



信 利 國 際 有 限 公 司

**Truly International Holdings Limited**

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 00732

# 2021

## ENVIRONMENTAL, SOCIAL and GOVERNANCE REPORT

環境、社會及管治報告



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### ABOUT THIS REPORT

Truly International Holdings Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

### PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with the “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate environmental and social responsibility, covering its operations which are considered as material by the Group – the business of manufacture and sales of liquid crystal display (“LCD”) products and electronic consumer products in the People’s Republic of China (the “PRC”) and Hong Kong (“HK”). With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the websites of the HKEx-news at [www.hkexnews.hk](http://www.hkexnews.hk) and the Company at [www.truly.com.hk](http://www.truly.com.hk). Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

### REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2021 to 31 December 2021.

### CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to [enquiry@truly.com.hk](mailto:enquiry@truly.com.hk).

### 關於本報告

信利國際有限公司（「本公司」）連同其附屬公司（「本集團」）欣然提呈此份環境、社會及管治報告（「報告」），以概覽本集團對影響營運的重大事宜的管理，包括環境、社會及管治事宜。本報告乃由本集團在亞太合規顧問及內控服務有限公司專業協助下編製。

### 編製基準及範圍

本報告乃依照香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄二十七「環境、社會及管治報告指引」而編製，並已遵守上市規則項下的「不遵守就解釋」條文。

本報告概述本集團在企業環境及社會責任方面的表現，涵蓋本集團認為重要的業務—即於中華人民共和國（「中國」）及香港（「香港」）製造及銷售液晶體顯示器產品及電子消費產品。為優化和改進本報告的資料披露，本集團已主動制定政策，記錄相關數據，執行並監察措施。本報告概述本集團在企業環境及社會責任方面的表現，涵蓋本集團認為重要的業務—即於中華人民共和國（「中國」）及香港（「香港」）製造及銷售液晶體顯示器產品及電子消費產品。為優化和改進本報告的資料披露，本集團已主動制定政策，記錄相關數據，執行並監察措施。本報告將於港交所網站[www.hkexnews.hk](http://www.hkexnews.hk)及本公司網站[www.truly.com.hk](http://www.truly.com.hk)以中文及英文刊載。中英文本如有歧義，以英文本為準。

### 報告期間

本報告列載於二零二一年一月一日至二零二一年十二月三十一日報告期間的可持續發展措施。

### 聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋，請電郵至[enquiry@truly.com.hk](mailto:enquiry@truly.com.hk)與我們聯絡。

### INTRODUCTION

The Group is principally engaged in the business of manufacture and sales of LCD products including touch panel products, and electronic consumer products including compact camera module, fingerprint identification modules, personal health care products and electrical devices in the PRC and Hong Kong.

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. To demonstrate its commitment, the Group has established and implemented various policies and measures to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

### STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group understands the success of the Group's business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group's activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group's roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders' insights, inquiries and continuous interest in the Group's business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group's key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

### 引言

本集團主要從事在中國和香港製造及銷售液晶體顯示器產品，包括觸控屏產品，及電子消費產品包括微型相機模組、指紋識別模組、個人保健產品及電子設備。

為達至卓越營商及提高長期競爭力，可持續發展為本集團業務策略中不可或缺的一環。本集團致力以經濟、社會及環境可持續的形式營運，並平衡各方持份者的權益，為社會培育正面影響。為實現此承諾，本集團已設立並執行各項政策及措施以管理並監控有關環境、僱傭、營運常規及社區的風險。本報告載列各方面可持續發展管理方針的詳情。

### 持份者參與及重要性評估

本集團深明，本集團之業務成功與否取決於(a)已投資或將投資於本集團；(b)有能力影響本集團內部事宜的結果；及(c)於本集團之業務、產品、服務及關係中擁有權益或受其影響或潛在影響的主要持份者的支持，並讓本集團了解風險與機遇。此舉令本集團可瞭解風險及機遇。本集團將繼續確保與每個主要持份者有效溝通，並保持良好關係。

本集團不時因應其角色及職責、戰略規劃及業務計劃對持份者進行重要性排序。本集團與其持份者溝通以建立互利關係，並尋求彼等對業務建議及計劃之意見，同時促進市場、工作場所、社區及環境之可持續發展。

本集團認同自持份者對本集團業務活動之見解、查詢及持續關注所得資料之重要性。本集團已識別對業務而言屬重要之主要持份者，並設立多種溝通渠道。下表提供本集團主要持份者以及用於接觸、聆聽及回應的各種溝通平台及方式的概要。



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Stakeholders 持份者	Expectations 期望	Engagement channels 參與渠道
<b>Government</b> 政府	<ul style="list-style-type: none"> <li>Compliance with the laws and regulations 適用法律及法規合規</li> <li>Proper tax payment 正當繳稅</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> <li>Company website 公司網站</li> </ul>
<b>Shareholders and investors</b> 股東及投資者	<ul style="list-style-type: none"> <li>Low risk 低風險</li> <li>Return on the investment 投資回報</li> <li>Information disclosure and transparency 資訊披露及透明</li> <li>Protection of interests and fair treatment of shareholders 保障權益並公平對待股東</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meetings and other shareholder meetings 股東週年大會及其他股東會議</li> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> <li>Company website 公司網站</li> <li>Meeting with investors and analysts 與投資者及分析師舉行會議</li> </ul>
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Safeguard the rights and interests of employees 捍衛僱員的權利及利益</li> <li>Working environment 工作環境</li> <li>Career development opportunities 職業發展機會</li> <li>Health and safety 健康及安全</li> </ul>	<ul style="list-style-type: none"> <li>Trainings, seminars, briefing sessions 培訓、研討會及簡介會</li> <li>Newsletters 通訊</li> <li>Intranet and emails 內聯網及電郵</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Safe and high-quality products 安全及優質產品</li> <li>Stable relationship 穩定關係</li> <li>Information transparency 資訊透明</li> <li>Integrity 誠信</li> <li>Business ethics 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> <li>Company website 公司網站</li> <li>Email and customer service hotline 電郵及客戶服務熱線</li> <li>Regular meetings 定期會議</li> </ul>

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Stakeholders 持份者	Expectations 期望	Engagement channels 參與渠道
<b>Suppliers and partners</b> 供應商及夥伴	<ul style="list-style-type: none"> <li>Long-term partnership 長期夥伴</li> <li>Honest cooperation 誠信合作</li> <li>Fairness and openness 公平開放</li> <li>Information resources sharing 共享資訊資源</li> <li>Risk reduction 減少風險</li> </ul>	<ul style="list-style-type: none"> <li>Business meetings, phone calls 商務會議、電話聯繫</li> <li>Regular meetings 定期會議</li> <li>Reviews and assessments 審核及評估</li> </ul>
<b>Financial institution</b> 金融機構	<ul style="list-style-type: none"> <li>Compliance with the laws and regulations 適用法律及法規合規</li> <li>Disclosure of information 披露資訊</li> </ul>	<ul style="list-style-type: none"> <li>Consulting 諮詢</li> <li>Information disclosure 披露資訊</li> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> </ul>
<b>Media</b> 傳媒	<ul style="list-style-type: none"> <li>Information transparency 資訊透明</li> </ul>	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>Interviews 訪問</li> </ul>
<b>Public and communities</b> 公眾及社區	<ul style="list-style-type: none"> <li>Community involvement 社區參與</li> <li>Social responsibilities 社會責任</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> </ul>

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

透過與持份者進行一般溝通，本集團了解到持份者的期望及關注。所獲得的反饋讓本集團能夠作出更為明智的決策，且更好地評估及管理由此產生的影響。

The Group has adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

本集團通過了解對本集團業務而言屬重要的關鍵環境、社會及管治事宜，於環境、社會及管治報告中採用重要性原則。根據環境、社會及管治報告指引（上市規則附錄二十七）及全球報告倡議組織指引的建議，本報告就所有關鍵環境、社會及管治事宜及關鍵績效指標作出匯報。

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The Group has evaluated the materiality and importance in ESG aspects through the following steps:

### Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG areas was determined based on the important of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

### Step 2: Prioritisation – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure all the key aspects were covered.

### Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2021, those important ESG areas to the Group were discussed in this Report.

本集團已透過以下步驟評估環境、社會及管治方面的重大性及重要性：

### 步驟一：識別－行業基準

- 透過審查當地及國際同業的相關環境、社會及管治報告，確定相關的環境、社會及管治範疇。
- 根據各個環境、社會及管治範疇對本集團的重要性，透過管理層的內部討論及環境、社會及管治報告指引（上市規則附錄二十七）的建議，釐定各個環境、社會及管治範疇的重要性。

### 步驟二：排序－持份者的參與

- 本集團已就上述關鍵環境、社會及管治範疇與主要持份者進行討論，以確保涵蓋所有關鍵方面。

### 步驟三：確認－釐定重大議題

- 根據與主要持份者的討論以及管理層之間的內部討論，本集團的管理層確保所有對業務發展至關重要的關鍵及重大環境、社會及管治範疇已予報告並遵守環境、社會及管治報告指引。

由於二零二一年進行該程序，本報告中已討論該等對本集團至關重要的環境、社會及管治範疇。

### ESG GOVERNANCE

#### Board's oversight of ESG issues

#### Board's overall vision and strategy in managing ESG issues

The board of directors ("Board") has a primary role in overseeing the management of the Group's sustainability issues. During the year, the Board spent significant time in evaluating the impact of ESG-related risks on our operation and formulating relevant policy in dealing with the risks. The oversight of the Board is to ensure the management to have all the right tools and resources to oversee the ESG issues in the context of strategy and long-term value creation.

#### ESG working group

The Group attaches great importance to ESG work. Under the leadership of the Board of the Company, each subsidiary has set up a dedicated safety and environmental protection department ("ESG Working Group") to implement specific safety and environmental protection work, so as to comply with government requirements, implement the concept of "safety and environmental protection" in its operation and fulfil its social responsibilities.

The ESG Working Group is primarily responsible for reviewing and supervising the ESG process, and risk management of the Group. Different ESG issues were reviewed by the Working Group at the meeting, which holds once per year. During the reporting period, the ESG Working Group and the management reviewed the ESG governance and different ESG issues.

#### Board's ESG management approach and strategy for material ESG-related issues

In order to better understand the opinions and expectations of different stakeholders on our ESG issues, materiality assessment is conducted each year. We ensure various platforms and channels of communication are used to reach, listen and respond to our key stakeholders. Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group has evaluated the materiality and importance in ESG aspects through the steps: (1) material ESG area identification by industry benchmarking; (2) key ESG area prioritization with stakeholder engagement; and (3) validation and determining material ESG issues based on results of communication among stakeholders and the management. Hence, this can enhance understanding of their degree and change of attention to each significant ESG issue, and can enable us to more comprehensively plan our sustainable development work in the future. Those important and material ESG areas identified during our material assessment were discussed in this Report.

### 環境、社會及管治之治理

#### 董事會對環境、社會及管治事宜的監督

#### 董事會管理環境、社會及管治事宜的總體願景及策略

董事會（「董事會」）主要負責監管本集團可持續發展事宜之管理。年內，董事會消耗大量時間評估環境、社會及管治相關風險對我們營運的影響，並制定相關政策處理有關風險。董事會之監督乃確保管理層擁有一切適當工具及資源，以就策略及長遠價值創造範疇監察環境、社會及管治事宜。

#### 環境、社會及管治工作組

本集團高度重視環境、社會及管治工作。在本公司董事會領導下，各附屬公司已成立專門的安全與環保部門（「環境、社會及管治工作組」），以實施具體的安全與環保工作，以符合政府要求，在營運中落實「安全與環保」的理念，履行社會責任。

環境、社會及管治工作組主要負責檢討及監督本集團環境、社會及管治程式及風險管理。不同環境、社會及管治事宜由工作組於每年舉行一次會議而審閱。於報告期內，環境、社會及管治工作組及管理層審閱環境、社會及管治之治理以及不同環境、社會及管治事宜。

#### 董事會環境、社會及管治相關重大事宜的環境、社會及管治管理方針及策略

為更好瞭解不同持份者對環境、社會及管治事宜之意見及期望，每年均進行重要性評估。我們確保利用各種平台及溝通渠道與我們的主要持份者溝通、傾聽及回應。透過與持份者進行一般溝通，本集團了解到持份者的期望及關注。所獲得的反饋讓本集團能夠作出更為明智的決策，且更好地評估及管理由此產生的影響。

本集團已透過各項步驟評估環境、社會及管治方面的重大性及重要性：(1)行業標桿對環境、社會及管治等重大領域進行識別；(2)環境、社會及管治領域與持份者的參與有關的優先次序；及(3)根據持份者與管理層間溝通的結果，確認及釐定重大環境、社會及管治事宜。因此，這可以提高對環境、社會及管治各項重大問題關注程度及變化的瞭解，並使我們能夠更全面地計劃我們未來的可持續發展工作。於本報告內討論於我們進行物質評估時識別之重要及重大環境、社會及管治範疇。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### A. ENVIRONMENTAL ASPECTS

The Group believes that enterprise has responsibility in promoting and implementing the sustainable development of environment. Accordingly, the Group established environmental principles to ensure the effective execution in various measures. In production and operation activities, the Group has been enhancing management of pollution resources, taking effective precaution measures to reduce or avoid the impact of wasted water, exhaust gas, noise and solid waste to the environment; continuously improved production process, monitored the process, improved product qualification rate and saved resources and energy as much as possible; strove to seek substitutes for hazardous and noxious substances to produce our products meeting the requirement of customers and the laws and regulations of importing countries; encouraged the staff and workers to strengthen environmental protection awareness and to obtain knowledge and skills related to environmental protection.

The Group has obtained the ISO 14001:2015 GB/T24001-2016 International Environment Management System Authentication and the IECQ QC080000:2017 Hazardous Substances Process Management Authentication. Furthermore, the relevant functional departments of the Group have already taken control of emissions as an important job duty and continuously improved these procedures.

During the reporting period, the Group fully complied with all of the relevant national laws, regulations and policies, such as the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention and Control of Atmospheric Pollution and the Air Pollution Control Ordinance (Cap.311) in Hong Kong. Besides, the Group was not aware of any material non-compliance with the relevant laws and regulations that had significant impact on the Group related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste.

### A. 環境層面

本集團認為促進及實行環境的可持續性發展是企業的責任。於是，本集團建立了相應的環保原則以確保各項措施得以有效執行。在生產經營活動中，提高污染源的管理，採取有效預防措施，減低或避免廢水、廢氣、噪音及固體廢棄物等對環境的影響；不斷改進生產過程，過程監控，提高產品合格率，盡量節約資源和能源；努力尋求有毒有害物質的替代品，使我們的產品能夠滿足顧客及輸入國法律法規的要求；鼓勵員工及工人加強環保意識、取得環境保護的知識與技能。

本集團取得國際環境管理體系認證 ISO14001:2015 GB/T24001-2016及國際電子元器件品質認證系統有害物質管理認證 IECQ QC080000:2017。此外，本集團的相關的職能部門已經把管控排放物列為重要的工作職責，並持續對其進行改善。此外，本集團的相關的職能部門已經把管控排放物列為重要的工作職責，並持續對其進行改善。

本集團於報告期內已全面遵守所有相關的國家法律、法規及政策，包括《中國環境保護法》、《中國大氣污染防治法》及香港的《空氣污染管制條例（第311章）》。此外，於本報告期內，本集團並不知悉任何重大不遵守對本集團有關空氣及溫室氣體排放、向水及土地排放、產生有害及無害廢棄物有重大影響的相關法律及法規。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

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### A1. EMISSIONS

The Group acknowledges its responsibility to the environment and has implemented various policies and measures to regulate and mitigate the emissions generated during manufacturing process and office operations.

#### Air Pollutant Emissions

The air pollutants emitted by the Group mainly come from the fuel consumed during the manufacturing process and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees.

Hence, the Group has established a policy of "Sewage and Exhaust Gas Treatment Facilities and Discharge Regulations" and implemented exhaust gas treatment facilities to reduce the air pollutants emission level and ensure the emission meet the relevant national standards.

Relevant departments are assigned to regularly monitor the operations of exhaust gas treatment facilities and conduct regular maintenance of them to ensure they are in good conditions. During the year, the PRC Government implemented the policy of Staggering electricity usage. Electricity generators were used in our factories to ensure minimal disruption on the daily production and operation of the Group. The increase in air pollutant emissions in 2021 was mainly attributable to the increase in production volume of LCD products and electronic consumer products, as well as the increased use of diesel-consuming electricity generators for staggered power consumption on tackling with the electricity usage temporary constraint measure adopted by the PRC Government during the year. Furthermore, the Group targets to reduce the emission of air pollutants by 5% by 2025.

During the reporting period, the air pollutant emissions were as follows:

Type of air pollutants	Unit	HK	PRC	2021 Total 二零二一年 總計	2020 Total 二零二零年 總計
空氣污染物種類	單位	香港	中國		
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物	kg 千克	0.5	11,309.3	11,309.8	3,342.7
Sulphur dioxide (SO <sub>2</sub> ) 二氧化硫	kg 千克	—	241.4	241.4	70.4
Particulate matter (PM) 顆粒物	kg 千克	—	1,435.1	1,435.1	418.5

### A1. 排放物

本集團知悉其對環境的責任並已執行各項政策及措施，以規管及減少於製造過程及辦公室營運中產生的排放物。

#### 空氣污染排放

本集團排放的空氣污染物主要來自製造過程中消耗的燃料及車輛。實施排放控制措施以減少環境影響和保護員工健康至關重要。

因此，本集團已制定「污水及廢氣處理設施及排放法規」政策，並執行廢氣處理設施，以減少空氣污染物排放水平，確保排放符合相關國家標準。

有關部門定期對廢氣處理設施的運行情況進行監測，並定期進行維護，確保其處於良好狀態。年內，中國政府實施錯峰用電政策。本集團廠房使用發電機以確保本集團日常生產及營運受到最少干擾。二零二一年空氣污染物排放增加，主要由於液晶顯示產品及電子消費產品生產成交量增加，以及中國政府於年內採取臨時限電措施，增加使用柴油發電機錯峰用電消耗。此外，本集團的目標為於二零二五年前將空氣污染物之排放量減少5%。

於本報告期內，空氣污染排放物如下：

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### Greenhouse Gas (“GHG”) Emissions

Greenhouse gas is considered as one of the major contributors to the climate change and global warming. Fuel and electricity consumption account for a major part of the Group’s GHG emissions. The Group attaches great importance on improving energy efficiency and reducing energy consumption to minimise its GHG emissions. The Group has adopted various energy saving initiatives that will be further elaborated in the section “Use of Resources” of this Report.

The slightly increase of GHG emissions in 2021 was mainly attributable to the increase in production volume of LCD products and electronic consumer products, as well as the increased use of diesel-consuming electricity generators for staggered power consumption on tackling with the electricity usage temporary constraint measure adopted by the PRC Government during the year.

Furthermore, the Group will strive to reduce the emission of GHG by 5% by 2025. During the reporting period, the GHG emissions were as follows:

### 溫室氣體排放物

溫室氣體被認為是氣候變化和全球暖化的主要原因之一。燃料及電力消耗佔本集團溫室氣體排放的主要部分。本集團非常重視提高能源效率及減少能源消耗，以盡量減少溫室氣體排放。本集團已採納多項節能措施，將於本報告「資源使用」一節進一步詳述。

二零二一年溫室氣體排放量略有增加，主要由於液晶顯示產品及電子消費產品生產成交量增加，以及中國政府於年內採取臨時限電措施，增加使用柴油發電機錯峰用電消耗。

此外，本集團將致力於到二零二五年將溫室氣體排放量減少5%。於本報告期內，溫室氣體排放物如下：

Type of GHG emissions	Unit	HK	PRC	2021 Total 二零二一年 總計	2020 Total 二零二零年 總計
溫室氣體排放物種類	單位	香港	中國		
Scope 1 <sup>1</sup> 範圍一 <sup>1</sup>	tonnes of CO <sub>2</sub> e 以噸計二氧化碳當量	1.8	1,620.3	1,622.1	720.2
Scope 2 <sup>2</sup> 範圍二 <sup>2</sup>	tonnes of CO <sub>2</sub> e 以噸計二氧化碳當量	157.3	599,208.7	599,366.0	565,423.8
Total GHG emission 溫室氣體總排放	tonnes of CO <sub>2</sub> e 以噸計二氧化碳當量	159.1	600,829.0	600,988.1	566,144.0
GHG emission intensity 溫室氣體排放密度	tonnes of CO <sub>2</sub> e/m <sup>2</sup> 以噸計二氧化碳當量／ 平方米	0.04	0.70		HK: 0.04 PRC: 0.66 香港: 0.04 中國: 0.66

### Hazardous and Non-hazardous Wastes

The Group generates hazardous waste including organic solvent waste, waste paints, photosensitive material waste, waste acid, waste alkali and inorganic fluoride waste during the production process.

### 有害廢棄物及無害廢棄物

本集團在生產過程中產生有害廢棄物，包括有機溶劑廢棄物、廢油漆、感光材料廢棄物、廢酸、廢鹼和無機氟化物廢棄物。

<sup>1</sup> Scope 1: Direct emissions from sources that are owned or controlled by the Group.

<sup>1</sup>範圍一：來自本集團擁有或控制的來源的直接排放。

<sup>2</sup> Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.

<sup>2</sup>範圍二：本集團消耗的購買電力產生的間接排放。

The Group has established internal procedures to handle the hazardous waste with due care. The hazardous waste is classified into different categories for separate collection and storage. The Group has engaged licensed waste disposal service providers to process accumulated hazardous waste. The increase of hazardous waste generated in 2021 was mainly due to the increase in production volume of LCD products and electronic consumer products, as well as tightened hazardous waste disposal measures imposed by the PRC government during the year. The Group has set comprehensive reduction target by 5% reduction in hazardous waste generation by 2025.

The non-hazardous waste is generated during the production process and office operations. The non-hazardous waste includes paper, plastics, wood, glass and metal. The non-hazardous waste is collected regularly and cleaned up by the Environmental and Sanitation Department. The Group strives to reduce the amount of non-hazardous waste by implementing various waste reduction initiatives based on the 4R principle (i.e. Reduce, Reuse, Replace and Recycle). In order to reduce paper waste, the Group promotes electronic communication, such as by emails, instead of paper form communication.

The Group also encourages its employees to use both sides of paper and suitable font sizes and shrinkage mode when printing. Besides, employees are encouraged to use durable items, such as reusable cups and cutleries instead of disposable ones. The amount of non-hazardous waste generated in 2021 remained stable when compared with 2020 as the Group implemented waste management strategies effectively during the year. The Group has set comprehensive reduction target by 5% reduction in non-hazardous waste generation by 2025.

In addition, the Group places great emphasis on waste recycling. The Group has established waste segregation with separately allocated containers to facilitate recycling of general waste.

本集團已制定內部程序以妥善處理有害廢棄物。有害廢棄物分為不同類別，用以單獨收集和儲存。本集團已委聘持牌廢棄物處理服務供應商處理累積的有害廢棄物。於二零二一年產生的危險廢物增加主要由於液晶顯示產品及電子消費品的生產成交量增加以及中國政府於年內收緊危險廢物處置措施所致。本集團已制定到二零二五年將危險廢物產生量全面減少5%的目標。

在生產過程和辦公室營運期間產生無害廢棄物。無害廢棄物包括紙張、塑膠、木材、玻璃和金屬。環境及衛生部門定期收集並清理無害廢棄物。本集團通過實施基於4原則（即減少、重用、代替及回收）的各種減少廢棄物的措施，致力減少無害廢棄物的數量。為減少浪費紙張，本集團推廣電子通訊，例如電子郵件，而非紙質通訊。

本集團亦鼓勵員工在印刷時使用紙張的兩面以及合適的字體大小和縮小模式。此外，本公司鼓勵僱員使用耐用物品，例如可重複使用的杯子和餐具，而非一次性用品。由於本集團於年內有效實施廢棄物管理策略，二零二一年產生的無害廢棄物量與二零二零年相比保持穩定。本集團已制定到二零二五年將無害廢物產生量全面減少5%的目標。

此外，本集團非常重視廢棄物回收。本集團以單獨分配的容器建立廢棄物分類，促進一般廢棄物的循環再造。



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During the reporting period, the hazardous and non-hazardous wastes generated by the Group were as follows:

於本報告期內，本集團產生的有害及無害廢棄物如下：

Type of wastes generated	Unit	HK	PRC	2021 Total	2020 Total
所產生廢棄物類別	單位	香港	中國	二零二一年總計	二零二零年總計
Hazardous waste generated 所產生有害廢棄物	tonnes 噸	—	4,881	4,881	1,204
Hazardous waste generated intensity 所產生有害廢棄物密度	tonnes/m <sup>2</sup> 噸／平方米	—	0.006		HK: — PRC: 0.002 香港: — 中國: 0.002
Non-hazardous waste generated 所產生無害廢棄物	tonnes 噸	6	998	1,004	942
Non-hazardous waste generated intensity 所產生無害廢棄物密度	tonnes/m <sup>2</sup> 噸／平方米	0.001	0.001		HK: 0.001 PRC: 0.001 香港: 0.001 中國: 0.001

During the reporting period, the Group recycled various types of waste as follows:

於本報告期內，本集團回收各類廢棄物如下：

Type of wastes recycled	Unit	HK	PRC	2021 Total	2020 Total
所回收廢物類別	單位	香港	中國	二零二一年總計	二零二零年總計
Plastic box 塑膠盒	piece 個	—	—	—	307
Foam box 泡沫箱	piece 個	—	3	3	34
Steel box 鋼箱	piece 個	—	110	110	160
Plastic plate 塑膠板	piece 個	—	—	—	3,620
Plastic basket 塑膠桶	piece 個	—	16,347	16,347	6,112
Plastic frame 塑膠架	piece 個	—	225	225	67
Components packaging board 組件包裝板	piece 個	—	326,753	326,753	184,615
Plastic packaging box 塑料包裝盒	piece 個	—	190	190	3,062

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## 二零二一年環境、社會及管治報告

### A2. USE OF RESOURCES

The major resources used by the Group are electricity, petrol, water and packaging materials. The Group has adopted the “Paper and Electricity Usage Management Regulations” and the “Corporate Environmental Policy” to regulate the use of different resources during production process and office operations.

The Group aims to promote resources saving by implementing energy and water efficiency initiatives and motivating our employees to participate in resources conservation activities.

#### Energy Consumption

The use of electricity and fuels account for the Group’s major energy consumption. In view of the scarcity of energy, the Group has advocated various energy conservation strategies to increase energy efficiency and reduce energy consumption. The temperature of air-conditioners is maintained at an energy-efficient level at around 25 degrees Celsius. A standby mode is set for computers when they are not in use for a long period of time. Besides, all lighting and power supply in the area are switched off while leaving. In order to increase the environmental awareness of employees, energy saving reminder notices are posted near the switches and sockets to encourage our employees to reduce electricity usage.

The amount of energy consumption in 2021 slightly increased when compared with 2020 as there was an increase in production volume of LCD products and electronic consumer products, as well as the use of diesel-consuming electricity generators for staggered power consumption increased in order to tackle with the electricity usage temporary constraint measure adopted by the PRC Government during the year. The Group has set inclusive total energy consumption reduction target by 5% by 2025.

### A2. 資源使用

本集團使用的主要資源為電力、汽油、水和包裝材料。本集團已採納「紙張及電力使用管理法規」及「企業環境政策」，以規管生產過程及辦公室營運期間不同資源的使用。

本集團旨在通過實施能源和水效率計劃以及激勵員工參與資源保護活動來促進資源節約。

#### 能源消耗

電力和燃料的使用是本集團主要能源消耗的原因。鑑於能源短缺，本集團倡導各種節能策略，以提高能源效率及減少能源消耗。空調的溫度保持在25度攝氏左右的能源效率水平。當電腦長時間不使用時，將其設置待機模式。此外，離開時關閉所有照明和電源。為提高員工的環保意識，在開關和插座附近張貼節能提醒通知，以鼓勵員工減少用電量。

二零二一年的能耗較二零二零年略有增加，液晶顯示產品及電子消費產品的生產成交量有所提升，加上年內中國政府採取的用電暫時限制措施，柴油發電機交錯用電量有所增加。本集團已制定到二零二五年將綜合總能耗降低5%的目標。

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During the reporting period, the energy consumption was as follows:

於本報告期內，能源耗量如下：

Type of energy	Unit	HK	PRC	2021 Total 二零二一年 總計	2020 Total 二零二零年 總計
能源種類	單位	香港	中國		
Purchased electricity 購買電力	MWh 兆瓦時	425.2	714,576.9	715,002.1	675,287.3
Diesel 柴油	MWh 兆瓦時	—	4,068.4	4,068.4	1,186.7
Petrol 汽油	MWh 兆瓦時	6.2	126.8	132.9	157.7
Total energy consumption 能源總耗量	MWh 兆瓦時	431.4	718,772.0	719,203.4	676,631.7
Energy consumption intensity 能源耗量密度	MWh/m <sup>2</sup> 兆瓦時／ 平方米	0.10	0.84		HK: 0.11 PRC: 0.79 香港：0.11 中國：0.79

### Water Consumption

Water is another important resource used by the Group during operation. The Group endeavours to conserve water effectively in its operations by implementing various water-saving measures. The water used in cleaning process is reused when practicable. Besides, employees are encouraged to turn off the water taps when they are not in use.

In case of leaking faucet or pipe, the Group will promptly report to relevant authority in order to reduce unnecessary water consumption. Moreover, the amount of water consumption is recorded regularly for the Group to monitor the water consumption level and better formulate water-saving measures. The water consumption in 2021 remained stable when compared with 2020 as the Group implemented water saving policy effectively during the year. The Group has set a reduction target of 5% in water consumption by 2025.

### 耗水量

水是本集團在營運期間使用的另一項重要資源。本集團致力於通過實施各種節水措施，有效地節約用水。在清潔過程中使用的水在可行的情況下重複使用。此外，鼓勵員工在不使用時關掉水龍頭。

如果水龍頭或管道洩漏，本集團將及時向有關當局報告，以減少不必要的用水量。此外，本集團定期記錄用水量，以監察用水水準，並更好地制定節水措施。二零二一年的用水量與二零二零年相比保持穩定，年內本集團有效實施了節水政策。本集團已制定到二零二五年減少用水5%的目標。

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## 二零二一年環境、社會及管治報告

During the reporting period, the water consumption was as follows:

於本報告期內，耗水量如下：

Water consumption	Unit	HK	PRC	2021 Total 二零二一年 總計	2020 Total 二零二零年 總計
耗水量	單位	香港	中國		
Total water consumption 總耗水量	m <sup>3</sup> 立方米	1,421	15,742,656	15,744,077	15,677,583
Water consumption intensity 耗水量密度	m <sup>3</sup> /m <sup>2</sup> 立方米／ 平方米	0.3	18.4		HK: 0.3 PRC: 18.4 香港: 0.3 中國: 18.4

### Packaging Materials and Other Resources

The packaging materials are used to protect our products in order to minimise the risk of damage during transportation. The major packaging materials used by the Group are plastics trays, antistatic bags and carton boxes. The amount of packaging material consumption in 2021 remained stable when compared to 2020 as the Group implemented packaging material saving policy effectively during the year. The Group has set a reduction target of 5% in packaging materials consumption by 2025.

### 包裝材料及其他資源

包裝材料用作保護我們的產品免受運輸期間的破損風險。本集團主要使用的包裝材料為塑膠托盤、防靜電袋和紙箱。二零二一年，隨著本集團在年內有效實施節約包裝材料政策，包裝材料消耗量與二零二零年相比保持穩定。本集團已制定到二零二五年減少用水5%的目標。

During the reporting period, the consumption of the Group's major packaging materials was as follows:

於本報告期內，本集團主要包裝材料耗量如下：

Type of packaging materials	Unit	HK	PRC	2021 Total 二零二一年 總計	2020 Total 二零二零年 總計
包裝材料種類	單位	香港	中國		
Plastic tray 塑料托盤	piece 個	—	50,108,687	50,108,687	51,857,286
Antistatic bag 防靜電袋	piece 個	—	7,960,201	7,960,201	6,845,152
Carton box 紙箱	piece 個	—	2,389,849	2,389,849	2,001,654



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

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### A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group has established a policy of “Environmental and Safety Objectives, Indices and Plans Control Procedures” to identify the Group’s environmental targets, implement environmental plans and validate the results.

In deciding the environmental objectives, indices and plans, the Group takes into consideration different criteria, including the significant environmental impacts in operational activities, environmental concerns of related parties and the Group’s commitment to pollution prevention. Each department is responsible for conveying to its employees the environmental targets and plans, as well as encouraging employees to maintain an environmental-friendly workplace.

### A4. CLIMATE CHANGE

#### Governance

Our Group addresses climate-related risks based on the nature of the risk to our operations. The physical impacts of climate change, including extreme weather events, or damage to facilities have immediate operational impacts and are treated as operational risks. Long-term challenges, such as emerging ESG issues and climate-related risks and opportunities, may be discussed by the Group’s ESG Working Group.

Supported by our ESG Working Group, our Board oversees climate-related issues and risks regularly during board meetings and ensures that they are incorporated into our strategy.

To ensure our Board to keep up with the latest trend of climate-related issues, climate competence training will be provided to ensure it has the necessary expertise and skills to oversee the management of climate-related issues. Our Board also seeks professional advice from external experts when necessary to better support the decision-making process.

### A3. 環境及天然資源

本集團已制定「環境及安全目標、指數及計劃監控程序」政策，以識別本集團的環保目標，實施環保計劃及驗證結果。

在決定環境目標、指數和計劃時，本集團考慮了不同的標準，包括業務活動的重大環境影響、關聯方的環境問題以及本集團對預防污染的承諾。每個部門均負責向員工傳達環境目標和計劃，並鼓勵員工維護環保的工作場所。

### A4. 氣候變化

#### 管治

本集團根據業務風險的性質處理與氣候有關的風險。氣候變化的物理影響，包括極端天氣事件，或對設施的損壞，都會立即產生業務影響，並被視為業務風險。本集團的環境、社會及管治工作組可討論長期挑戰，例如新出現的環境、社會及管治事宜及與氣候相關的風險及機遇。

在環境、社會及管治工作組的支援下，董事會定期於董事會會議上監督與氣候有關的事宜及風險，並確保其納入我們的策略。

為確保董事會跟上與氣候有關的問題的最新趨勢，將提供氣候能力培訓，以確保其具備必要的專業知識及技能以監督與氣候有關的問題的管理。董事會亦於有需要時尋求外部專家之專業意見，以更好地支援決策過程。

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Our ESG Working Group provides effective governance for integrating and addressing ESG issues, including climate change, within our business. The ESG Working Group is responsible for approving operational emissions targets for the Group and commissioning an ESG benchmarking, as well as gap analysis exercise to identify gaps in both disclosure and policy relative to the best practice standards. Moreover, the ESG Working Group works closely with the Group's different operation departments, with an aim to develop consistent and enhanced approaches on addressing ESG risk issues and report to the management.

### Strategy

Climate change risk forms part of our overall risk profile through its role in increasing the frequency and intensity of certain diseases, and the health and mortality impacts resulting from natural disasters. We assess the overall level of risk by taking into consideration a range of diverse risk factors across the many categories in our services range. This diversity of risk is combined with our business strategy and broad geographic footprint helps us mitigate risk and provide protection against the impacts of short-term climate change effects.

Our products and services continue to provide protection for people in our communities against weather and heat-related disease. Besides, we continue to explore opportunities to engage our business partners and encourage them to develop climate resilience and reduce their operational carbon footprint by taking into consideration of different climate-related scenarios, including a "2°C or lower scenario" through the following steps:

#### Step 1: Set Future Images Assuming Climate Change Effects

As climate change measures proceeds, there is a possibility that the industry will be exposed to substantial changes, such as stricter policies including the introduction of and increases in carbon pricing, as well as advances in technology and changes in customer awareness.

我們的環境、社會及管治工作組提供有效管治，以整合及處理環境、社會及管治問題，包括氣候變化，並納入我們的業務。環境、社會及管治工作組負責批准本集團的營運排放目標，並委託制定環境、社會及管治基準，以及進行差距分析，以識別與最佳常規準則有關的披露及政策方面的差距。此外，環境、社會及管治工作組與本集團不同營運部門緊密合作，旨在就處理環境、社會及管治風險事宜制定一致及強化之方針並向管理層彙報。

### 策略

氣候變化風險是我們總體風險狀況的一部分，因為氣候變化風險在提高某些疾病的頻率和強度以及自然災害對健康及死亡率的影响方面所起的作用。我們透過考慮服務範圍內多個類別的不同風險因素，評估整體風險水準。此風險的多樣性與我們的業務戰略以及廣泛的地域足跡相結合，有助於我們降低風險，並提供保護，以抵禦短期氣候變化影響的影響。

我們的產品及服務持續為我們社區的人民提供保護，使其免受天氣及與高溫有關的疾病的影響。此外，我們繼續發掘機會與我們的業務夥伴接洽，並鼓勵彼等透過以下步驟，透過考慮不同氣候相關情景（包括「2°C或更低情景」），發展氣候復原力及減少其營運碳足跡：

#### 步驟一：假設氣候變化影響以設定未來映像

隨著氣候變化措施的推進，該行業有可能面臨重大變動，例如更嚴格的政策，包括引入及提高碳定價，以及技術進步和客戶意識的變化。

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In light of these climate change effects, based on the International Energy Agency ("IEA") scenarios and others, we developed multiple future images as the external environment that will surround our Group. With regard to the IEA scenarios, we put focus on the 2°C scenario (2DS) and pictured future images in case where climate change measures do not progress and where such measures progress further "Beyond 2°C scenario".

### Step 2: Consider the Impacts

We considered the impacts on our Group for each of the future images developed in Step 1. We believe that in such a society, it will be possible to expand carbon dioxide reduction effects.

With regard to effects on raw material procurement and production, introduction of and increases in carbon pricing is anticipated in accordance with the global advance of climate change measures, leading to the possibility of higher raw material procurement and production costs.

On the other hand, in the case where climate change measures are not adequate throughout society, production interruptions and supply chain disruptions are likely to increase as a result of higher frequency and intensification of natural disasters such as flooding.

### Step 3: Respond to the Strategies

Our Group will begin promoting the reduction of non-renewable energy in our daily operation. This strategy will allow for flexible and strategic responses to each demand for the regions where the emission factors of purchased electricity consumptions are high. By promoting real carbon emissions reductions throughout the world through comprehensive energy-saving policies and introduction of renewable energy, we are working to achieve zero carbon emission in our business.

We minimize carbon emissions through comprehensive energy-saving and introduction of renewable energy. With respect to renewable energy in particular, we have set a new target, achieve a reduction rate for purchased electricity in coming few years.

鑒於該等氣候變化影響，我們根據國際能源署（「國際能源署」）的設想及其他設想，開發了多幅未來映像，作為環繞本集團的外部環境。關於國際能源機構的設想，我們將重點放在2°C設想（2DS設想）上，並在氣候變化措施未取得進展和此類措施進一步「超越2°C設想」的情況下，描繪了未來的景象。

### 步驟二：考慮影響

我們已考慮步驟1中所開發的每個未來景象對本集團的影響。我們認為，在此種社會中，有可能擴大二氧化碳減排效果。

關於對原材料採購及生產的影響，預計碳定價將根據氣候變化措施的全球進展情況而引入並增加，從而有可能提高原材料採購及生產成本。

另一方面，在社會整體氣候變化措施不充分的情況下，由於洪澇等自然災害頻發及加劇，生產中斷及供應鏈中斷的情況可能會增加。

### 步驟三：相應策略

本集團將開始在日常營運中推動減少不可再生能源。此戰略將允許靈活及戰略性地對購買的電力消耗排放系數高的地區的每項需求作出反應。我們通過全面的節能政策及引入可再生能源，在全球範圍內推動實際的碳減排，致力於實現我們業務中的零碳排放。

我們透過全面節能及引入可再生能源，將碳排放量減至最低。特別是可再生能源方面，我們制定了新的目標，在未來幾年內實現購電率的降低。

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With regard to the ongoing confirmation of the suitability and progress of the Group's strategies, we believe that we will have opportunities for stable funding and sustainable increases in corporate value through appropriate information disclosure, dialogue with institutional investors and other stakeholders.

### Risk Management

Our Group identifies the climate change related risks or to test the existing risk management strategies under climate change with the aid of risk assessment. Hence, the areas where new strategies are needed could be identified.

The risk assessment takes a standard risk-based approach using national data, local information and expert knowledge, which can identify how climate change may compound existing risks or create new ones. The risk assessment is conducted through the following steps:

#### Step 1: Establish the context

- Objective/goal
- Scale
- Time frame
- Climate change scenario for most climate variables and sea level

#### Step 2: Identify existing risk (past and current)

- Identify the record of occurrence of climatic hazard in the past in the area
- Risk management strategies in place to tackle future occurrence of the hazard

#### Step 3: Identify future risk and opportunities

- Explore climate change projections for the selected time frame(s) and emission scenario(s)
- Identify potential hazards
- Investigate whether any existing risk from Step 2 may get worse under future projected changes
- Identify new risks that can emerge under future projected changes

#### Step 4: Analyse and evaluate risk

- Identify a set of decision areas or systems (i.e., geographical areas, business operation, assets, ecosystems, etc.) that has the potential to be at risk in future

就持續確認本集團策略的適合性及進展而言，我們相信，我們將有機會透過適當資料披露、與機構投資者及其他持份者對話，獲得穩定資金及持續提升企業價值。

### 風險管理

本集團識別與氣候變化有關的風險，或借助風險評估測試氣候變化下的現有風險管理策略。因此，可以確定需要新戰略的領域。

風險評估採用基於準則風險的方法，利用國家資料、當地資訊及專家知識，以查明氣候變化如何可能使現有風險複合或造成新風險。風險評估乃透過以下步驟進行：

#### 步驟一：建立背景

- 目標／宗旨
- 範圍
- 時間範圍
- 大多數氣候變數及海平面的氣候變化設想

#### 步驟二：確定現有風險（過去及當前）

- 確定過去在該地區發生氣候災害的記錄
- 已制定風險管理策略，以處理今後發生的危險

#### 步驟三：確定未來風險及機會

- 探討選定時間框架及排放方案的氣候變化預測
- 確定潛在危險
- 調查步驟2中的任何現有風險在未來預計更改中是否會惡化
- 確定未來預計變動中可能出現的新風險

#### 步驟四：分析及評估風險

- 確定一套可能在未來面臨風險的決策領域或系統（即地理區域、業務運營、資產、生態系統等）



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As outlined within the Governance section above, the Group has robust risk management and business planning processes that are overseen by the board of directors in order to identify, assess and manage climate-related risks. The Group engages with government and other appropriate organizations in order to keep abreast of expected and potential regulatory and/or fiscal changes.

We continue to raise awareness of climate change in regard to monitoring of carbon and energy footprint in our daily operation. However, there remains gaps in understanding how such climate risks and opportunities may impact our operations, assets and profits. Our Group assesses how the business addresses climate change risks and opportunities and takes the initiative to monitor and reduce their environmental footprint.

### Significant Climate-related Issues

During the reporting period, the significant climate-related physical risks and transition risks, which have impacted and/or may impact our Group's business and strategy in (i) operations, products and services, (ii) supply chain and value chain, (iii) adaptation and mitigation activities, (iv) investment in research and development, and (v) financial planning, as well as the steps taken to manage these risks, are as follows:

#### Climate-related risks description 氣候相關風險描述

##### Physical Risk

##### 物理風險

##### Acute physical risks

##### 極端物理風險

- Increased severity and frequency of extreme weather events such as cyclones and floods. These have the potential to cause both idiosyncratic and systemic risks, resulting in potential damage to machinery and equipment. 颶風及洪水等極端天氣事件的嚴重性及頻度均有所增加。該等風險可能造成特殊及系統性風險，從而對機械及設備造成潛在損害。

#### Financial Impact 財務影響

- Operating cost and repairing expense increase  
運營成本及維修費用增加

誠如上文「管治」一節所述，本集團擁有穩健的風險管理及業務規劃程式，並由董事會監督，以識別、評估及管理與氣候有關的風險。本集團與政府及其他適當機構接觸，以掌握預期及潛在監管及／或財政變動。

我們繼續提高對氣候變化的認識，以監測我們日常運營中的碳及能源足跡。然而，在瞭解該等氣候風險及機會如何影響我們的業務、資產及溢利方面仍存在差距。本集團評估業務如何應對氣候變化風險及機遇，並主動監察及減少其環境足跡。

### 與氣候有關的重大問題

於報告期內，已影響及／或可能影響本集團業務及策略的重大氣候相關物理風險及過渡風險(i)營運、產品及服務、(ii)供應鏈及價值鏈、(iii)適應及緩解活動、(iv)研發投資及(v)財務計劃，以及為管理該等風險而採取之步驟如下：

#### Steps taken to manage the risks 為管理風險而採取之步驟

- Planned to establish a natural disasters emergency plan.  
計劃建立自然災害之應急計劃
- Planned to devise an action plan to articulate the goals and targets of the reductions in GHG emission and energy consumption. Outlined the plan to achieving those targets and defined responsibilities. 計劃制定行動計劃，闡明減少溫室氣體排放及能源消耗的目標及目的。概述了實現該等目標及明確責任的計劃。

**Climate-related risks description**  
 氣候相關風險描述

**Financial Impact**  
 財務影響

**Steps taken to manage the risks**  
 為管理風險而採取之步驟

**Chronic physical risks**
**慣性物理風險**

- Changes in precipitation patterns and extreme variability in weather patterns. Frequent extreme weather events and rising in sea levels are likely to pose disruptions to communities across the region over the long term, affecting economic output and business productivity. 降水模式之變化及天氣模式之極端變化。長期而言，頻繁的極端天氣事件和海平面上升可能給整個地區的社區帶來破壞，影響經濟產出及企業生產力。
- Governments that have been pushing for new regulation to reduce GHG emission will pose a threat to financial performance of a business and increase regulatory risk. 一直在推動制定新法規以減少溫室氣體排放的政府，將對企業的財務表現構成威脅，並增加監管風險。

- Revenue reduces 收入減少
- Operating cost increases 運營成本增加

- Planned improvements, retrofits, relocations, or other changes to facilities that may reduce their vulnerability to climate impacts, and increases climate resilience in long term. 計劃的改進、翻新、搬遷或其他設施變化，該等變化可能降低其易受氣候影響的脆弱性，並提高氣候長期抗御能力。
- Record the energy consumption to identify peaks in usage, thus significant savings could be determined. 記錄能耗以確定使用高峰水平，因而可確定明顯的節約。
- Engaged with local or national governments and local stakeholders on local resilience. 與地方或國家政府及地方利益攸關方就地方復原力進行接觸。

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### Climate-related risks description 氣候相關風險描述

### Financial Impact 財務影響

### Steps taken to manage the risks 為管理風險而採取之步驟

#### Transitional Risk

##### 過渡風險

##### Policy risk

##### 政策風險

- As a result of energy efficiency requirements, the carbon-pricing mechanisms by the PRC Government, which increase the price of fossil fuels.  
由於能源效率要求，中國政府制定碳定價機制，令化石燃料價格上升。

- Operating cost increases  
運營成本增加

- Planned to conduct a carbon footprint survey, in order to work out the company's footprint, to prioritize energy and waste reductions.  
計劃進行碳足跡調查，以確定公司的碳足跡，並優先減少能源及廢物。
- Monitor the updates of the relevant environmental laws and regulations against existing products and services, to avoid the unnecessary increase in cost and expenditure due to non-compliance.  
監控現有產品及服務對相關環境法律及法規之更新，以避免因不遵守法規而導致成本及開支出現不必要的增加。

##### Legal risk

##### 法律風險

- Exposure to litigation risk. We have to adapt the tightened law and regulations imposed by the government due to climate change, as well as bear the risk of potential litigation once we fail to obligate the new regulations.  
面臨訴訟風險。我們必須調整政府因氣候變化而實施的收緊的法律及法規，並承擔一旦我們未能對新法規作出規定就可能提起訴訟的風險。
- Enhanced air pollutant emissions-reporting obligations for local government, and we may have to spend more time on fulfilling the ESG reporting standards to comply with the Hong Kong Listing Rules.  
提高地方政府的空氣污染物排放申報責任，我們可能須消耗更多時間履行環境、社會及管治報告準則，以遵守香港上市規則。

- Operating cost increases  
運營成本增加

- Monitored the updates of environmental laws and regulations and implemented GHG emissions calculations in advance.  
監測環境法律及條例的更新情況，並預先執行溫室氣體排放量計算。
- Continued monitoring of the ESG reporting standards of the Hong Kong Listing Rules.  
持續監察環境、社會及管治報告之香港上市規則準則。

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Climate-related risks description 氣候相關風險描述	Financial Impact 財務影響	Steps taken to manage the risks 為管理風險而採取之步驟
<p>Technology risk 技術風險</p> <ul style="list-style-type: none"> <li>Low-carbon, energy-saving technologies are launched. Lagging behind of technology advancement may weaken our competitive edges. 推出低碳、節能技術。技術進步的滯後可能削弱我們的競爭優勢。</li> </ul>	<ul style="list-style-type: none"> <li>Capital investment increases 資本投資增加</li> <li>Research and Development (R&amp;D) expense increases 研發費用增加</li> </ul>	<ul style="list-style-type: none"> <li>Planned to invest in the innovations of energy saving products. 計劃投資於創新節能產品。</li> <li>Examined the feasibility and benefits of applying the latest low-carbon and energy-saving technologies into our operation 考察將最新低碳節能技術應用於運營的可行性及效益</li> </ul>
<p>Market risk 市場風險</p> <ul style="list-style-type: none"> <li>More customers are concerned about climate-related risks and opportunities, which may lead to changes in customer preference. 更多客戶關注與氣候有關的風險及機會，可能導致客戶偏好的變化。</li> <li>Inability to attract co-financiers and/or investors due to uncertain risks related to the climate. 由於與氣候有關的不確定風險，無法吸引共同融資者及／或投資者。</li> </ul>	<ul style="list-style-type: none"> <li>Revenue decreases 收入減少</li> <li>Operating cost increases 運營成本增加</li> <li>Production cost increases 生產成本增加</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilled the climate-related regulations by the government. 政府履行與氣候有關之規定。</li> <li>Prioritize the climate change as a high concern in the market decisions to show to the clients that the company is concerned about the problem of climate change. 在市場決策中，將氣候變化作為高度關注的優先事項，向客戶表明，公司對氣候變化問題十分關注。</li> </ul>



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### Climate-related risks description 氣候相關風險描述

### Financial Impact 財務影響

### Steps taken to manage the risks 為管理風險而採取之步驟

#### Reputational risk

#### 聲譽風險

- Risk of stigmatization of our business sector, as there will be more stakeholder concern or negative stakeholder feedback on our Group.  
由於本集團將面對更多利益相關者的關注或持份者對本集團的負面反饋，因此我們的業務部門面臨被污名化的風險。
- Negative press coverage related to support of our Group's business projects or activities with negative impacts on the climate (e.g., GHG emissions and energy conservation), which may affect our reputation and image.  
倘支持本集團業務項目或活動對氣候造成負面影響（如溫室氣體排放及節能），則其有關之負面新聞報導可能影響我們的聲譽及形象。

- Revenue decreases  
收入減少
- Operating costs increases  
運營成本增加

- Fulfilled the social responsibility by organizing more public relation activities to show how our Group places importance on climate change. 履行社會責任，組織更多的公關活動，展示本集團如何重視氣候變化。
- Reviewed the business projects to ensure the production and the projects are environmental-friendly. 檢討業務項目以確保生產及項目環保。

During the reporting period, the primary climate-related opportunities and the corresponding financial impacts were as follows:

在報告所述期間，與氣候有關的主要機會及相應的財務影響如下：

### Detailed description of climate-related opportunities 詳細描述與氣候有關的機會

### Financial Impact

#### 財務影響

#### Resource efficiency

#### 資源效率

- Use of more efficient modes of transport  
使用更有效的運輸方式
  - Use of more efficient production and distribution processes  
使用更高效的生產及分銷流程
  - Use of recycling  
循環利用
  - Reduce water consumption  
減少耗水量
- Operating cost reduces through efficiency gains and cost reductions  
通過提高效率及降低成本來降低運營成本

### Detailed description of climate-related opportunities

詳細描述與氣候有關的機會

### Financial Impact

財務影響

#### Energy source

能源

- |                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Use of lower-emission sources of energy<br/>低排放能源的使用</li> <li>• Use of supportive policy incentives<br/>使用支援性政策獎勵</li> <li>• Use of new technologies<br/>新技術的使用</li> <li>• Shift toward decentralized energy generation<br/>改用分散式能源發電</li> </ul> | <ul style="list-style-type: none"> <li>• Operating cost reduces through use of lowest cost abatement<br/>通過使用最低成本降低來降低運營成本</li> <li>• Returns on investment in low-emission technology increases<br/>低排放技術投資收益增加</li> </ul> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

#### Products and services

產品及服務

- |                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Development of climate adaptation and insurance risk solutions<br/>制定氣候適應及保險風險解決方案</li> <li>• Ability to diversify business activities<br/>使業務活動多樣化的能力</li> <li>• Development of new products or services through R&amp;D and innovation<br/>通過研發及創新開發新產品或服務</li> </ul> | <ul style="list-style-type: none"> <li>• Revenue increases through new solutions to adaptation needs, such as insurance risk transfer of products and services<br/>通過新的適應需求解決方案（如產品及服務的保險風險轉移）增加收入</li> </ul> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

#### Markets

市場

- |                                                                                     |                                                                                                                                       |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Access to new markets<br/>進入新市場</li> </ul> | <ul style="list-style-type: none"> <li>• Revenue increases through access to new and emerging markets<br/>通過進入新市場及新興市場增加收入</li> </ul> |
|-------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### Detailed description of climate-related opportunities

詳細描述與氣候有關的機會

#### Resilience

復原力

- Participation in renewable energy programs and adoption of energy-efficiency measures  
參與可再生能源方案及採取能效措施
- Resource substitution or diversification  
資源替代或多樣化

### Financial Impact

財務影響

- Market valuation increases through resilience planning, such as planning of the research in the use of electric vehicles  
通過彈性計劃，例如計劃使用電工具的研究，市場估值增加
- Reliability of supply chain and ability to operate under various condition increases  
供應鏈的可靠性及在各種條件下的運行能力提高
- Revenue increases through new products and services related to ensuring resiliency  
通過與確保復原力相關的新產品及服務增加收入

### Metrics and Targets

Our Group adopts the key metrics to assess and manage climate-related risks and opportunities. The energy consumption and greenhouse gas (GHG) emissions indicators are the key metrics used to assess and manage relevant climate-related risks where we consider such information is material and crucial for evaluating the impact of our operation on global climate change during the year. Our Group regularly tracks our energy consumption and GHG emissions indicators to assess the effectiveness of emission reduction initiatives, as well as set targets to contribute our effort to have minimal impact on global warming.

The details of time frames over which the target applies and base year from which progress is measured are described in the section A1: "Emissions" and section A2: "Use of Resources" of this Report. Our Group adopts absolute target to manage climate-related risks, opportunities and performance.

### 指標及目標

本集團採納主要指標以評估及管理與氣候有關之風險及機會。能源消耗及溫室氣體排放指標是評估及管理與氣候有關之風險的關鍵指標，我們認為該等資料對於評估我們業務對年內全球氣候變化的影響具有重大及關鍵意義。本集團定期跟蹤能源消耗及溫室氣體排放指標，以評估減排措施之成效，並設定目標，以對全球變暖作出最小影響之努力。

對目標所適用的時間範圍及衡量進展的基年之詳情已載於A1節：「排放物」及A2節：本報告「資源使用」一節。本集團採取絕對目標管理與氣候有關之風險、機會及表現。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### B. SOCIAL ASPECTS

#### EMPLOYMENT AND LABOUR PRACTICES

##### B1. EMPLOYMENT

The Group believes employees are valuable assets and the foundation for success and development of the Group. The Group strives to maintain a safe and equal working environment for its employees and promote employees' health and well-being. The employment contracts and human resources management policies cover the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

The Group strives to create a fair and inclusive workplace where all its employees are treated with dignity and respect. The Group provides equal opportunity in all aspects of employment and prohibits discrimination or harassment against any individual on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by the relevant laws.

The Group is in strict compliance with the relevant laws and regulations in the PRC and Hong Kong, including the Labour Law of the PRC, the Labour Contract Law of the PRC, the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong), the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong) and the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong). During the reporting period, the Group was not aware of any material non-compliance with those applicable laws and regulations.

### B. 社會層面

#### 僱傭及勞工常規

##### B1. 僱傭

本集團相信僱員乃珍貴資產，並是本集團成功及發展的基礎。本集團致力為其僱員維持安全及平等工作環境，並促進僱員的健康及福祉。僱傭合約及人力資源管理政策涵蓋本集團有關補償及解僱、招聘及晉升、工作時間、休息時間和其他權益及福利。

本集團致力於營造一個公平、包容的工作環境，讓所有員工均得到尊嚴和尊重。本集團在僱傭的各個方面提供平等機會，並禁止歧視或騷擾任何個人的性別、年齡、國籍、婚姻狀況、殘疾、種族、膚色、宗教及受相關法律保護的任何其他特徵。

本集團嚴格遵守中國及香港的相關法律及法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《僱傭條例》（香港法例第57章）、《強制性公積金計劃條例》（香港法例第485章）、《性別歧視條例》（香港法例第480章）及《種族歧視條例》（香港法例第602章）。於本報告期間，本集團並不知悉任何重大不遵守該等適用法律及法規的情況。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

The employee composition breakdown by gender, age group, employment category and geographical region at the end of the reporting period is show as follow:

於報告期末，按性別、年齡、就業類別及地區劃分之僱員組別分析如下：

Employment 僱傭	2021 二零二一年
<b>By gender</b> 按性別	
• Male 男	58%
• Female 女	42%
<b>By age group</b> 按年齡組	
• 30 years old or below 30歲或以下	57%
• 31-40 years old 31-40歲	35%
• 41-50 years old 41-50歲	7%
• Over 50 years old 50歲以上	1%
<b>By employment category</b> 按就業類別	
• Senior management 高級管理層	1%
• Middle management 中級管理層	9%
• General 一般	90%
<b>By geographical region</b> 按地理區域	
• Hong Kong 香港	1%
• The PRC 中國	99%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

In addition, below is the detailed breakdown of our employee turnover rate by gender, age group and geographical region during the reporting period:

此外，於報告期內，我們按性別、年齡組別及地區劃分的僱員流失比率明細如下：

### Employment turnover rate 僱員流失比率

2021  
二零二一年

<b>By gender</b> 按性別	
• Male 男	32%
• Female 女	33%
<b>By age group</b> 按年齡組	
• 30 years old or below 30歲或以下	45%
• 31-40 years old 31-40歲	16%
• 41-50 years old 41-50歲	10%
• Over 50 years old 50歲以上	6%
<b>By geographical region</b> 按地理區域	
• Hong Kong 香港	9%
• The PRC 中國	33%
<b>Overall</b> 整體	33%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### B2. HEALTH AND SAFETY

Employee health and safety is the Group's top priority. The Group strictly abides by the relevant laws and regulations in the PRC and Hong Kong, including the Law of the PRC on Work Safety, the Law of the PRC on the Prevention and Control of Occupational Disease and the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong).

The Group has established a set of policies related to health and safety, including the "Occupational Health and Safety Operation Control Program" and the "Occupational Health and Safety Monitoring and Control Procedures", which illustrates our commitment in providing a safe working environment for our employees and strengthening their awareness towards occupational health and safety.

#### Safety education

Safety education is crucial to ensure that employees are fully understand the safety risks and well-equipped to handle the job duty safely. The Production Department is responsible for providing trainings to employees working at production sites.

Before working on sites, all employees must receive a three-tier safety training, comprising plant-entry training, workshop training and class training. For employees who are engaged in special operations, they are required to attain trainings and assessments in accordance with the national laws and regulations. They are only allowed to work on sites after they have passed the assessments and obtained relevant licenses.

### B2. 健康與安全

員工的健康與安全是本集團的重要事項。本集團嚴格遵守中國及香港的相關法律及法規，包括《中華人民共和國安全生產法》、《中華人民共和國職業病防治法》和《職業安全及健康條例》（香港法例第509章）。

本集團已制定一套與健康和安全的政策，包括「職業健康與安全操作控制計劃」和「職業健康與安全監控程序」，此等政策體現了我們為僱員提供安全工作環境的承諾，並加強他們對職業健康和安全的意識。

#### 安全教育

安全教育對確保員工充分了解安全風險以及安全處理工作職責的設備至關重要。生產部門負責為在生產工場工作的員工提供培訓。

在工場工作之前，所有員工必須接受三級安全培訓，包括工廠進入培訓、車間培訓和課堂培訓。對於從事特殊業務的員工，他們必須按照國家法律及法規進行培訓和評估。他們只有在通過評估並獲得相關資格認可後才能在工場上工作。

### Safe production process

The Group has assigned registered security officers to be responsible for the Group's safety supervision and management. Prior to the implementation of new technologies, the Group conducts full identification and evaluation of hazards. After installation of the production equipment, the Group conducts inspection to ensure the equipment is safe to be operated. During the production process, all production employees shall strictly implement the safety operation regulations, including the use of protective equipment. The Security and Logistics Department is responsible for inspecting and monitoring the use of protective equipment of each department. The Group also conducts safety inspections, including daily inspections and regular inspections, to rectify any unsafe situations.

### Health of employees

The Group places great emphasis on the health of employees. The Group provides pre-job, on-the job, off-the-post and emergency health check-ups for employees who are directly exposed to occupational hazards. Besides, underage and pregnant workers are avoided from taking up job positions that may possess higher health risks to them, including working in the hazardous chemicals' storage warehouse and the hydrogen station.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to providing a safe working environment in the PRC and Hong Kong.

During the reporting period, there was 31 work injury cases (2020: 32, 2019: 35) and 723 lost days due to work injury (2020: 767, 2019: 832) in our business operation. There was no work-related fatality case (2020: nil, 2019: nil) during the Reporting Period. Employees were given paid sick leave for their recovery. Overall, no employees had serious accident during the Reporting Period.

### 安全生產程序

本集團已委派註冊安全主任負責監督並管理本集團的安全事務。在實施新技術之前，本集團對危險事項進行全面識別和評估。安裝生產設備後，本集團進行檢查，確保設備安全運行。在生產過程中，所有生產員工應嚴格執行安全操作規程，包括使用防護設備。安保和物流部負責檢查和監督各部門的防護設備使用情況。本集團亦會進行安全檢查，包括日常檢查及定期檢查，以糾正任何不安全情況。

### 僱員的健康

本集團高度重視僱員的健康。本集團為直接承受職業危險的僱員提供任職前、在職、離職後及緊急健康檢查。此外，本集團避免未成年及懷孕員工從事可能對他們造成較大健康風險的工作崗位，包括在危險化學品儲存倉庫和氫氣站工作。

於本報告期間，本集團並不知悉任何重大不遵守有關在中國及香港提供安全工作環境的相關法律及法規。

於報告期內，我們業務營運期間發生31宗工傷案件（二零二零年：32、二零一九年：35），及因工傷損失工作日數為723日（二零二零年：767、二零一九年：832）。並無與工作有關之死亡案件（二零二零年：無、二零一九年：無）。僱員均獲得有薪病假作休養康復。總體而言，於報告期間，並無僱員發生嚴重事故。



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### B3. DEVELOPMENT AND TRAINING

The Group believes the knowledge and skills of its employees are vital to the sustainable development of the Group. As stipulated in the Group's "Human Resources Management Control Procedures", the Group offers various training programs for employees, including plant-entry training, pre-job training and regular training, to enhance their requisite knowledge and skills in discharging their duties.

#### 1. Plant-entry training

The plant-entry training is based on the departmental and plant training course systems. The training includes internal management system, quality, environmental and product environmental protection system knowledge.

#### 2. Pre-job training

The pre-job training includes theoretical and practical training. Employees are allowed to work independently only when they have passed the training assessment.

#### 3. Regular training

Each department identifies regular training programs according to the specific needs of the department and the job nature. The regular training programs are induced in the annual training plan.

During the reporting period, the detailed of the percentage of employees received training in each type as follows:

**Percentage of employee received training in each type**  
各類受訓僱員百分比

		2021 二零二一年
<b>By gender</b> 按性別		
• Male 男		84%
• Female 女		92%
<b>By employment category</b> 按就業類別		
• Senior management 高級管理層		88%
• Middle management 中級管理層		38%
• General 一般		92%

### B3. 發展與培訓

本集團相信其員工的知識及技能對本集團的可持續發展至關重要。根據本集團的「人力資源管理監控程序」規定，本集團為員工提供各種培訓計劃，包括進入工廠培訓、崗前培訓和定期培訓，以提高他們履行職責所需的知識和技能。

#### 1. 進入工廠培訓

進入工廠培訓是基於部門和工廠培訓課程系統。培訓內容包括內部管理體系、質量、環境和產品環保體系知識。

#### 2. 崗前培訓

崗前培訓包括理論和實踐培訓。員工只有在通過培訓評估後才能獨立工作。

#### 3. 定期培訓

每個部門根據部門的具體需求和工作性質確定定期培訓計劃。定期培訓計劃於年度培訓計劃中引入的。

於報告期內，接受各類培訓的僱員百分比詳情如下：

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

During the reporting period, the breakdown of trained employees by gender and employment category was as follows:

於報告期內，按性別及就業類別分列之受訓僱員明細如下：

### Breakdown of trained employees by category 按職類分列之受訓僱員

2021  
二零二一年

<b>By gender</b> 按性別	
• Male 男	57%
• Female 女	43%
<b>By employment category</b> 按就業類別	
• Senior management 高級管理層	1%
• Middle management 中級管理層	4%
• General 一般	95%

During the Reporting Period, the average training hours completed per employee by gender and employee category is as follows:

於報告期內，按性別及僱員類別分列之每名僱員已完成平均受訓時數如下：

### Average training hours (hours/employee) 平均培訓時數(小時／僱員)

2021  
二零二一年

<b>By gender</b> 按性別	
• Male 男	26.6%
• Female 女	29.3%
<b>By employment category</b> 按就業類別	
• Senior management 高級管理層	21.2%
• Middle management 中級管理層	10.7%
• General 一般	29.5%

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### B4. LABOUR STANDARDS

Adhering to the Labour Law of the PRC and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Group is committed to supporting the effective abolition of child labour and upholding the elimination of all forms of forced labour.

As stipulated in the Group's "Human Resources Management Control Procedures", during the recruitment process, job applicants are required to present their identity documents to the Human Resources Department for age verification as preventing from engaging child labour. In case of engaging any child labour, the Group will stop the child labour from working and offer medical checks for him/her. The Group will also contact his/her guardians and return the child labour to his/her guardians.

The Group respects the freedom of employees. All works should be voluntarily performed and must not involve forced labour. The Group forbids abusing, corporal punishment, violence, spirit oppression, sexual harassment (including improper language, posture and body contact) as forms of penalty.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to recruitment of child labour or forced labour practices.

### B4. 勞工標準

本集團遵守《中華人民共和國勞動法》和《僱傭條例》（香港法例第57章），致力支持有效廢除童工及堅決消除各種形式的強制性勞動。

根據本集團的「人力資源管理監控程序」規定，在招聘過程中，求職者必須向人力資源部門出示身份證明文件，以防止從事童工勞動。如果有任何童工，本集團將停止童工工作，並為他／她提供醫療檢查。該小組亦會聯繫他／她的監護人並將童工歸還給他／她的監護人。

本集團尊重員工的自由。所有工作均須自願進行和不得涉及強制性勞動。本集團禁止辱罵、體罰、暴力、精神壓迫、性騷擾（包括不恰當的語言、姿勢和身體的接觸）作為懲罰方式。

在本報告期內，本集團並未發現任何重大違反有關招聘童工或強制性勞動的相關法律及法規的情況。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

### OPERATING PRACTICES

#### B5. SUPPLY CHAIN MANAGEMENT

The Group strives to maintain long-term and stable relationships with suppliers and maintain competitive advantages in the value chain. In order to manage and mitigate the environmental and social risks in the supply chain, the Group has adopted a policy of "Suppliers Control Procedures" and a stringent supplier selection procedure. During the reporting period, the Group had 1,499 suppliers located in the PRC and 307 suppliers located in Hong Kong.

When selecting new suppliers, the Group assesses the environmental compliance of the potential supplier's products by conducting environmental assessments, including the hazardous substance-free (the "HSF") surveys and the HSF on-site audits.

The Group incorporates its standards of environmental management, product quality, product delivery and confidentiality in supplier agreements, and requires suppliers to abide by the Group's standards.

The Group has established a Suppliers Management Team to evaluate the performance of suppliers regularly based on the Group's internal guidelines. The Group gives priority to cooperate with suppliers who have a higher ranking in the environmental evaluation.

#### B6. PRODUCT RESPONSIBILITY

The Group regards product quality as a key competitive advantage of its business and makes every effort to improve the product quality while strengthening communications with customers. The Group has obtained certifications of Quality Management System, including ISO9001:2015, GB/T19001-2016, IATF16949:2016.

The Group complies with the applicable laws and regulations in the PRC and Hong Kong, including the Product Quality Law of the PRC, the Consumer Protection Law of the PRC and the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) and the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong).

### 營運常規

#### B5. 供應鏈管理

本集團致力與供應商保持長期穩定的關係，並維持價值鏈的競爭優勢。為管理及減輕供應鏈中的環境和社會風險，本集團採取「供應商監控程序」政策及嚴格的供應商挑選程序。於報告期內，本集團的1,499名供應商位於中國及307名供應商位於香港。

在選擇新供應商時，本集團通過進行環境評估，包括無有害物質「無有害物質」調查和無有害物質現場審核，評估潛在供應商產品的環境合規性。

本集團在供應商協議中納入其環境管理、產品質量、產品交付和保密標準，並要求供應商遵守本集團的標準。

本集團已成立供應商管理團隊，根據本集團的內部指引定期評估供應商的表現。本集團優先與在環境評估中排名較高的供應商合作。

#### B6. 產品責任

本集團視產品質量為業務的主要競爭優勢，並致力提升產品質素，同時加強與客戶的溝通。本集團已取得質量管理體系認證，包括ISO9001:2015、GB/T19001-2016、IATF16949:2016。

本集團遵守中國及香港適用法律及法規，包括《中國產品質量法》、《中華人民共和國消費者權益保護法》及《商品說明條例》（香港法例第362章）及《個人資料（隱私）條例》（香港法例第486章）。



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### Quality Control

The Group has implemented “Production Operation Procedures” to identify the responsibilities of different departments and ensure that our products meet the national standards. The Group’s Quality Planning Team and Quality Department are responsible for formulating related inspection standards and operating instructions and examine the characteristics of the products.

The Group has also adopted “Monitoring and Measuring Equipment Control Procedures” to ensure that the monitoring and measuring equipment used to examine the product characteristics and product compliance are able to meet its intended use. The Group conducts measurement verification and regular assessments on its monitoring and measuring equipment to ensure the inspection results are accurate.

### Data Protection and Privacy

The Group regards data privacy and security as a key operating principle and takes high precaution in ensuring their confidentiality to avoid misuse of personal data. The Group has implemented a “Information Security Management System”, which covers regulations and measures on securing confidentiality.

The Group’s privacy policy is incorporated in the employment contracts, employees shall fully abide by the guidance on prohibiting any unauthorised disclosure of confidential information.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to product responsibility in the PRC and Hong Kong.

### 品質監控

本集團已實施「生產經營程序」，以識別不同部門的責任，並確保我們的產品符合國家標準。本集團的質量計劃團隊和質量部門負責制定相關的檢驗標準和操作說明，並檢查產品的特性。

本集團亦已採納「監察及測量設備監控程序」，以確保用於檢驗產品特性及產品合規性的監測及測量設備能夠達到預期用途。本集團對其監測和測量設備進行測量驗證和定期評估，以確保檢測結果準確。

### 資料保護及隱私

本集團將資料隱私和安全視為關鍵的營運原則，並採取高度預防措施以確保其機密性，以避免濫用個人資料。本集團實施「信息安全管理系統」，其中包括確保機密性的法規和措施。

本集團的隱私政策已納入勞動合同，員工應完全遵守禁止未經授權披露機密信息的指引。

於本報告期間，本集團並不知悉任何重大不遵守有關中國及香港產品責任的相關法律及法規。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

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### B7. ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group strictly abides by the relevant laws and regulations in the PRC and Hong Kong, including the Criminal Law of the PRC and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong). The Group forbids any form of corruption, extortion, bribery, fraud, money laundering and embezzlement.

The Group's "Complaints Reporting and Whistleblower Protection System" encourages and enables employees to report on observed and suspected non-compliance and questionable practices.

The Group has also established a confidentiality mechanism to protect whistleblowers against intimidation and reprisals.

During the reporting period, no legal case concerned with corrupt practices was brought against the Group, and the Group was not aware of any material non-compliance with the relevant laws and regulations related to anti-corruption in the PRC and Hong Kong.

### B7. 反貪污

本集團致力恪守最高的道德與誠信標準。本集團嚴格遵守中國及香港的相關法律及法規，包括《中華人民共和國刑法》及《防止賄賂條例》（香港法例第201章）。本集團禁止任何形式的貪污、敲詐、受賄、欺詐、洗黑錢和盜用公款。

本集團的「投訴報告和舉報人保護系統」鼓勵並使員工能夠報告觀察到的和可疑的違規行為及有問題的操作。

本集團亦建立一個保密機制，以保護舉報人免受恐嚇和報復。

於本報告期內，本集團未發生任何與貪污行為有關的法律案件，本集團並未發現任何重大不遵守中國和香港反貪污相關法律及法規的情況。

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During the reporting period, the number of employees received anti-corruption training and the training hours by employment category were as follows:

於報告期內，按僱傭類別劃分的接受反貪污培訓的僱員人數及培訓時數如下，

Anti-corruption training 反貪污培訓	2021 二零二一年
<b>Number of employees received training</b> 接受培訓的僱員人數	
• Board of directors 董事會	2
• Senior management 高級管理層	89
• Middle management 中級管理層	368
• General 普通	59
<b>Total employees</b> 僱員總數	518
<b>Number of training hours</b> 培訓時數	
• Board of directors 董事會	3
• Senior management 高級管理層	134
• Middle management 中級管理層	552
• General 普通	89
<b>Total training hours</b> 總培訓時數	778

## COMMUNITY

### B8. COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group is constantly aware of the needs of community and strives to bring a positive impact on community development. The Group encourages its employees to dedicate their time and skills to supporting local communities with the aim to create a harmonious society.

We believe that this can nurture great corporate culture and practices in the Group. In 2021, we made a total of HK\$844,000 for charity donations.

## 社區

### B8. 社區投資

作為一家對社會負責任的企業，本集團不斷了解社區的需求，並致力為社區發展帶來積極影響。本集團鼓勵員工投入時間和技能，支援當地社區，以創造和諧社會。

我們相信，這可以在集團中培養良好的企業文化及常規。於二零二一年，我們合共捐款844,000港元作慈善用途。

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

## 二零二一年環境、社會及管治報告

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KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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