應商的資料。如發現洩露任何秘密資料，必須立即採取補救措施並通知本集團管理層以作出相關決定。本集團確保集團所保留之個人資料，獲得適當之保護而不受未獲準許或意外的查閱、處理、刪除或使用。個人資料私隱政策會列入員工手冊內，以供所有新聘及現職員工，作為處理個人資料之指引。我們會定期檢討有關個人資料私隱之政策，以確保政策符合有關法例規定，以最大限度保障客戶與本集團的私隱及確保政策符合有關法例規定。

此外，我們致力確保向大眾傳遞完整真確的資訊，並維護本集團與業務夥伴的知識產權，包括專利權、商標權及著作權。我們密切關注與本集團相關的知識產權趨勢。若有任何惡意侵權，我們將在查證後，依據法律規定要求侵權者承擔賠償及法律責任，防止他人侵犯知識產權。於報告期內，本集團並不知悉任何違反廣告、標籤及私隱相關法律法規的事宜。

建設廉潔文化

中國管業高度重視廉潔建設，營造誠實守信的企業氛圍，並注重廉潔風氣和商業道德的培養。我們嚴格遵守《打擊洗錢及恐怖分子資金籌集(金融機構)條例》、《有組織及嚴重罪行條例》等相關法律法規。

本集團已制定《餽贈與招待政策》，禁止員工接受現金餽贈或收受回扣等不正當利益、不應有隱含尋求或獲取優惠的意圖，並確保與客戶及廠商之應酬符合合理價值與次數內。

Compliant Business Environment

合規營商環境

The Group has also established a communication channel for reporting corruption or fraud, and encourages employees and those who have business with the Group to report any corruption and fraud within the Group through e-mail and other channels, creating a monitoring effects with personnel and corporate culture that puts integrity first. All reports would be directly followed up by the Audit Committee. We are committed to the strict confidentiality of all identities and information and emphasize a zero-tolerance policy for engaging in any type of corrupt or bribery activity. During the Reporting Period, we did not receive any new lawsuits against the Group or our employees, or uncover any cases of corruption, bribery, extortion, fraud and money laundering.

During the Reporting Period, the Board and employees of different levels of the Group participated in the integrity education and anti-corruption training. They have strengthened their anti-corruption and integrity awareness by watching the education videos and reading materials by Independent Commission Against Corruption of Hong Kong Special Administrative Region.

The Group fully promotes a corporate culture of integrity, sets a good example, avoids conflicts of interest, shoulders responsibilities, improves the Company's management system, conducts effective supervision and improves early warning efficiency, in order to reduce operating costs and risks of corruption and bribery, and further establish a good reputation for the Company.

Supply Chain Management

China Pipe is an enterprise that provides high-quality pipes. Material and service suppliers connect with all aspects of operation of our business, and it plays an important role in our quality management. The Group attaches great importance to the management and sustainability of the supply chain. We have strict requirements on procurement procedures and supplier selection and management, and establish a sound supplier management system. We have formulated a series of relevant system documents and standard operating procedures, such as the "Corporate Social Responsibility Policy", "Procurement Management System", "Supplier Management System" and other internal regulations, in order to understand the process capability and quality control function of suppliers, and standardize supplier management and improve operation level. All suppliers must comply with the internal rules and codes of the Group.

本集團亦已設立舉報貪污或舞弊的溝通渠道，鼓勵員工及與本集團有業務往來的人士透過電子郵箱等渠道舉報本集團內可能存在的貪污舞弊行為，切實發揮公司全體員工的監督作用，從而打造一個以正直與誠信為先的企業文化。所有舉報均經由審核委員會直接跟進處理。我們承諾對所有身份及信息嚴格保密，並強調參與任何類型的貪污或賄賂活動的行為奉行零容忍政策。於報告期內，我們並沒有收到對本集團或員工提出任何新增的訴訟或發現任何貪污、賄賂、勒索、欺詐及洗黑錢的案件。

報告期內，集團董事與不同層級的員工皆參與了廉政教育和反貪污培訓。通過觀看香港特別行政區廉政公署警示教育片及閱覽警示材料等形式，董事和員工加強了反貪及廉政意識。

本集團全力推動廉潔誠信的公司文化，樹立良好榜樣，避免利益衝突，落實責任承擔，改善公司管理系統，並進行有效的監管和提高預警效能，以減低營運成本和貪污賄賂風險，進一步建立公司的良好聲譽。

供應鏈管理

中國管業作為提供優質管材的企業，物資及服務供應商貫穿企業經營的各個環節，也是我們做好品質管理的重要一環。本集團重視對供應鏈的管理及可持續性。我們對於採購程序和供應商的選擇及管理有嚴謹的要求，並建立健全的供應商管理體制。我們制定一系列相關的制度文件及標準操作流程，如《企業社會責任政策》、《採購管理制度》、《供應商管理制度》等內部規條，以瞭解供應商之製程能力、品管功能及規範供應商管理並提高經營合理化水準。所有供應商必須遵從本集團的內部規條及守則。

In this Year, the Group had 33 suppliers in total. The suppliers' numbers and distributions are as follows:

本年度，本集團的供應商總數為33個。供應商數目及分佈如下：

		2021 2021年度
Country/Region 國家／地區	Mainland China	13
	Hong Kong SAR	8
	United Kingdom	4
	South Korea	2
	Thailand	2
	Australia	1
	Japan	1
	United States of America	1
	Vietnam	1
	Total number of suppliers 供應商總數	

In order to ensure that the supply chain complies with environmental and social requirements and the level of corporate ethics, the Group commits in the "Corporate Social Responsibility Policy" to take environmental performance into consideration in the procurement process, in order to reduce the negative impact on the environment, and promote sustainable development. We ensure that suppliers' products and services comply with relevant environmental laws and regulations, such as emphasizing environmental protection, prohibiting child labour or forced labour, fair treatment of labour, and anti-discrimination. Supplier operations are required to respect, promote and promote international principles of social, environmental and corporate ethics.

The Group has established a "Supplier Basic Information Form". When considering the adoption of a new supplier, we will record the relevant information of the supplier for the management's approval before cooperating with the supplier to supply.

We assess the performances of suppliers in terms of its quality, finance, price, environmental protection and labour rights. The one with the most outstanding performance which also complying with the relevant regulations will be engaged. According to "Corporate Social Responsibility Policy", the Group gives priority to products and services that obtain the Green Label whenever reasonable and possible. It is aimed to utilise resources effectively, with the reduction of hazardous and non-hazardous waste. Our Company will regularly review the policy to meet the needs of technological development and incorporate more products that have a positive impact on the environment into the policy scope.

為確保供應商符合環境與社會方面要求，以及企業道德的水平，本集團於《企業社會責任政策》中承諾須在採購決策過程中將環境方面的表現納入考慮，以減少對環境的負面影響，並推動可持續發展。我們確保供應商的產品及服務符合相關的環境法律及法規，如重視環保、禁用童工或強制勞動者、公平對待勞工及反歧視等。供應商運作均需尊重、推廣及促進有關社會、環境與企業道德的國際原則。

本集團設立《供應商基本資料表》，在考慮採用新的供應商時，我們會紀錄供應商的相關資料，供管理層審閱和批准後才與供應商合作供貨。

我們按照供應商的品質、財務、價格、環保、勞動人權方面的表現，並採用最具競爭力及符合相關法規的供應商。根據《企業社會責任政策》，在合理及實際可行的情況下，本集團優先考慮擁有相關環保生態標籤、能夠有效提高能源利用效率並減少產生廢棄物的產品及服務。我們公司將定期檢討政策，以滿足技術發展的需求同時將更多對環境有正面影響的產品納入政策範圍。

Compliant Business Environment

合規營商環境

In addition to this, we have developed a “Supplier Rating Scale”. The Procurement Department analyses supplier performance by different items. Suppliers must achieve a standard score for a long-term relationship. If suppliers are underperforming, we regularly meet with them and monitor and coach them to improve shortcomings, or even disqualify them and find other alternative sources.

The quality of incoming goods from suppliers directly affects the quality of the Group’s products. In order to reduce operational risks arising from product quality and health and safety in the supply chain, the Group has set up a Quality Control Department responsible for inspecting suppliers’ plant production equipment and goods, sampling inspection of warehouses’ goods and sending sampled products to third parties for testing to ensure that the products comply with local and international standards. The department will visit suppliers’ factories for inspections, evaluate the applicability and effectiveness of their quality control procedures, and review the quality of products ordered by the Group. We will also independently engage a reputable third-party laboratory to conduct quality tests on the sample products provided by suppliers. Products must pass the established review and inspection procedures before they can be officially shipped.

Customer Service Quality

China Pipe respects the opinions of all customers, which we regard as an important basis for the improvement of the Group. If all customers have any comments or complaints about the products and services of the Group, they can contact the relevant sales staff of the company. The relevant personnel will immediately report to the supervisor and make written records and follow up immediately. Our sales team will go to the customer company or site to understand the situation, inspect the product, take photos and take samples back to the company. In response to product issues, the Group will report and review the reasons to suppliers. If the circumstances are feasible, we will replace another batch of products to the customer. If it cannot be replaced and additional work on the product is required, we will share the cost with the customer for the defect products. Regarding any complaints, we will investigate and deal with them timely according to the internal procedures to ensure the quality of China Pipe’s products and services, so as to establish a good reputation for customers.

除此以外，我們制定了《供應商評分表》。採購部以不同項目來分析供應商表現。供應商得到的分數必須達到標準要求，才能展開長期合作關係。如供應商表現不佳，我們會定期與其開會並監督和指導他們改進缺點，更甚者會被取消資格並尋找其他替代來源。

供應商的來貨質量直接影響本集團的產品質素。為了減低供應鏈中因產品質量及健康安全等方面而引致的營運風險，本集團設有品質檢測部門負責檢驗供應商的廠房生產設備及貨物、貨倉抽檢及將抽樣產品送至第三方檢測，以確保產品符合本地和國際標準。該部門會到訪供應商的工廠進行考察，評核其品質控製程序的適用性及有效性，並審核本集團的訂單產品質量。我們亦會獨立聘請信譽良好的第三方實驗室，抽樣為產品進行質量檢測。產品須通過已制定的程序進行審核及檢驗後，方可正式出貨。

客戶服務質素

中國管業尊重所有客戶的意見，我們視之為本集團改進的重要依據。所有客戶如對本集團的產品和服務有任何意見或投訴，均可聯絡本公司相關銷售人員。相關人員會立刻向上司匯報並作書面紀錄及即時跟進。我們的銷售團隊將會到客戶公司或地盤了解情況，視察該產品，拍照及取樣本回公司。因應產品的問題，本集團會向供應商反映及檢討原因。如情況許可，我們會更換另一批產品予客戶；如不能更換，需要對產品作額外工作，我們會與客戶共同承擔有瑕疵產品的費用。對於任何投訴，我們會根據內部規定的流程及時調查處理，以確保的中國管業產品及服務質量，從而建立對客戶的良好聲譽。

High-quality Professional Team

優質專業團隊

China Pipe regards its employees as an important cornerstone to drive the company's development and success. We recruit and hire the best talent to build high-performing teams. We attach great importance to the development of employees' professional talents, provide them with a positive career path according to their characteristics and their own development situations, and then become a multi-disciplinary team leading the industry to support the company's overall development strategy and business goals. We also hope to improve the physical and mental well-being of our employees, and take it as our responsibility to create a safe, healthy and fair working environment for all our employees to ensure a positive and positive impact on society as a whole.

During the Reporting Period, the Group had a total of 148 employees, of which 90% of employees work in Hong Kong, the remaining work in the operation sites located in Macau and Shenzhen. Please refer to Appendix I: Environmental and Social KPIs Summary for detailed distribution.

Employment Structure Management

The Group complies with all the laws and regulations on the employment under the Employment Ordinance of the HKSAR and industry codes. We have compiled the "Employee Handbook" to actively regulate the employment and labour system. In this system, we have a clear management process to help employees understand the areas of job setting, recruitment, dismissal, remuneration and welfare distribution, protect the rights and interests of both employers and employees, and establish equal labour relations.

China Pipe is an equal opportunity employer. The recruitment decisions for all positions are only considered based on the professional qualifications of individual positions and the inherent requirements of employment. Candidates must be selected through an interview process, which will not tolerate any form of discrimination, including discrimination and unfair treatment based on age, gender, race, religion, marital status, sexual orientation or disability. In addition, in accordance with our internal policy "Prohibition of Child Labour Policy", we take effective procedures to verify the age of any candidate prior to hiring, including but not limited to checking government-issued and photographic documents to prevent child labour. The Group conducts child labour prevention training for the Human Resources Department to enhance the relevant personnel's understanding of the regulations and enhance their awareness during the recruitment process.

中國管業視員工為推動公司發展和達成成功的重要基石。我們吸納和聘用最佳的人才以構建表現出色的團隊。我們非常重視員工的專業才能發展，針對人才特點及自身的發展情況，為他們提供正面職業路向，繼而成為一個領先業界的多元團隊，以支持公司整體發展戰略和經營目標的實現。我們亦希望提升員工的身心福祉，並以為所有員工建立一個安全、健康及平等的工作環境為己任，確保為整個社會帶來積極、正面的影響。

報告期內，本集團共有148名員工，其中超過九成的員工在香港工作，其餘分別在澳門及深圳的營運點或辦公室工作。詳細分佈請參見附錄一：環境及社會關鍵績效指標摘要。

僱傭架構管理

本集團遵守香港特別行政區《僱傭條例》等僱傭相關的法律法規及行業守則。我們編製了《員工手冊》積極規範僱傭及勞工制度。在本制度當中，我們設有清晰的管理流程去幫助員工了解當中崗位設置、招聘、解聘、薪酬與福利發放等範疇，保障勞資雙方權益，建立平等的勞資關係。

中國管業為平等機會僱主，所有職位之招聘決定只根據個別職位的職業資格及僱用的固有需要作考慮。應聘者須通過面試甄選，過程絕不容忍任何形式的歧視，包括年齡、性別、種族、宗教、婚姻狀況、性取向或殘疾而受到歧視及不公平對待。此外，我們根據內部政策《禁止使用童工政策》，在聘用任何應聘者之前，採取有效程序核實其年齡，包括但不限於檢查政府部門簽發並帶有相片的證明文件，以防範聘請童工。本集團針對人力資源部門，開展童工預防培訓，加強相關人員對條例的理解並增強招聘過程中的意識。

High-quality Professional Team

優質專業團隊

The Group is committed to creating and maintaining an environment free of any form of harassment or discrimination for its employees. We expressly prohibit cruelty or threats against any employee (including any form of sexual harassment, corporal punishment, mental oppression or verbal abuse). The Group has zero tolerance for sexual harassment and gender discrimination. To prevent sexual harassment in the workplace, the Group has established and formulated an employee grievance mechanism. Employee who has been sexually harassed can file formal complaints with their department heads, managers, or the Human Resources Department. All complaints will be treated confidentially and independently. We are committed to combating harassment and will discipline harassers when necessary.

To prevent forced labour, we protect the right of our employees to freely choose employment and ensure that all employment relationships are voluntary. The Group and its employees may terminate the employment contract for personal reasons or other reasons, and need to give an appropriate notice period or payment in lieu of notice. In addition, the Group also regulates staff working hours and rest arrangements. If an employee agrees to work outside office hours due to an emergency, it will be treated as overtime. Department heads and managers need to approve overtime work arrangements and provide employees with compensatory leave. We ensure that internationally recognized human rights are respected, promoted and enhanced in our labour practices, including prohibition of any form of forced labour.

If the Group and its employees found relevant violations such as identity, age, or forced labour, both parties can immediately terminate their labour contracts to protect their legitimate labour rights and interests. During the Reporting Period, the Group did not violate any relevant laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, equal opportunities, diversity, anti-discrimination, prevention of child labour or forced labour, nor did the Group any cases of child labour or forced labour were found.

本集團堅決為員工創造及維持一個沒有任何形式的騷擾或歧視的環境。我們明文禁止殘暴對待或威脅任何員工(包括任何形式的性騷擾、體罰、精神壓迫或口頭辱罵)。本集團對性騷擾和性別歧視採取零容忍的態度。為防止任何形式的騷擾，本集團已建立並制定員工申訴機制。員工如受性騷擾，可向其部門主管、經理或人力資源部提出申訴，而所有申訴均會作保密及獨立處理。我們致力打擊騷擾行為並會在需要時紀律處分騷擾者。

為防止強制性勞工，我們保障員工自由擇業的權利，確保所有僱傭關係均屬自願性質。本集團和員工可按個人理由或其他原因終止僱傭合同，並需給予適當的通知期或代通知金。此外，本集團亦規範員工工作時間及休息安排。如因緊急情況下，員工同意於辦公時間外工作，將作超時工作處理。部門主管及經理需批核超時工作安排，並給予補假予員工。我們確保於勞工常規中均尊重、推廣及促進國際認可的人權，包括禁止任何形式的強制勞動。

如本集團與員工發現有關違規情況如身份、年齡不符或強制勞動，雙方可以立即解除其勞動合同，以保障其合法勞動權益。於報告期內，本集團並沒有違反任何有關薪酬及解僱、招聘及晉升、工作時數、平等機會、多元化、反歧視、防止童工或強制勞工的相關法律及規例，亦沒有於本集團內發現聘用童工或強制勞工的個案。

Employee Rights and Benefits

The Group is committed to offering competitive remuneration and welfare to attract and retain talented people. In order to ensure that the remuneration and welfare policies remain competitive in the market, we will adjust the annual remuneration of employees every year. The consideration and extension of salary adjustment are mainly determined based on factors such as company benefits and employee performance, adjusted ranks, and market salary trends. We will conduct employee performance appraisal for employees once a year and establish a performance feedback channel to strengthen the interaction and communication between supervisors and employees, so that employees can understand their work performance and improvement, so as to help their personal work and further career development. The Group also has a long-term service award, which is awarded to employees who have served continuously for every 10 years in recognition of their long-term loyal service and contributions.

In addition, the Employee Handbook also details of the benefits and leave provisions for employees. In addition to statutory holidays and annual leave, employees are entitled to sick leave, maternity leave, paternity leave, marriage leave, and bereavement leave. The Group also allows employees to leave work earlier on certain holidays according to work arrangements. We care about the health of our employees and provide full-time employees with various medical benefits, including outpatient care services, 24-hour global emergency support services, hospital and surgical coverage, etc.

Secondly, the Group will hold large-scale employee feast gatherings and activities every year, including annual dinner, Mid-Autumn Festival, Christmas and occasional luncheons, etc., to shorten the distance between employees, build team cohesion, and enhance the sense of belonging to the company.

China Pipe believes that effective communication can build understanding, trust between employees and management and promote a positive and happy working environment, thereby enhancing the competitiveness of the Group. We encourage open and honest two-way communication. Employees can express their opinions to the department manager or Human Resources Department at any time via email or in person. Employees can also learn about the company's latest announcements and activities on the notice board.

員工權益福利

本集團致力提供具市場競爭力的薪酬及福利待遇以吸納及挽留人才。為確保薪酬福利政策在市場保持競爭力，我們會每年調整員工年度薪酬。薪酬調整考慮因素和調整度主要依據公司效益及員工工作表現、調整後職級、市場薪資趨勢等因素來確定。我們會每年為員工進行一次員工工作表現評核，建立績效反饋渠道，以加強主管與員工的交流及溝通，令員工了解其工作績效與改進之處，以助其個人工作事業得以更大發展。本集團亦設有長期服務獎，對連續服務每滿10年的員工發放獎勵，以表揚其長年忠誠服務和貢獻。

除此以外，《員工手冊》亦詳細列明員工可享有福利的細節和假期的規定。除法定假期和年假外，員工可享有病假、產假、侍產假、婚假及喪假等。本集團亦允許員工在特定節日可因應工作安排提早下班。我們關注員工的健康，為全職員工提供了各項醫療福利，包括門診福利服務、24小時全球緊急支援服務、醫院及手術保障等。

其次，本集團會每年度舉辦大型之員工聚餐及活動，包括週年晚會、中秋節、聖誕節及不定期午宴聚餐等，拉近員工之間的距離，建立團隊凝聚力，增強對公司歸屬感。

中國管業相信有效的溝通能夠建立員工與管理層之了解、信任及促進正面與快樂之工作環境，從而提高本集團的競爭力。我們鼓勵公開及坦誠之雙向溝通。員工可以在任何時間通過電子郵件或面談方式向部門經理或人力資源部發表他們的意見。員工亦可在告示板上得知公司的最新公告及各項活動。

High-quality Professional Team

優質專業團隊

Occupational Safety and Health

China Pipe attaches great importance to occupational safety and health and strictly abides by relevant laws and regulations. We have formulated a series of measures and policies to ensure the health and safety of employees in different roles. The Group had no work-related injuries during the Year, and there was no work-related fatalities in the past three years including this Year. As of the end of the Year, the injured employees have received appropriate treatments and were granted injury leaves, timely injury leave payment and compensation according to the "Employees' Compensation Ordinance".

In order to enhance the safety awareness of employees, we provide new employees with a safety guideline, and arrange for warehouse employees to participate in health and safety courses, including occupational safety and health regulations and regulations, safety regulations for work under adverse weather, manual handling operational safety regulations, etc., to enhance the safety awareness of employees.

To reduce the risk of work-related injuries in warehouses, the Group has formulated the "Warehouse Safety Regulations" and "Safety Code for Work-at-height". We provide warehouse staff with guidelines for mobile machinery operations (lifting machinery, forklifts), manual handling operations, outdoor working, good site tidiness, and the guidelines of the proper use of ladders and workbenches. We have appointed one staff in the capacity of safety supervisor. The main job duties of the safety supervisor include: providing safety awareness training, formulating safety codes, organising safety meetings regularly, arranging employees to attend occupational health and safety training, reporting on cases of work-related injuries. During the Reporting Period, we have organized occupational safety and health training activities, the content of which revolves around the accident review and safety training of the year. We are committed to improving employees' environmental safety awareness and alertness and reducing work-related injury cases.

The Group engaged a registered safety officer (the "Safety Officer"), providing health and safety training courses for warehouse staff biannually. The Safety Officer oversees inspecting warehouse of the Company, writing safety check reports, and providing professional advice to the Management regarding working environment safety and equipment. The management will monitor the warehouse safety, regularly inviting warehouse supervisors to attend management meetings to report on the working environment and make appropriate reviews to continuously improve the working environment and safety related policies.

職業安全與健康

中國管業關注員工健康和 safety，嚴格遵守相關的法律法規。本集團已制定一系列措施及政策，確保不同工作崗位員工的健康與安全。截止本年度結束，受傷員工已得到適當的治療，並按照《僱員補償條例》享有適當的工傷病假、獲發工傷病假按期付款以及工傷補償。

為加強員工安全意識，我們為新入職同事提供一份安全守則，亦安排貨倉員工參加健康與安全課程，內容包括職業安全及健康條例與規例、惡劣天氣下工作的安全規例、手動處理操作的安全規例等，以提升員工的安全意識。

為減低貨倉員工因工受傷的風險，本集團已制定《貨倉安全守則》及《高空工作安全守則》，為不同工作崗位的貨倉員工提供指引，如有關在移動機械操作（起重機械、鏟車）、手動處理操作、戶外工作及良好工地整理，以及正確使用梯具及工作台等。同時，我們在貨倉設有同事兼顧安全督導員，主要職責為提供安全意識培訓、制定安全守則、定期舉行安全會議、安排員工出席職安健培訓課程、報告工傷個案，以及建議並執行預防措施，加強貨倉安全水平。報告期內，我們已舉辦了職安健培訓活動，內容圍繞本年度意外回顧及安全訓練。我們致力提高員工環境安全意識和警覺性，減低工傷案件。

本集團亦於本年度委任一名註冊安全主任（「安全主任」），每半年提供一次健康安全訓練課程給倉務員工。安全主任會巡查公司的貨倉，撰寫安全檢查報告及向管理層就安全工作環境和設備提供專業意見。管理層則充當監察貨倉安全角色，定時邀請貨倉主管出席管理層會議報告工作環境情況，並作出適當檢討，以持續完善工作環境安全相關政策。

High-quality Professional Team

優質專業團隊

Since 2020, the COVID-19 outbreak has continued to spread around the world, and the Group has taken a series of health precautions to mitigate the potential impact of the COVID-19 outbreak. In order to encourage employees to get vaccinated to protect their families and the safety of society, we actively cooperate with the government's epidemic prevention measures, provide employees with paid vaccine leave as appropriate, and allow them to be vaccinated during office hours.

During the Reporting Period, the Group lost 67 working days due to work-related injuries. There were no work-related fatalities in the past three years. For work-related injury cases, we take various preventive measures, such as posting notices in the workplace to indicate the precautions and handling methods for employees, and department heads will also remind colleagues from time to time to pay attention at work, etc.

Cultivation of Key Talents

China Pipe has always been committed to providing continuous learning and development opportunities for its employees to ensure they have the required professional skills and can maximize their potential at work. The Group has formulated the "Talent Training and Promotion Programme", aiming to sharpen employees' communication skills, problem-solving skills and team spirit, as well as to boost their core competitiveness, supporting their career and personal development. We believe that nurturing talents can help the Group remain competitive in the market and promote long-term business growth. The Group provides specialized training for outstanding and potential employees, as well as assessment and promotion opportunities, those who are qualified in the assessment will be promoted to the Group's management or key positions.

The Group analyses the training needs of employees according to the annual performance evaluation of employees, formulates the company's training and development plans and provides appropriate subsidies. Besides, the Group also arranged employees to receive training from external institutions, including Construction Industry Safety Card course and other safety-related training. The Group also provides employees of the Accounting Department, Company Secretary Department and Human Resources and Administration Department with course fees and professional society membership fees related to their positions, so as to continuously update the professional knowledge and compliance rules of employees in various departments. We conduct annual assessments to monitor and evaluate the company's training and development plans. The management will review departmental training needs with each department head to ensure the sustainability of talent and business development.

自二零二零年以來新冠疫情在世界範圍內繼續蔓延，本集團已採取一系列的健康預防措施，以減輕新冠肺炎疫情爆發的潛在影響。為鼓勵員工接種疫苗以保護家人及社會安全，我們積極配合政府防疫措施，酌情給予員工有薪疫苗事假，容許於辦公時間接種疫苗。

報告期內，本集團因工傷而損失的工作日數為67天。過去三年皆無任何因工死亡個案。對於工傷個案，我們採取不同措施如在工作場所貼上告示標示員工工作期間須注意事項及處理方法及部門主管亦會不時提醒同事工作期間要專心等，作為預防措施。

重點人才培育

中國管業一直致力為旗下員工提供持續進修及發展機會，確保員工都擁有所需的專業技能，在工作崗位上能盡展所長。本集團已推行「人才培訓及晉升計劃」多年，以提升員工的溝通技巧、解難能力及團隊精神，幫助提升員工核心競爭力及支持其事業和個人發展為目標。我們相信培養人才，能協助本集團在市場中維持競爭力，促進業務長遠增長。本集團為表現出色及有潛質的員工提供專門培訓，以及考核和晉升機會，通過考核的員工可獲晉升至本集團管理級人員或重要的職位。

本集團每年按照員工個人年度表現評估，分析員工培訓需要，並制定公司的培訓及發展計劃及提供合適資助。此外，本集團亦安排員工接受外部機構培訓，包括建造業平安咭課程訓練及其他有關安全的培訓。本集團亦為會計部、公司秘書部及人力資源及行政部等員工提供與其崗位相關的課程費用及專業學會會費資助等，以不斷更新各部門員工在工作方面的專業知識和合規守則等。我們每年均進行考核，監察及評估公司的培訓及發展計劃。管理層會與各部門主管檢討部門培訓需要，以確保人才與業務發展的可持續性。

High-quality Professional Team

優質專業團隊

The following are the percentages of our trainees by gender and grade during the Reporting Period, and the average training hours per employees:

以下是我們於報告期內按性別及職級的受訓員工百分比，以及每名受訓員工的平均培訓時數：

		Percentage of employees trained ³ 受訓員工百分比 ³	Average training hours per each employee trained 每名受訓員工的平均培訓時數
By gender			
	按性別劃分		
Male	男性	91.8%	1.5
Female	女性	8.2%	1.1
By grade			
	按職級劃分		
Management	管理人員	6.1%	12.5
Department head/manager	部門主管／經理	8.2%	3.5
General staff	一般員工	85.7%	0.4

³ This Year, we follow in HKEX's "Appendix 3: Reporting Guidance on Social KPIs" in "How to prepare an ESG Report" to calculate percentage of employees trained, which is different from last year. Percentage of employees trained in the relevant categories = $T(x) / T \times 100$, $T(x)$ = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training

³ 本年度，我們按照聯交所《如何編備環境、社會及管治報告》附錄三《社會關鍵績效指標匯報指引》計算受訓員工百分比，與往年不同。各類別的受訓員工百分比 = $T(x) / T \times 100$ ， $T(x)$ = 該類別員工受訓人數， T = 受訓員工總人數

As a socially responsible enterprise, China Pipe attaches great importance to environmental protection, is committed to reducing the possible impact of its business on the environment, and ensures sustainable business operations by integrating economic development, social progress and environmental protection. The Group has formulated the “Environmental Protection Policy” to set out the strategies and objectives of environmental management. We integrate environmental stewardship into our corporate decision-making process, including making better use of natural resources and energy, reducing and recycling waste, and reducing pollution to the land and the atmosphere. We actively consider the introduction of new technologies, taking into account both economic development and environmental protection. During the Reporting Period, the Group was not aware of any violation of relevant environmental protection laws or major incidents that affected the environment and natural resources, nor received any notice of penalties or lawsuits in the environmental field.

The Group believes the support of employees, customers and suppliers is particularly important for the effectiveness of the implementation of environmental protection measures. Therefore, we are committed to two-way communication, including ensuring that employees are clearly informed of this policy and the Group’s goals for protecting the environment, encouraging suppliers to operate in a sustainable manner, and providing transparent and direct environmental performance information to the community, and actively participation in activities organized by environmental protection groups to improve environmental performance in an all-round way.

The Group understands and actively fulfils its corporate social responsibility of protecting the environment. During the Year, we have formulated preliminary directional goals in terms of energy efficiency, water efficiency, waste reduction and greenhouse gas emissions. We will review and assess various environmental protection goals and targets. The implementation progress of the measures, and explore more opportunities for energy conservation and emission reduction.

作為一個肩負社會責任的企業，中國管業重視環境保護，致力減低其業務對環境可能造成之影響，並透過融入經濟發展、社會進步和環境保護，確保以可持續發展的方式經營業務。本集團制定《環保政策》訂明環境管理的策略及目標。我們將環境管理納入企業決策過程之中，包括善用天然資源和能源、減少及回收廢物，以及降低對土地及大氣層所造成的污染。我們積極考慮引入嶄新技術，兼顧經濟發展及環境保護。於報告期內，本集團並不知悉任何違反有關環境保護的法例或造成影響環境及自然資源的重大事故，亦沒有接到任何關於環境範疇的處罰及訴訟通知。

本集團相信員工、客戶及供應商的支持，對推行環保措施的成效尤其重要。因此，我們致力透過進行雙向溝通，包括確保員工清楚得悉本政策及本集團對保護環境之目標、鼓勵供應商以可持續發展的方式經營業務、向社區提供具透明度且直接的環境表現資料以及積極參與環保團體舉辦的活動，全方位提升環境績效。

本集團明白並積極履行保護環境的企業社會責任，我們於本年度制定了有關能源使用效益、用水效益、減少廢棄物及溫室氣體排放方面初步的方向性目標，我們會回顧及審查各項環保目標及措施的執行進度，並發掘更多節能減排的機會。

Co-Creating Green Operation

共創綠色營運

Energy Conservation and Emission Reduction Management

During the Year, we referred to the Greenhouse Gas Protocol jointly developed by World Resources Institute and World Business Council for Sustainable Development, ISO14064-1 formulated by the International Standardization Organization, the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for buildings (Commercial, Residential or Institutional Purpose) in Hong Kong prepared by Environmental Protection Department (EPD) and the Electrical and Mechanical Services Department (EMSD) of Hong Kong, the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises in Other Industries (Trial) published by National Development and Reform Commission of the People's Republic of China to quantify greenhouse gas (GHG) emissions from business operations and further review the effectiveness of measures and formulate improvement measures. During the Reporting Period, our GHG emissions within the scope of this report are as follows:

節能減排管理

本年度，我們參考由世界資源研究所與世界可持續發展工商理事會開發的《溫室氣體盤查議定書》、國際標準化組織制定的《ISO14064-1》、香港環保署和機電工程署編製的《香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引》、中國國家發展改革委公佈的《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》，量化業務營運產生的溫室氣體排放，以便進一步檢討措施的成效及製訂改善方案。於報告期內，我們於報告範圍內的溫室氣體排放如下：

Scope 範圍	GHG emissions 溫室氣體排放	Emissions (tonnes of CO ₂ -e) 排放量(公噸二氧化碳當量)	
		2021 2021年度	2020 2020年度
Scope 1: Direct GHG emissions ⁴	範圍1:直接溫室氣體排放 ⁴	427.0	389.7
Scope 2: Indirect GHG emissions ⁵	範圍2:間接溫室氣體排放 ⁵	266.0	231.9
Scope 3: Other indirect GHG emissions ⁶	範圍3:其他間接溫室氣體排放 ⁶	11.0	13.5
GHG emissions in total ⁷	溫室氣體排放總量 ⁷	704.0	635.2
GHG intensity (in terms of floor area per m ²)	溫室氣體密度 (以每平方米面積計算)	0.028	0.026

⁴ Scope 1 includes emissions of fossil fuel combustion from stationary and mobile sources. The Shenzhen's office does not involve in the emissions of fossil fuel combustion from stationary and mobile sources. Therefore, there is no relevant Scope 1 emissions.

⁵ Scope 2 includes emissions caused by purchasing electricity from power company.

⁶ Scope 3 includes upstream and downstream emissions from waste paper disposal, water treatment and sewage treatment regarding the business operation in Hong Kong.

⁷ During the Year, the Group's total greenhouse gas emissions increased due to the increasing in shipments.

⁴ 範圍1包括源自固定源及移動源化石燃料燃燒的排放。深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的範圍1的排放。

⁵ 範圍2包括來自從電力公司購買電力所引致的排放。

⁶ 範圍3包括香港業務來自廢紙棄置、食水處理與污水處理所引致的上游及下游排放。

⁷ 本年度，本集團因應出貨量增加，所以溫室氣體排放總量亦有所上升。

Through measures such as strengthening scientific management of energy and improving energy efficiency, the Group can save energy consumption and reduce greenhouse gas emissions. Apart from reminding employees from time to time to turn off lights, air conditioners and other unnecessary electronic devices after office hours or when office spaces (such as meeting rooms) are not in use, we will also choose energy efficient products for replacement of electronic appliance and devices. As such, efficiency can be improved. The Group is also gradually implementing an old vehicle replacement programme to reduce fuel consumption and related maintenance costs. In addition, to lower power consumption among employees, the Group encourages its employees to attend seminars held by environmental protection companies. The Group also cooperates with its business partners to provide training to learn from practical experiences and suggestions to raise the energy saving awareness among employees. In the coming year, we will continue to monitor the power consumption of the Group's business operations and review power-saving measures, so as to reduce the electricity consumption intensity more effectively. We set management goals to maintain or reduce the current level of greenhouse gas intensity and energy intensity on the basis of 2019, reduce emissions and energy use and improve energy efficiency in the next few years.

本集團通過加強能源的科學管理、提高能效等措施，在節約能源使用量的同時亦可減低溫室氣體排放。除了不時提醒員工於非辦公時間或毋需使用房間(如會議室)時關掉電燈、空調和其他不必要的電子設備外，我們會於更換電器及電子設備時選用高能源效益之產品，以提高能源使用效益。本集團亦逐步推行更換舊車計劃，以減少相關燃料的耗用量及相關維修成本。此外，為推動員工減少用電，本集團鼓勵員工參與環保公司座談會，亦與業務夥伴合作提供培訓，汲取實際經驗與建議，提高員工節約能源的意識。來年，我們將繼續監控本集團業務運營的耗電量，檢視節電措施，從而更有效降低用電密度。我們制定管理目標，在2019年的基礎上，維持或減少現在溫室氣體密度及能源密度的水平，並在未來幾年內減少排放量及提高能源利用效率。

Energy use 能源使用		Consumption 耗量		Unit 單位
		2021 2021年度	2020 2020年度	
Category 類別				
Direct energy ⁸ 直接能源 ⁸	Gasoline 汽油	129.6	134.5	MWh 兆瓦時
	Diesel 柴油	1,405.9	1,242.6	MWh 兆瓦時
	LPG 液化石油氣	91.1	108.7	MWh 兆瓦時
Indirect energy 間接能源	Electricity ⁹ 電力 ⁹	421.8	366.2	MWh 兆瓦時
Total energy consumption 能源總耗量		2,048.4	1,852.0	MWh 兆瓦時
Energy intensity 能源密度		0.08	0.07	MWh/m ² 兆瓦時/平方米

⁸ Shenzhen's office does not involve in the use of direct energy.

⁹ During the Year, the Group's power consumption increased due to the increasing in shipments.

⁸ 深圳辦公室不涉及直接能源的使用。

⁹ 本年度，本集團因應出貨量增加，所以耗電量亦有所上升。

Co-Creating Green Operation

共創綠色營運

Water Resource Management

The Group continuously monitors water consumption during business operations and advocates water resource cherishment. In terms of water usage, apart from water for domestic use, numerous products of the Group need to be rinsed before delivery. All sewage generated by the Group is discharged to the sewage treatment plant through the local sewage collection system for treatment. The Group has set up a rainwater collection system in the warehouse, through which the rainwater collected will be used for sprinkling and cooling the warehouse. If there is a water leakage problem in the operation area, qualified personnel will be arranged to repair it immediately. As water used by the Group is obtained through municipal water supply, we have no difficulty in water sourcing. During the Year, our water consumptions¹⁰ and water consumption intensity were respectively 3,853.0 cubic metres and 0.16 cubic metres per square metre. Due to the increase in shipments this Year, the water consumption for cleaning increased, and the water consumption increased slightly compared with the previous year. We set management goals to maintain or reduce the current level of water consumption intensity based on 2019.

Waste Management and Use of Other Resources

The Group advocates responsible use of various materials, advocates waste reduction at source and properly disposes of waste or any remaining waste. Employees are expected to reuse or recycle materials and products as far as reasonably practicable. Due to its business nature, the Group consumes enormous product packaging for the sales of retail products, to assure product quality and intactness throughout the transportation process and allow customers to get the product without damage. The product packing materials are usually plastic bags, nylon bags and cardboard boxes. During the Year, the Group consumed nearly 17.5 tonnes of packaging materials and the intensity of packaging materials amounted to 0.026 tonnes per million HK dollars in terms of sales, similar to last year.

¹⁰ Currently, water at all sites of operation is obtained through municipal water supply. As Shenzhen's office does not install independent water meter, therefore, water consumption cannot be obtained.

水資源管理

本集團倡導珍惜水資源，持續監察在業務營運過程中的耗水量。在用水方面，除了生活用水外，多類貨品出貨前需要用水沖洗乾淨。本集團的所有產生的污水均經當地污水收集系統排放至污水處理廠進行處理。我們亦於貨倉設立了收集雨水系統，作日後貨倉灑水降溫之用。若運營範圍發現有漏水問題，會立即安排合資格人員進行維修。報告期內本集團的所有用水均透過市政供水渠道取得，因此在取得水源上沒有問題。本年度，我們的耗水量¹⁰為3,853.0立方米，而耗水密度則為每平方米0.16立方米。因為本年度出貨量增加，清洗用水量與之增加，耗水量與上年度相比稍微增加。我們制定管理目標，在2019年的基礎上，維持或減少現在耗水密度的水平。

廢棄物管理及其他資源使用

本集團提倡負責任地使用各類物資，源頭減廢，並妥善處理廢料或任何剩餘廢物。在合理實際可行的情況下，員工需盡量重用或回收物料及產品。基於業務性質，本集團的門市產品銷售使用大量的產品包裝，以確保整個運輸過程之產品品質和完整性且令客戶得到無損的產品。產品一般以塑料袋、尼龍袋及紙箱等作為包裝材料。本年度，本集團消耗近17.5公噸包裝材料，包裝材料使用密度為每百萬港元營業額0.026公噸，與上年度相若。

¹⁰ 目前各營運點的所有用水透過市政供水渠道取得。由於深圳辦公室並沒有獨立水錶，因此未能獲取耗水量。

The Group encourages employees to recycle and reuse office supplies, sort and recycle waste, and reduce the generation of waste. During the Year, we implemented various resource optimization measures. In terms of paper, we implement paperless office, mainly use electronic means for internal and external communications to lower the copying or printing needs. The waste paper collected with the Group's waste paper recycling box is delivered to waste recyclers for recycling and reuse on a regular base. During the Reporting Period, 218.2 tonnes of non-hazardous wastes were generated by the Group, including office paper and other daily waste, with an intensity of 0.009 tonne per square metre. The hazardous wastes generated by the Group include light bulbs and fluorescent tubes, with the total amount of 0.063 metric tons and an intensity of 0.003 tonne per thousand square metres. The data on non-hazardous waste intensity and hazardous waste intensity were both similar to the previous year. We set management goals to maintain or reduce the current level of hazardous waste intensity and non-hazardous waste intensity on the basis of 2019.

Tackling Climate Change

In order to cope with the frequent occurrence of extreme weather caused by climate change, which has a significant impact on corporate operations, the Group has formulated corresponding climate change risk response plans. Based on the characteristics of the industry, combined with the Group's own situation and strategic objectives, we have identified and assessed the risk level of climate change risks. China Pipe did not subject to the following risks this Year.

In the face of acute physical risks such as flooding, super typhoon or extreme rainfall, etc., the Group will likely suffer supply chain disruption, demand impact, damage to infrastructure and facilities, and increased operating costs due to maintenance of damaged facilities. We will establish an emergency response team and hold an annual emergency preparedness meeting to formulate and improve the Group's crisis management and transition plans in the face of acute extreme weather events. At the same time, strengthen emergency plans and emergency drills for acute extreme weather to avoid economic losses and safety incidents to the greatest extent. As for chronic physical risks such as rising temperatures, it may lead to higher electricity demand and operating costs, increased risk of work-related injuries, higher employee turnover and lower productivity. We will formulate emergency plans in extreme weather and tips for safe resumption of work. For example, employees who work outdoors should find suitable places to rest under continuous high temperature weather. At the same time, we should adjust the use of resources and energy. In response to disasters and accidents that are easily induced by extreme weather, we must improve the disaster response capabilities and awareness of the company and employees.

本集團鼓勵員工回收及循環利用辦公用品，垃圾分類回收，減少廢棄物的產生。本年度，我們落實了多種資源優化措施。紙張方面，我們推行無紙化辦公，盡量以電子通訊方式作公司內部及與外界聯繫，以減少複印或列印的需要。本集團的辦公室亦設有廢紙回收箱，所收集廢紙定期送往垃圾回收商用作循環再造。於報告期內，本集團所有產生的無害廢棄物包括廢紙及其他辦公室日常垃圾，產生總量為218.2公噸，密度為每平方米0.009公噸；我們所有產生的有害廢棄物則包括燈膽和光管，產生總量為0.063公噸，密度為每千平方米0.003公噸；無害廢棄物密度及有害廢棄物密度數據均與上年度相若。我們制定管理目標，在2019年的基礎上，維持或減少現在有害廢棄物密度及無害廢棄物密度的水平。

應對氣候變化

為了應對氣候變化導致極端天氣頻發，對企業經營產生重大影響，本集團制定了相應的氣候變化風險應對方案。我們根據行業特徵，結合本集團自身情況、戰略目標等，對氣候變化風險進行了識別和風險等級的評估。於本年度，中國管業並沒有受到以下風險的影響。

面對急性實體風險如水浸、超級颱風或極端降雨等，本集團將會可能承受供應鏈中斷、需求受影響、基礎建設和設施受破壞和因維修受損設施而導致營運成本增加。我們會成立應急工作小組及舉行年度應急準備會議，以制定及完善集團面對急性極端天氣事件的危機處理和過渡計劃。同時加強急性極端天氣的應急預案與應急演練，最大程度規避經濟損失與安全事故。至於慢性實體風險如氣溫上升，則可能引致電力需求和營運成本上升、增加工傷風險、員工流失率上升和生產力下降。我們會制定極端天氣應急預案及安全復工提示，例如持續高溫天氣下，應讓室外工作的員工找合適的場所休息。同時，我們應調整資源和能源的使用。針對極端天氣容易誘發的災害和事故，我們必須提升公司和員工的災害應對能力和意識。

Social Corporate Responsibility

社會企業責任

While the Group is actively developing its business, the Group has also been actively fulfilling its corporate citizenship responsibilities, never forgetting to support various community engagements, and continue to bring positive impacts to the community. We implement its corporate mission "To take from society, while to give back to society". Through the establishment of two policies, "Corporate Social Responsibility Policy" and "Community Policy", employees are encouraged to give back to the society through voluntary activities and donations to the community, and bring a positive impact to the society. During the Reporting Period, The Group contributed charitable donations and fundraising activities of about HK\$28,000.

Looking forward, the Group will continue to make use of its own industry characteristics and advantages, actively cooperate with charitable organizations, participate in different community investment and public welfare activities, and give back to the society in various ways and grow together with the society.

本集團在積極發展業務的同時，本集團也一直積極履行企業公民責任，不忘支持各項社區參與，持續為社區帶來正面影響。我們以「取諸社會，用諸社會」為企業宗旨。通過建立《企業社會責任政策》及《社區政策》兩項政策，鼓勵員工透過義務活動及捐助社群回饋社會，為社會帶來正面影響。於報告期內，本集團貢獻慈善捐獻款項及籌組活動資金約28,000港元。

展望未來，本集團將繼續利用自身的行業特色及優勢，積極與慈善團體合作，參與不同社區投資和公益活動，多方面回饋社會，與社會共同成長。

"Warm in Winter" Charity Bazaar and Visiting Activities

「冬日送暖」慈善義賣及探訪活動

The social enterprise "3H Handicraft" under the Mission to New Arrivals Limited trains and sells different hand-made products by the grassroots women, so that they can take care of the family at home while earning income to help support the family. China Pipe has shown great support with purchasing their hand-made patchwork scarves and shawls and also delivering to grassroots families.

新福事工協會轄下社企「手晴家」培訓並義賣基層婦女親手製作不同的產品，讓她們可以在家照顧家庭的同時能夠賺取收入幫補家計。中國管業大力支持，除了購入當中的手作拼布圍巾披肩外，還親自送到基層家庭手上。



Caring for the Community Action 2021-Happy Bags for the Elderly

關懷社區行動2021－開心福袋贈長者

China Pipe Volunteer Team came to visit the elderly and gave away lucky bags including rice, gift bags and anti-epidemic goods. We hope to express our concern for the elderly under the epidemic, implement the concept of caring, and serve the community.

中國管業義工團隊上門探訪長者及送贈福袋包括米、禮物袋及防疫物資。我們希望在疫情下表達對長者的關心，貫徹關愛理念，服務社區。

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Environmental KPI 環境關鍵績效指標	Unit 單位	2021 2021年度	2020 2020年度
Emission^{11, 12} 排放物 ^{11, 12}			
Nitrogen Oxides (NO _x) 氮氧化物	kg 千克	2,234.3	2,108.2
Sulphur Oxides (SO _x) 硫氧化物	kg 千克	15.5	12.4
Respirable Suspended Particulates (RSP) 可吸入懸浮粒子	kg 千克	175.3	166.8
GHG emissions 溫室氣體排放			
Direct GHG emissions (scope 1) ¹³ 直接溫室氣體排放(範圍1) ¹³	tonnes of CO ₂ -e 公噸二氧化碳當量	427.0	389.7
Indirect GHG emissions (scope 2) ¹⁴ 間接溫室氣體排放(範圍2) ¹⁴	tonnes of CO ₂ -e 公噸二氧化碳當量	266.0	231.9
Other indirect GHG emissions (scope 3) ¹⁵ 其他間接溫室氣體排放(範圍3) ¹⁵	tonnes of CO ₂ -e 公噸二氧化碳當量	11.0	13.5
GHG emissions in total (scope 1, 2 and 3) ¹⁶ 溫室氣體排放總量(範圍1, 2及3) ¹⁶	tonnes of CO ₂ -e 公噸二氧化碳當量	704.0	635.2
GHG intensity (in terms of floor area per m ²) 溫室氣體排放密度(以每平方米面積計算)	tonnes of CO ₂ -e/square metre 公噸二氧化碳當量/平方米	0.028	0.026
Energy consumption 能源耗用量			
Direct energy consumption 直接能源耗用量	MWh 兆瓦時	1,626.6	1,485.8
Indirect energy consumption ¹⁷ 間接能源耗用量 ¹⁷	MWh 兆瓦時	421.8	366.2
Total energy consumption 能源耗用總量	MWh 兆瓦時	2,048.4	1,852.0
Energy intensity (in terms of floor area per m ²) 能源耗用密度(以每平方米面積計算)	MWh/square metre 兆瓦時/平方米	0.083	0.074
Water consumption¹⁸ 水源耗用量 ¹⁸			
Total water consumption 耗水總量	cubic metre 立方米	3,853.0	2,844.7
Water consumption intensity (in terms of floor area per m ²) 耗水密度(以每平方米面積計算)	cubic metre/square metre 立方米/平方米	0.16	0.11

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Environmental KPI 環境關鍵績效指標	Unit 單位	2021 2021年度	2020 2020年度
Waste Generation 廢棄物產生			
Total non-hazardous waste 無害廢棄物總量	tonnes 公噸	218.2	194.6
Non-hazardous waste intensity (in terms of floor area per m ²) 無害廢棄物密度(以每平方米面積計算)	tonnes/square metre 公噸/平方米	0.009	0.008
Total hazardous waste 有害廢棄物總量	tonnes 公噸	0.063	0.087
Hazardous waste intensity (in terms of floor area per 1,000 m ²) 有害廢棄物密度(以每千平方米面積計算)	tonnes/1,000 square metre 公噸/千平方米	0.003	0.003
Packaging material use 包裝材料使用			
Total packaging materials 包裝材料總量	tonnes 公噸	17.5	12.8
Intensity of packaging materials (in terms of sales) 包裝材料密度(以營業額計算)	tonnes/million HKD 公噸/百萬港元	0.026	0.026

¹¹ As Shenzhen's office does not involve in the emissions of combustion of fossil fuel from stationary and mobile source, therefore, there are no relevant air emissions.

¹² The calculation of emission data has been updated this year, and the 2020 data has been updated in this Report.

¹³ Scope 1 includes emissions of fossil fuel combustion from stationary and mobile sources. The Shenzhen's office does not involve in the emissions of fossil fuel combustion from stationary and mobile sources. Therefore, there is no relevant Scope 1 emissions.

¹⁴ Scope 2 includes emissions caused by purchasing electricity from power company.

¹⁵ Scope 3 includes upstream and downstream emissions from waste paper disposal, water treatment and sewage treatment regarding the business operation in Hong Kong.

¹⁶ During the Year, the Group's total greenhouse gas emissions increased due to the increasing in shipments.

¹⁷ During the Year, the Group's power consumption increased due to the increasing in shipments.

¹⁸ Currently, water at all sites of operation is obtained through municipal water supply. As Shenzhen's office does not install independent water meter, therefore, water consumption cannot be obtained.

¹¹ 深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的廢氣排放。

¹² 本年度已更新排放物數據算法，2020年度數據已於本報告當中更新。

¹³ 範圍1包括源自固定源及移動源化石燃料燃燒的排放。深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的範圍1的排放。

¹⁴ 範圍2包括來自從電力公司購買電力所引致的排放。

¹⁵ 範圍3包括香港業務來自廢紙棄置、食水處理與污水處理所引致的上游及下游排放。

¹⁶ 本年度，本集團因應出貨量增加，所以溫室氣體排放總量亦有所上升。

¹⁷ 本年度，本集團因應出貨量增加，所以耗電量亦有所上升。

¹⁸ 目前各營運點的所有用水透過市政供水渠道取得。由於深圳辦公室並沒有獨立水錶，因此未能獲取耗水量。

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Social KPI 社會關鍵績效指標		Unit 單位	2021 2021年度
Number of employees 員工人數			
Location 地區	Hong Kong 香港	People 人數	140
	Macau 澳門	People 人數	4
	Mainland China-Shenzhen 中國內地－深圳	People 人數	4
Gender 性別	Male 男性	People 人數	103
	Female 女性	People 人數	45
Age group 年齡組別	Below 30 30歲以下	People 人數	13
	30-50 30-50歲	People 人數	72
	Above 50 50歲以上	People 人數	63
Grade 職級	Management 管理人員	People 人數	7
	Department head/manager 部門主管／經理	People 人數	18
	General staff 一般員工	People 人數	123
Employment type 僱傭類別	Full-time 全職	People 人數	147
	Part-time 兼職	People 人數	1
Total number of employees 總員工人數		People 人數	148

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Employee turnover rate ¹⁹ 員工流失比率 ¹⁹		Unit 單位	2021 2021年度
Location 地區	Hong Kong 香港	% 百分比	62.9
	Macau 澳門	% 百分比	0.0
	Mainland China-Shenzhen 中國內地—深圳	% 百分比	0.0
Gender 性別	Male 男性	% 百分比	53.4
	Female 女性	% 百分比	73.3
Age group 年齡組別	Below 30 30歲以下	% 百分比	76.9
	30-50 30-50歲	% 百分比	52.8
	Above 50 50歲以上	% 百分比	63.5
Total employee turnover rate 總員工流失比率		% 百分比	48.6

¹⁹ Turnover rate for employees in the relevant categories = $L(x) / E(x) \times 100$, $L(x)$ = Number of employees leave employment in the specified category, $E(x)$ = Number of total employees in the specified category

¹⁹ 各類別的流失比率 = $L(x) / E(x) \times 100$ · $L(x)$ = 該類別員工的離職人數 · $E(x)$ = 該類別員工總數

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Employee training ²⁰ 員工培訓 ²⁰		Unit 單位	2021 2021年度
Gender 性別	Percentage of trained male employees 男性受訓百分比	% 百分比	91.8
	Percentage of trained female employees 女性受訓百分比	% 百分比	8.2
	Average training hours for male employees 男性平均培訓時數	Hour 小時	1.5
	Average training hours for female employees 女性平均培訓時數	hour 小時	1.1
Grade 職級	Percentage of trained management 管理人員受訓百分比	% 百分比	6.1
	Percentage of trained department head/manager 部門主管／經理受訓百分比	% 百分比	8.2
	Percentage of trained general staff 一般員工受訓百分比	% 百分比	85.7
	Average training hours for management 管理人員平均培訓時數	Hour 小時	12.5
	Average training hours for department head/manager 部門主管／經理平均培訓時數	Hour 小時	3.5
	Average training hours for general staff 一般員工平均培訓時數	Hour 小時	0.4

²⁰ This Year, we follow in HKEX's "Appendix 3: Reporting Guidance on Social KPIs" in "How to prepare an ESG Report" to calculate percentage of employees trained, which is different from last year. Percentage of employees trained in the relevant categories = $T(x) / T \times 100$, $T(x)$ = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training

²⁰ 本年度，我們按照聯交所《如何編備環境、社會及管治報告》附錄三《社會關鍵績效指標匯報指引》計算受訓員工百分比，與往年不同。各類別的受訓員工百分比 = $T(x) / T \times 100$ ， $T(x)$ = 該類別員工受訓人數， T = 受訓員工總人數

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Number of work-related fatalities and injuries 因工死亡及工傷人數		Unit 單位	2021 2021年度
Number of work-related injury 因工受傷人數	Male 男性	number 人數	5
	Female 女性	number 人數	0
Lost days due to work-related injury 因工傷損失工作日數	Male 男性	number 人數	67
	Female 女性	number 人數	0
Number and rate of work-related fatalities in 2019 2019年度因工死亡人數及比率		number (%) 人數(百分比)	0 (0.0)
Number and rate of work-related fatalities and rate in 2020 2020年度因工死亡人數及比率		number (%) 人數(百分比)	0 (0.0)
Number and rate of work-related fatalities and rate in 2021 2021年度因工死亡人數及比率		number (%) 人數(百分比)	0 (0.0)

Appendix II: ESG Reporting Guide Content Index of HKEX

附錄二：聯交所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
A. Environmental Aspect		
A. 環境範疇		
A1: Emissions		
A1：排放物		
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 air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Co-Creating Green Operation 共創綠色營運
		27-31
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Energy Conservation and Emission Reduction Appendix I: Environmental and Social KPIs Summary 節能減排管理 附錄一：環境及社會關鍵績效指標摘要
		28-29, 34-39
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要
		34-39
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要
		34-39
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要
		34-39

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附錄二：聯交所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
A1.5 Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Waste Management and Use of Other Resources 廢棄物管理及其他資源使用	30-31
A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management and Use of Other Resources 廢棄物管理及其他資源使用	30-31
A2: Use of Resources A2：資源使用		
General Disclosure 一般披露 Policies on efficient use of resources including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Energy Conservation and Emission Reduction Management Water Resource Management Waste Management and Use of Other Resources 節能減排管理 水資源管理 廢棄物管理及其他資源使用	28-31
A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy Conservation and Emission Reduction Management Appendix I: Environmental and Social KPIs Summary 節能減排管理 附錄一：環境及社會關鍵績效指標摘要	28-29, 34-39
A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water Resource Management Appendix I: Environmental and Social KPIs Summary 水資源管理 附錄一：環境及社會關鍵績效指標摘要	30, 34-39
A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Conservation and Emission Reduction Management 節能減排管理	28-29

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附錄二：聯交所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Resource Management 水資源管理	30
A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Waste Management and Use of Other Resources Appendix I: Environmental and Social KPIs Summary 廢棄物管理及其他資源使用 附錄一：環境及社會關鍵績效指標摘要	30-31, 34-39
A3: The Environment and Natural Resources A3：環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Co-Creating Green Operation 共創綠色營運
A3.1	Description of the significant impacts of activities on the environment and natural resources and 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。	Co-Creating Green Operation 共創綠色營運
A4: Climate Change A4：氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Tackling Climate Change 應對氣候變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Tackling Climate Change 應對氣候變化

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附錄二：聯交所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B. Social Aspect		
B. 社會範疇		
B1: Employment		
B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment Structure Management Employee Rights and Benefits 僱傭架構管理 員工權益福利
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employment Structure Management Appendix I: Environmental and Social KPIs Summary 僱傭架構管理 附錄一：環境及社會關鍵績效指標摘要
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。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要
B2: Health and Safety		
B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Safety and Health 職業安全與健康

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Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引	
B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Occupational Safety and Health Appendix I: Environmental and Social KPIs Summary 職業安全與健康 附錄一：環境及社會關鍵績效指標摘要	24-25, 34-39	
B2.2 Lost days due to work injury. 因工傷損失工作日數。	Occupational Safety and Health Appendix I: Environmental and Social KPIs Summary 職業安全與健康 附錄一：環境及社會關鍵績效指標摘要	24-25, 34-39	
B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Safety and Health 職業安全與健康	24-25	
B3: Development and Training			
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。	Cultivation of Key Talents 重點人才培育	25-26
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	Cultivation of Key Talents Appendix I: Environmental and Social KPIs Summary 重點人才培育 附錄一：環境及社會關鍵績效指標摘要	25-26, 34-39
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Cultivation of Key Talents Appendix I: Environmental and Social KPIs Summary 重點人才培育 附錄一：環境及社會關鍵績效指標摘要	25-26, 34-39

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附錄二：聯交所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B4: Labour Standards B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment Structure Management 僱傭架構管理
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment Structure Management 僱傭架構管理
B4.2	Description of steps taken to eliminate non-compliance when discovered. 描述發現違規情況時消除有關情況所採取緊的步驟。	Employment Structure Management 僱傭架構管理
B5: Supply Chain Management B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B6: Product Responsibility B6：產品責任		
General Disclosure 一般披露	Information on: <ul style="list-style-type: none"> (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： <ul style="list-style-type: none"> (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。 	Compliant Business Environment 15-20
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality Control 15-16 產品品質監控
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 Service Quality 20 客戶服務質素
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。	Product Quality Control 15-16 產品品質監控
B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序。	Product Quality Control 15-16 產品品質監控
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Information Security Management 17 信息安全管理

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Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引	
B7: Anti-corruption B7：反貪腐			
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Building a Culture of Integrity 建設廉潔文化	17-18
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. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Building a Culture of Integrity 建設廉潔文化	17-18
B7.2	Description of preventive measures and whistle-blowing procedures, and 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。	Building a Culture of Integrity 建設廉潔文化	17-18
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Building a Culture of Integrity 建設廉潔文化	17-18
B8: Community Investment 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 takes into consideration communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Corporate Responsibility 社會企業責任	32-33
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Social Corporate Responsibility 社會企業責任	32-33
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social Corporate Responsibility 社會企業責任	32-33



中國管業集團有限公司
China Pipe Group Limited