



重慶機電股份有限公司

CHONGQING MACHINERY & ELECTRIC CO., LTD.*

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(於中華人民共和國註冊成立的股份有限公司)

Stock Code 股份代碼: 02722

2021

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT



* For identification purposes only 僅供識別

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OUR PHILOSOPHY

本集團理念

Chongqing Machinery & Electric Co., Ltd. (the “Company” or “Chongqing Machinery & Electric” or “We”) and its subsidiaries (collectively the “Group”) adhere to the business philosophy of “Going beyond Excellence” to practice its core values of “integrity and win-win”. The Group sticks to the principle of “making good use of resources and providing services for the construction”, attaches great importance to the sustainable development of enterprises, makes effective use of resources and energy, and pays full attention to the climate and ecological environment. Besides, the Group takes the initiative to assume corporate social responsibility. With a cohesive corporate culture across our subsidiaries and employees, social responsibility has been rooted in our group-wide operation and management in achieving our vision to “Equip China, Advance towards the World”.

重慶機電股份有限公司(「本公司」或「重慶機電」或「我們」)及其附屬公司(以下統稱為「本集團」)堅守「志在超越」的經營理念，踐行「誠信、共贏」的核心價值觀，秉承「善用資源、服務建設」的原則，高度重視企業的可持續發展，有效利用資源和能源，充分關注氣候和生態環境問題，主動承擔企業社會責任。良好的企業文化把本集團各企業和員工凝聚在一起，將社會責任融入本集團運營管理，努力實現「裝備中國，走向世界」的企業願景。



ABOUT THIS REPORT

關於本報告

This Environmental, Social and Governance Report (the “Report” or the “ESG Report”) discloses the approach, strategy, objectives and overall performance of the Group's principal business in the ESG reporting scope. This ESG Report is published in accordance with the Appendix 27 *Environmental, Social and Governance Reporting Guide* (the “ESG Guide”) as set out in the *Main Board Listing Rules of The Stock Exchange of Hong Kong Limited* (the “Stock Exchange”) and its mandatory disclosure requirements and “comply or explain” provisions.

REPORTING SCOPE

Unless otherwise stated, this Report covers the overall performance, risks, strategies, measures and commitments of the Group's business operations in Hong Kong and the Mainland China in four aspects, namely, working environment quality, environmental protection, operating practices and community involvement during the reporting period from 1 January 2021 to 31 December 2021 (the “Reporting Period”).

REPORTING PRINCIPLES

At the time of reporting, the Group has complied with the reporting principles in the *Environmental, Social and Governance Reporting Guide*:

本環境、社會及管治報告(「本報告」或「ESG報告」)披露有關本集團主營業務在環境、社會及管治報告範疇上的方針、策略、目標及整體表現。本ESG報告乃應香港聯合交易所有限公司(「聯交所」)主板上市規則附錄二十七所載的「環境、社會及管治報告指引」(「ESG指引」)及其強制披露規定和「不遵守就解釋」條文而發表。

報告範圍

除另有說明者外，本報告涵蓋本集團在香港及中國內地的業務運作於由二零二一年一月一日至二零二一年十二月三十一日止年度的報告期間(「報告期間」)，在工作環境品質、環境保護、營運常規及社區參與等四個方面之整體表現、風險、策略、措施及承諾。

報告原則

在編寫報告時，本集團已遵守《環境、社會及管治報告指引》中的報告原則：

ABOUT THIS REPORT 關於本報告

Reporting Principles 報告原則

Materiality

重要性

Quantitative

量化

Balance

平衡

Consistency

一致性

Interpretation 解釋

Identify material environmental and social issues by analyzing the opinions of the Company's stakeholders, and material issues are priorly considered and disclosed in this report.

透過分析本公司持份者意見，識別重要的環境與社會議題，並重要議題於本報告中優先考慮及披露。

Collect data on environmental and social key performance indicators ("KPIs") and disclose the criteria, methods, assumptions, calculation references and source of conversion factors used for reporting emissions and energy use.

收集環境及社會關鍵績效指標數據，並披露有關匯報排放量和能源使用所用的標準、方法、假設、計算參考及轉換因素來源。

This ESG Report should provide an unbiased picture of the Company's performance in environmental, social and governance aspects.

本ESG報告須不偏不倚地呈報本公司在環境、社會及管治方面的表現。

This Report uses consistent statistical methodologies to allow meaningful comparisons of ESG data over time. If there are changes in the methods used and reporting scope, explanations are in the notes for stakeholders' reference.

本報告使用一致的統計方法，令環境、社會及管治數據日後可作有意義的比較。倘所用的方式及匯報範圍有變，我們將在附注中解釋以供持份者參考。

For the corporate governance structure of the Company and other relevant information, please refer to the *Corporate Governance Report* on pages 102 to 121 of the Company's *Annual Report*.

有關本公司企業管治架構及其他相關資料，請參閱本公司2021年度報告第102頁至第121頁《企業管治報告》。

FEEDBACK

You are welcome to share any opinions on the environmental, social and governance policies and performance of the Group after reading this ESG Report, in the following ways:

Mailing address: Room 1407, Jidian Building, No. 60 Middle Section of Huangshan Avenue, New North Zone, Chongqing

Email: ob@chinacqme.com

意見回饋

如參閱本ESG報告後，對本集團的環境、社會及管治方針與表現有任何意見，歡迎透過下列方式與本集團分享：

郵寄地址：重慶市北部新區黃山大道中段60號機電大廈 1407 董事會辦公室

電郵：ob@chinacqme.com

ESG MANAGEMENT

ESG 管理

GOVERNANCE STRUCTURE

The Board of the Company takes the ultimate responsibility for overseeing the Group's ESG risk management and monitoring the actual risks within the Group. This Report was approved by the Board on 10 May 2022. In addition, the Board also plays an active role in setting the Company's vision to "Equip China, Advance towards the World".

The Board leads the Environmental, Social and Governance Working Group (the "ESG Working Group") to identify, assess and determine the relevant environmental, social and governance risks, and formulate risk response measures, with a view to promoting the concerted efforts of all levels of the Company and effectively advancing towards the goal of sustainable development. The Board will also continuously monitor the implementation of risk countermeasures to ensure their effectiveness and continue to listen to the opinions of various stakeholders to further optimize the governing work.

The ESG governance duties at all levels of the Company are as follows:

Functional Bodies 職能機構

The Board
董事會

ESG Working Group
ESG工作小組

Business Departments
業務部門

Specific Responsibilities 具體職責

- Validate ESG-related risks
確定ESG相關風險
- Develop ESG strategy and approach
制定ESG策略及方針
- Review ESG work plans and achievements
檢視ESG工作計劃及成果
- Identify ESG risks and opportunities
識別ESG風險與機遇
- Coordinate ESG audit and information disclosure
統籌ESG審計及資訊披露
- Report ESG status to the Board
向董事會匯報ESG狀況
- Implement ESG-related policies
執行ESG相關政策
- Report relevant work progress to the working group
向工作小組匯報相關工作成果

管治架構

負責監督本集團ESG風險管理及監控本集團範圍內實質風險的最終責任體為本公司的董事會。本報告於2022年5月10日通過董事會批准。另外，董事會亦扮演著推動者的角色，為本公司定下「裝備中國，走向世界」之願景。

董事會帶領環境、社會及管治工作小組（「ESG工作小組」）識別、評估及釐定有關環境、社會及管治風險，制定風險應對措施，期望能夠促進公司上下同心且有效地向可持續發展的目標前進。董事會亦會持續監察風險應對措施的執行情況，確保其行之有效，並持續聆聽各利益相關方的意見，進一步完善管治工作。

以下為本公司各層級的ESG事宜管治職責：

ESG RISK MANAGEMENT

The ESG working group is responsible for assisting the Board in evaluating, prioritizing and managing ESG risks that are material to the Company. The ESG Working Group has established the following ESG risk management process to comprehensively review and monitor the impact of ESG issues on the Company.



The Board identifies material risks that may affect the Company's business through an ESG risk matrix analysis based on the severity of the impact of the event and the likelihood of the occurrence of the event. The Company has identified product quality as a high-level risk, which is a material ESG risk; Health and safety, community engagement and contribution, and intellectual property rights are considered to be moderate risks.

ESG 風險管理

ESG工作小組負責協助董事會評估、優次排列及管理對本公司而言重大的ESG風險。ESG工作小組已建立以下ESG風險管理流程，全面審視和監控ESG事宜對本公司的影響。

董事會以事件影響的嚴重性及事件發生的可能性，透過ESG風險矩陣分析識別出對本公司業務可能構成影響的重大風險。本公司識別出產品質量為高度風險，屬於重大ESG風險；健康與安全、社區參與及貢獻、知識財產權則屬於中度風險。

The Company has taken countermeasures against the relevant material risks, which are shown in the table below: 本公司已經就相關重大風險作出應對措施，並如下表所示：

Risk Level 風險級別	Material ESG Risks 重大ESG風險	Internal Management of Chongqing Machinery & Electric 重慶機電的內部管理情況
High (Material ESG risks) 高 (重大ESG風險)	Product Quality 產品質量	All subsidiaries have adopted ISO 9001 quality control procedures and stringent quality control procedures for products. 所有附屬企業均已採取ISO 9001質量管理程序，對產品採取嚴謹的質量管理流程。
Medium 中	Health and Safety 健康與安全	Formulated the <i>Compilation of Production Safety Management System</i> to regulate the management of production safety of subsidiaries by the market operation department. 制定《安全生產管理制度匯編》，規範市場運行部門對下屬子企業安全生產的管理。
	Community Engagement and Contribution 社區參與及貢獻	Established the <i>Chongqing Machinery & Electric Co., Ltd. Management Measures for External Donations</i> to regulate the internal practice of actively performing social welfare. 建立了《重慶機電股份有限公司對外捐贈管理辦法》，規範內部積極履行社會公益的慣例。
	Intellectual Property Rights 知識財產權	Review the relevant qualifications of new employees, handle labor employment procedures with them, sign the <i>Labor Contract</i> , and sign the <i>Confidentiality Contract</i> . 對新進員工進行相關資質進行審核與其辦理勞動用工手續並簽訂《勞動合同》，簽訂《保密合同書》。
	Infectious Diseases 傳染病	Six management measures were formulated according to the pandemic prevention and control headquarters of the locations of operation: strengthening personnel investigation, strictly controlling the regional entrances of the Company, strictly controlling the travel of management personnel, strictly controlling meeting activities, strengthening office management and strengthening health publicity and education. 根據營運所在地的疫情防控指揮部訂立六大管理措施：加強人員排查、嚴格把控公司區域入口、嚴格管理人員出行、嚴格控制會議活動、加強辦公場所管理及強化健康宣傳教育。

ESG TARGETS

In response to the concerns on ESG issues from all walks of life, the Company has formulated relevant goals and actions after taking into account three major factors, namely technical selection, financial consideration and human resources involved in achieving the goals. Please refer to the table below for details:

Target Areas 目標範疇	Environmental Targets 環境目標	Indicators 指標
Air Pollutant Emission 大氣污染物排放	Reduction of Air Emissions 減少廢氣排放	Promote boiler equipment optimization 推廣鍋爐設備優化
Greenhouse Gas Emissions 溫室氣體排放	Conduct carbon emission management 進行碳排放管理	Formulate carbon emission management system and internal management policies 制定碳排放管理體系、內部管理政策
Waste Generation 廢棄物產生	Promote waste recycling 推廣廢物回收	Increase waste recycling 增加廢棄物回收量
Energy Use 能源使用	Promote the use of renewable energy 推動可再生能源的使用	Promote renewable energy projects 推進可再生能源專案
Use of Water Resources 水資源使用	Advocate employees' awareness of water conservation 提倡員工節水意識	Provide employees with water conservation training/publicity 提供員工節約用水培訓/宣傳

ESG 目標

為回應各界對於ESG議題的關注，本公司在考慮達成目標所涉及到的技術選擇、財務考慮以及人力資源三大因素後，已經制定相關目標及行動。具體內容請參閱下表：

ENGAGEMENT OF STAKEHOLDERS

The Group understands the importance of communicating with internal and external stakeholders to enhance our sustainability performance and further develop relevant policies and measures to respond to the needs of stakeholders. The Group's stakeholders mainly include shareholders and investors, customers, employees, suppliers, other business partners and the communities. Through various channels, we regularly communicate with various stakeholders to maintain a good relationship, understand their concerns and expectations, and incorporate their opinions into the consideration of the Group's sustainable development strategy.

持份者參與

本集團深明與內部及外部持份者溝通的重要性，有助提升我們的可持續發展表現，進一步制定相關的政策和措施以回應持份者的需求。本集團持份者主要包括股東及投資者、客戶、僱員、供應商、其他業務合作夥伴及社區。我們通過各種不同管道，定期與各持份者進行溝通保持良好關係，瞭解他們的關注和期望，並把他們的意見納入本集團制定可持續發展戰略的考慮因素。

Stakeholders

持份者

Communication Channels

溝通管道



Shareholders and investors
股東及投資者

- Annual General Meeting
• 股東周年大會
- Annual reports, interim reports and announcements of the Group
• 年報、中期報告及本集團公告
- On-site visit or investor conference
• 現場參觀或投資者會議
- Results roadshow
• 業績路演
- Investor Relations on the website of the Group
• 本集團網站「投資者關係」



Customers
客戶

- Customer satisfaction research
• 客戶滿意度查詢
- Website of the Group and social media
• 本集團網站及社交媒體
- Business communication
• 商務溝通



Employees
僱員

- Labor union
• 工會
- Employee representative meeting
• 職工代表大會
- Chairman email
• 董事長信箱
- Continuous direct communication
• 持續的直接溝通



Suppliers
供應商

- Field visit
• 實地考察
- Examination and assessment
• 審核及評估
- Continuous direct communication
• 持續的直接溝通



Other business partners and communities
其他業務合作夥伴及社區

- Website of the Group
• 本集團網站
- Announcements of the Group
• 本集團公告

MATERIALITY ANALYSIS

In order to gain a deeper understanding of the issues concerned by various stakeholders, the Group commissioned an independent consultant to assist in collecting opinions from stakeholders through questionnaires and identified and assessed ESG-related issues through materiality analysis. We will prioritise and disclose material issues in this report in response to the concerns of various stakeholders. With reference to the materiality assessment in 2020, the ESG Guide, and in combination with peer analysis and industry concerns, we identified 19 ESG issues related to the Group and formed the ESG issue database for 2021. The Board of the Group has reviewed and confirmed the material issues.

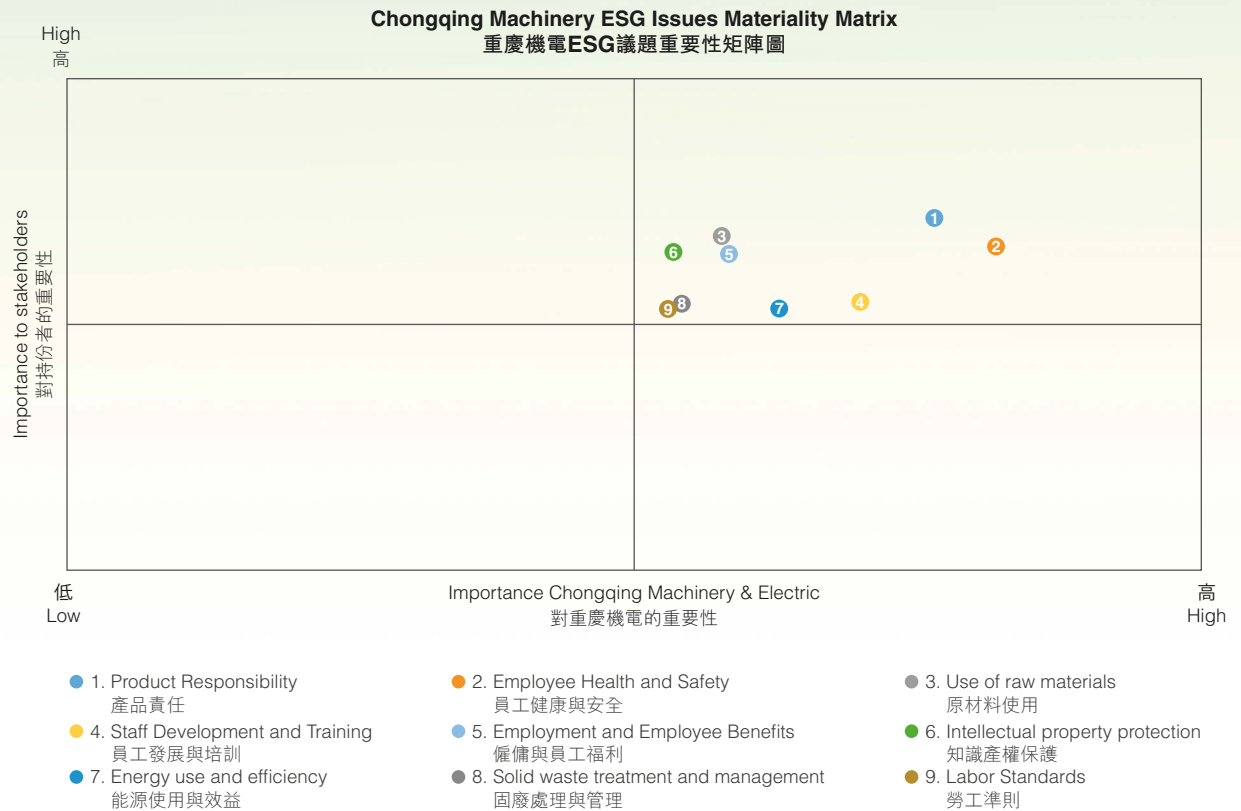
重要性分析

為深入瞭解各持份者關注的議題，本集團委託獨立顧問協助採用問卷形式，收集利益相關方的意見，並通過重要性分析以識別及評估ESG相關議題。我們於本報告中將優先考慮及披露重要議題，以回應各利益相關方的關注。我們參考2020年度重要性評估、ESG指引、結合同業分析和行業關注的議題，識別出與本集團相關的19項ESG議題，組成2021年度ESG議題庫。本集團董事會已審視和確認實質性議題。

 Employees 僱員	 Environment 環境	 Operation Practice and Others 營運常規及其他
Employee health and safety 員工健康與安全	Energy use and efficiency 能源使用與效益	Product responsibility 產品責任
Employee development and training 員工發展與培訓	Solid waste treatment and management 固廢處理與管理	Use of raw materials 原材料使用
Employment and employee benefits 僱傭與員工福利	Sewage discharge and management 污水排放與管理	Intellectual property protection 知識財產權保護
Labor Standards 勞工準則	Air emissions and management 廢氣排放與管理 Water resources and water efficiency 水資源及用水效益 Greenhouse emissions and management 溫室排放與管理 Climate Change 氣候變化	Supply chain management 供應鏈管理 Information security 信息安全 Promote a circular economy and green economy 促進循環經濟與綠色經濟 Anti-corruption 反貪腐 Social participation and contribution 社區參與及貢獻

We invited various stakeholders to participate in the questionnaire and arranged the materiality matrix from the two dimensions of "Importance to Stakeholders" and "Importance to Chongqing Machinery & Electric".

我們邀請了各持份者參與問卷，從「對持份者的重要性」及「對重慶機電的重要性」兩個維度，排列重要性矩陣圖。



SOCIAL RESPONSIBILITY

社會責任

SUPPLY CHAIN MANAGEMENT

We believe that sound supply chain management is important to business sustainability and product quality. To achieve sound supply chain management, we need to start with raw material quality control while integrating environmental and financial viable practices into the entire supply chain cycle. Based on this concept, we have formulated the *Administrative Measures for Centralized Procurement of Bulk Materials* and the *Implementation Rules for Centralized Procurement of Bulk Materials* to strictly manage the supply chain. During the reporting period, the total number of suppliers of the Group is 1,847, among which there are 1,845 domestic suppliers and 2 foreign suppliers.

In terms of procurement, the Group is always open to mutual benefit through collaboration with upstream and downstream players in the industry chain. The Company adheres to open, fair and transparent criteria in selecting suppliers, evaluates suppliers every year in terms of price, quality, cost, delivery and after-sales service, and insists the dual-sourcing management to establish a supply chain platform with core competitiveness and vitality. In the selection of manufacturers or suppliers for future cooperation, we will conduct irregular procurement management and production-related inspection by telephone communication and site visits to ensure that the Group can obtain qualified products or parts and components supply.

During the Reporting Period, the Company has implemented relevant audits on 370 suppliers. If a manufacturer or supplier is found to have problems such as non-compliant operation or hidden dangers in production, the Company will replace the manufacturer or supplier in accordance with relevant policies.

The Company advocates the establishment of a green and sustainable supply chain model, and attaches great importance to environmental protection in product development and production. Through various commercial activities, we demonstrate the environmental quality of our products, promote our corporate culture, and encourage suppliers to continuously improve their performance.

供應鏈管理

我們認為健全的供應鏈管理對業務可持續性、以及產品質素非常重要。要實現健全的供應鏈管理，我們需在原材料品質管控著手，並同時把環境及財務上的可行實務融入整個供應鏈週期當中。我們根據此理念制訂了《大宗物資集中採購管理辦法》、《大宗物資集中採購實施細則》，以對供應鏈進行嚴格管理。報告期間，本集團共有1,847間供應商，當中有1,845間位於國內，2間位於國外。

在採購方面，本集團堅持開放共贏的理念，聯合產業鏈上下游企業，共同實現協同發展。本集團堅持公開、公平及透明的原則選擇供應商，每年從價格、品質、成本、交付及售後服務等方面對供應商進行評價，並且堅持雙貨源管理，構建具有核心競爭力和活力的供應鏈平台。在選定合作廠商或供貨商的日子後合作過程中，我們會不定期採用電話溝通及上門拜訪的方式進行採購管理及生產相關工作檢測，以保證本集團可獲得合格的產品或零部件供應。

報告期間，本公司已對370間供應商實施有關核查。若發現有廠商或供應商存在不合規經營或生產存在隱患等問題時，則根據相關制度更換合作廠商或供應商。

本公司倡導建立綠色可持續發展供應鏈模式，產品從研發到生產環節均重視環保理念。我們通過各種商務工作來展示本公司產品的環保品質、宣傳企業文化，鼓勵供應商持續改善表現。

PRODUCT RESPONSIBILITY

Adhering to the principle of “quality first, customer foremost”, we continuously improve the product quality management of the Group and are committed to providing customers with superior products and services. All products manufactured by the Company are in compliance with national standards on the industry and laws and regulations in relation to product liability. During the Reporting Period, the Group did not identify any cases of violations of laws and regulations relating to health and safety, advertising, labeling, privacy matters and remediation methods of products and services provided.

In order to strengthen product quality management, the Group has formulated a set of effective quality management methods with its management experience accumulated over a long time. Specific measures include the followings:

- Implementing the “three-inspection system”, which refers to self-inspection of operators, cross inspections among the staff and specific inspection by professionals;
- Adopting a dual manager system for the key procedures, meaning that there will be inspectors onsite when the operators would conduct key procedures, and other technical staff or acceptors on behalf of users will be onsite when necessary;
- Requiring quality reinspection. In order to ensure the quality of the products to be delivered, the products will be subject to the reinspection of personnel from the design, production, laboratory and technical departments after acceptance of storage and before delivery.

產品責任

秉承「質量第一，用戶至上」的方針，我們持續完善本集團的產品質量管理，致力為客戶提供高質量的產品和服務。本集團生產的產品均符合行業國標及遵守相關產品責任的法律法規。報告期間，本集團並無知悉何違反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相關法律法規。

為加強產品質量管理，本集團在長期管理實踐中積累並制定了一套行之有效的質量管理辦法，具體措施包括：

- 實施「三檢制」，實行操作者自檢、工人之間的互檢和專職檢驗人員的專檢；
- 重點工序雙崗制，即操作者在進行重點工序加工時，同時有檢驗人員在場，必要時應有技術負責人或使用者的驗收代表在場；
- 質量複查，為了保證交付產品的質量，產品在驗收入庫後及出庫前必須經過產品的設計、生產、實驗及技術部門的人員進行複查。

SOCIAL RESPONSIBILITY 社會責任

All subsidiaries have adopted ISO 9001 quality management procedures and adopted stringent quality control procedures for products. The market operation department collects monthly product quality statements of each subsidiary on a monthly basis; Quarterly quality work analysis reports are submitted by wholly-owned and controlled enterprises on a quarterly basis; In addition, the company will organize quality analysis meetings for wholly-owned and controlling enterprises from time to time according to the needs. The market operation department will prepare a comprehensive analysis report on quality and prepare a briefing report to report the quality status of each subsidiary. Each enterprise will report the progress of quality work and further follow up on the problem of quality. In addition, the subsidiaries submit reports such as "Total value of industrial production and sales and quality of major products", "Major economic indicators of industrial enterprises" and product quality monthly reports to the market operation department on a monthly internal system to ensure that the information related to mass supervision in the production process can be properly collected and reported.

所有附屬企業均已採取ISO 9001質量管理程序，對產品採取嚴謹的質量管理流程。市場運行部按月收集各子企業月度產品質重報表；每季度全資及控股企業報送季度質量工作分析報告；另外根據需要公司會不定期組織全資及控股企業召開質量分析專題會，由市場運行部編寫質量綜合分析報告並編製簡報通報各子子公司品質現狀，各企業匯報質量工作開展情況並對質量爭議展開進一步跟進工作。此外子企業每月內部系統向市場運行部報送「工業產銷總值及主要產品產量」、「工業企業主要經濟指標」、產品質量月報表等報表，確保生產過程中有關質量監管的資料能夠得以妥善收集及通報。



Chongqing Mengxun Electronic & Technology Co., Ltd. has also been certified by the national authority. The product meets the requirements of 3C certification, i.e. China Compulsory Product Certification, which is a product conformity assessment system implemented in accordance with laws and regulations to protect consumers' personal safety and national security, strengthen product quality management.

CUSTOMER SERVICE

Meanwhile, by adhering to the principle of being responsible to customers, we will continue to improve and enhance customer satisfaction. As of 31 December 2021, the customer satisfaction rate was 95%. In respect of services and complaints, the Group has established pre-sales consultation, sales reception and after-sales service system. When we receive customer complaints or inquiries, our staff will deal with them promptly, and the results will be reported to customers immediately. The Group sets up the principle of customer service first and tries its best to avoid legal proceedings. The Company requires that for whatever kind of complaints, regardless of the seriousness of the circumstances, the assignees shall apologize to customers and express their respect to customers. During the Reporting Period, the Group did not recall any products for safety and health reasons.

The Group prohibits the use of false and misleading statements in product promotion and transactions. The Group also pays attention to protecting the privacy of itself and its customers. The Group requires our employees involved in confidential matters to sign a confidentiality agreement with the Group and strictly protect customers' personal data and information when serving them.

重慶盟訊電子科技有限公司亦獲得國家機構認證，產品符合3C認證的要求，即中國強制性產品認證，此認證是用於保護消費者人身安全和國家安全、加強產品質量管理、依照法律法規實施的一種產品合格評定制度。

客戶服務

與此同時，本著對客戶負責的精神，本集團持續改善並增進客戶滿意度。截至二零二一年十二月三十一日，顧客滿意度為95%。在服務和投訴方面，本集團已建立售前諮詢、售中接待和售後服務體系。面對客戶投訴、客戶質詢，業務員第一時間給予處理，並將處理結果迅速傳達到客戶。樹立客戶服務第一位的原則，盡量避免法律訴訟。本集團要求無論哪方面的投訴，無論情節大小輕重，受理人均須向客戶賠禮道歉，併表示對客戶的尊重。本報告期內，本集團未發生因產品安全與健康原因而召回的情況。

本集團杜絕在產品宣傳和交易過程中使用虛假及誤導性說明行為。本集團亦注重保護自身及客戶雙方的隱私，規定涉密員工須與本集團簽訂保密協定，並在服務客戶時嚴格保護其個人資訊與資料。



SOCIAL RESPONSIBILITY

社會責任

The Group has also set up the product recall system, for which the sales department will proactively collect the information on the quality of products, including the complaints of customers, keep a record of defective products and relevant information and report to the quality management department. The quality management department will make a comprehensive analysis of the defective products to identify the causes quickly and offer corresponding settlement measures. The after-sales service department is responsible for negotiating with customers and providing proper solutions.

INTELLECTUAL PROPERTY PROTECTION

In order to protect the intellectual property rights of product technology and key technologies, the Group clearly requires all employees to perform their confidentiality duties to avoid possible leakage and protect the commercial interests of the Group from a legal perspective. We will review the relevant qualifications of new employees, handle the labor employment procedures with them and sign the *Labor Contract* and the *Confidentiality Contract* to ensure that employees sign the confidentiality agreement for relevant positions and clarify the confidentiality obligations. In addition, the Group will require the headquarters and subsidiaries to conduct statistics on the trademarks, patents and industrial standards owned by them or the application status, which will be summarized and registered by the industrial development department. The above policies strengthen the protection of intangible assets rights and interests, and prevent infringement and potential legal risks.

本集團亦制定產品回收制度，由銷售部主動收集產品的質量資訊，包括客戶投訴意見，將問題產品及有關資訊進行標識並移交質管部，質管部根據問題產品進行綜合分析，快速做出原因判定，提出處理決定，售後服務部負責與客戶協商並提出妥善解決辦法。

維護智慧財產

本集團為了維護產品技術、關鍵技術等智慧財產權，明確要求所有員工履行保密職責，規避可能出現的洩密情況，從法律上保護貴公司的商業利益。我們會對新進員工進行相關資質審核，與其辦理勞動用工手續並簽訂《勞動合同》以及《保密合同書》，確保員工簽訂有關崗位保密協議，明確保密義務。此外，本集團會要求本部與子企業對其擁有的商標、專利及產業標準等情況或申請狀態進行統計，由產業發展部進行匯總登記。以上政策加強對無形資產權益的跟蹤與保護，防範侵權行為和潛在的的法律風險。

The Group attaches particular importance to the maintenance and protection of intellectual property rights, and has entered into a strategic partnership with the Intellectual Property Office of Chongqing Municipality to promote the enhancement of enterprise patent level. In 2021, the Group obtained 308 authorized patents, including 26 authorized invention patents, and expanded its patent pool to 2,053 patents, including 219 invention patents. The Intellectual Property Office of Chongqing Municipality collaborates with the public security bureau, the authorities regarding quality and technical supervision, commerce and industry and other relevant authorities to crack down on counterfeits infringing the Group's products. These intellectual property protection initiatives greatly assist the Group in consolidating market share and maintaining a fair market competition environment.

ANTI-CORRUPTION

The Group attaches great importance to its responsibility in anti-corruption in order to maintain a fair and positive business environment and strictly complies with the following series of anti-corruption laws, including but not limited to the *Criminal Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. The Group has formulated the *Code of Ethics of Employees* under which employees are required to abstain from accepting or offering any money, gift and hospitality that might affect their business decision or independent judgment, or exploit their positions against the Group's interests. The *Anti-Fraud Procedures and Control System* is also established to prevent falsification and concealment of the truth, fraudulence and other illegal behaviors by insiders or outsiders involved in the Group's activities that might infringe the interests of the State, the Group or other parties. In addition to an internal audit system in place to monitor and review all employees as to their compliance with anti-corruption laws and regulations, the Group has established the whistle-blowing system and procedures, including a special email address and hotline to accept whistle-blowing reports. Whistle-blowers of verified cases will be rewarded accordingly. During the Reporting Period, the Group did not identify any corruption litigation cases.

本集團特別重視維護知識產權，與重慶市知識產權局達成了戰略合作關係，促進提升企業專利水準。二零二一年度本集團新獲得授權專利308件，其中授權發明專利26件；累計授權專利2,053件，其中發明專利達219件。重慶市智慧財產權局與市公安局打假總隊、市質監局、市工商局等相關職能部門對仿冒本集團相關產品的公司，開展打假維權工作，知識產權保護對企業佔領市場和保護市場公平競爭環境起到了重要作用。

反貪污

為了維持一個公平良好的經營環境，本集團高度重視在反貪污方面的責任並嚴格遵守以下一系列反貪污法律，當中包括且不限於《中華人民共和國刑法》、《中華人民共和國反洗錢法》、《中華人民共和國反壟斷法》、《中華人民共和國反不正當競爭法》。本集團制定了《員工職業道德行為守則》，要求員工不得接受或付出可能影響其業務決策或獨立判斷的金錢、禮品與招待，也不得利用職務之便，侵害本集團利益；同時，還制定了《反欺詐程式及控制制度》，以防止本集團內外部人員在參與本集團相關活動中採用弄虛作假、隱瞞真相等違法違規欺騙手段，損害國家、本集團或其它個人利益。本集團建立有內部審計工作制度，以監督和檢查所有員工是否違背反貪污方面的法規和制度，也建立有專門的舉報制度和程式，設立了專門的郵箱和電話，以接受舉報，對於經查屬實的舉報案件，給予相應獎勵。報告期間，本集團並無知悉涉的貪污訴訟案例。



SOCIAL RESPONSIBILITY

社會責任

Under an innovative supervision model, the internal audit department directly reports to the Board and accepts supervision and guidance from the Audit and Risk Management Committee, strives to “manage assets” through asset audit and financial audit, “manage compliance” through inspection and investigation, “manage personnel” through economic responsibility audit, “manage matters” through project audit, “manage risk” through effectiveness assessment to earnestly ensure supervision and give full play to the immunizing power of auditing through adequate “service, supervision and compliance”. In addition, the supervisory committee of the Company also plays an equally important role in monitoring the daily operation of the Company.

Pursuant to the *Basic Rules on Internal Control of Enterprises* jointly promulgated by five ministries and commissions including the Ministry of Finance and the *Code on Corporate Governance Practices for Listed Companies* on the Hong Kong Stock Exchange, the Group has established a sound internal control system. Through the evaluation and inspection on the operation of the internal control system of the Company and its subsidiaries, as well as the continuous tracking and monitoring of improvement on the internal control system, the effectiveness of the internal control system has been promoted. In 2021, an evaluation or improvement has been conducted on the effectiveness of the internal control system for the Company, and the subsidiaries Chongqing General Industry (Group) Co., Ltd., Chongqing Machine Tools (Group) Co., Ltd., Chongqing Pump Industry Co., Ltd. and Chongqing Machinery & Electronic Intelligent Manufacturing Co., Ltd. as well as the improvement on internal control system has been tracked and monitored for Chongqing Pump Industry Co., Ltd., Chongqing Gas Compressor Factory Co., Ltd. and Chongqing Water Turbine Works Co., Ltd.

本集團創新監督方式，內審部門由董事會直接領導並接受審核與風險管理委員會的監督和指導，以資產審計、財務審計「管資產」、檢查調研「管合規」、經濟責任審計「管人」、專案審計「管事」、有效性評價「管風險」，做到「服務到位、監督到位、合規到位」，做實監督服務，切實發揮審計的免疫作用。此外，本公司的監事會亦於監督公司日常營運上擔當同等重要的角色。

遵循中國財政部等五部委《企業內部控制基本規範》及香港聯交所《上市公司常規管治守則》的要求，本集團建立了完善的內部控制體系。通過對本公司及所屬企業內部控制體系運行的評價、檢查，對內控整改的持續跟蹤監控，促進內部控制體系運行的有效性。二零二一年，對本公司及附屬子公司重通集團、機床集團、重泵公司及智能製造等公司開展了內控有效性評價或提升建設，對重泵公司、氣壓公司及重水公司等內控整改進行跟蹤監控。

The Group has established effective legal risk prevention and treatment framework comprising the *Contract Management System* and the *Management Measures on Legal Affairs*. A legal review mechanism has been established for rules and regulations, economic contracts, and material decisions. In 2021, the Group reviewed 92 contracts; and a quarterly reporting mechanism of significant legal risks has been established to resolve the legal risks promptly.

本集團建立《合同管理辦法》、《合規及法律事務管理辦法》等制度，有效形成法律風險防範與處理機制。建立規章制度、經濟合同、重要決策三項重點工作法律審核機制，二零二一年評審各類合同92件，建立重大法律風險季報機制，及時化解法律風險。

Directors and employees of the Group actively participated in anti-corruption training. Some of the training activities during the year are as follows:

本集團董事及員工積極參與反貪污的培訓，以下是本年度的部分培訓活動：



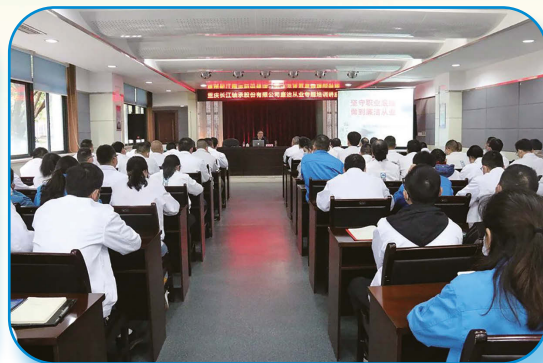
The Group held the subsidiary party secretary's report on party construction work and education of party history summary meeting 2021. The meeting conveyed the spirit of the Group's party style, clean governance construction and anti-corruption work, and summarized the development of the Group's party history education. The meeting planned for implementing the spirit of the Group's party style, clean governance construction and anti-corruption work conference, and consolidating the achievements of party history education, and anti-corruption education and warning films were watched in the meeting.

本年度附屬子公司黨組織書記抓黨建工作述職暨黨史學習教育總結會。會議傳達了母集團黨風廉政建設和反腐敗工作會精神，總結了本集團黨史學習教育開展情況。會議對貫徹落實母集團黨風廉政建設和反腐敗工作會議精神，鞏固黨史學習教育成果做了工作安排部署，並集中觀看了反腐倡廉警示教育片。

SOCIAL RESPONSIBILITY 社會責任

Chongqing Pump Industry Co., Ltd. held Party Style and Clean Governance Construction Promotion Meeting 2021 to convey the Chongqing Machinery's spirit of party style, clean governance construction and anti-corruption work. In the meeting, the party style, clean governance construction and anti-corruption construction work of Chongqing Pump Industry Co., Ltd. were planned and arranged, and conversations on clean governance were conducted with newly-promoted cadres. Warning educational videos on anti-corruption practices were also watched in the meeting.

重慶水泵廠有限責任公司召開2021年黨風廉政建設工作推進會，傳達重慶機電2021年黨風廉政建設工作會精神，安排部署重慶公司2021年黨風廉政建設工作。會議還對新提拔幹部進行了廉政談話，觀看了廉潔從業警示教育片。



ENVIRONMENTAL BENEFITS

環境效益

ENVIRONMENTAL MANAGEMENT

Against the background of deteriorating environmental issues and the transformation and upgrading of traditional manufacturing industries, the Group understands that as a part of the industry, we should take the initiative to assume more environmental responsibilities. The Group adheres to the production principle of “saving energy and reducing emissions” and is committed to building a resource-saving and environmentally-friendly enterprise. The Group advances technological innovations, enhances resource utilization efficiency in its development and promotes energy conservation and emission reduction in its production and development, to explore an approach featuring low consumption, low emission and high output.

Therefore, the Group actively establishes and implements a management system that contributes to environmental protection. The relevant management system has been audited and certified by a third-party institution. The environmental management systems established by the subsidiaries of the Group, including Chongqing General Industry (Group) Co., Ltd., Chongqing Pump Industry Co., Ltd., Chongqing Machine Tools (Group) Co., Ltd., Chongqing CAFF Automotive Braking & Steering System Co., Ltd., Chongqing Water Turbine Works Co., Ltd., Chongqing Gas Compressor Factory Co., Ltd., Chongqing Mengxun Electronic & Technology Co., Ltd. and Chongqing Cummins Engine Co., Ltd. have been confirmed that were in compliance with the requirements of ISO 14001: 2015.

The Group strictly complies with all applicable environmental laws and regulations. During the Reporting Period, we did not identify any cases of non-compliance or violations of the code of conduct regarding air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

環境管理

在環境問題日益惡化，傳統製造業面臨轉型升級的大背景下，本集團深刻明白作為行業一份子應主動承擔起更多的環保責任。本集團堅守「節能減排」的生產原則，致力於建設資源節約型和環境友好型企業，在發展中推進科技創新，提高資源利用效率，在企業生產及發展中推進節能減排，大力探索低消耗、低排放、高產出的發展道路。

因此，本集團積極建立並實行有助保護環境的管理體系。相關管理體系通過第三方機構審核，並獲得認證。本集團附屬子公司：重慶通用工業(集團)有限責任公司、重慶水泵廠有限責任公司、重慶機床(集團)有限責任公司、重慶卡福汽車制動轉向系統有限公司、重慶水輪機廠有限責任公司、重慶氣體壓縮機廠有限責任公司、重慶盟訊電子科技有限公司及重慶康明斯發動機有限公司所建立的環境管理體系，皆已被確認合乎ISO 14001: 2015的要求。

本集團嚴格遵守所有適用的環保法例和法規，報告期內，我們並無發現有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等違規行為或違反行為規範的個案。

ENVIRONMENTAL BENEFITS

环境效益



EMISSION MANAGEMENT

The Group strictly complies with national laws and regulations such as the *Environmental Protection Law of the PRC*, *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, *Law of the People's Republic of China on Prevention and Control of Radioactive Pollution* and the *Comprehensive Work Program for Energy Saving and Emission Reduction in the 13th Five-Year Plan Period*. The Group has internally established management systems within its subsidiaries and formulated relevant system documents. For example, the Group's water pump company has formulated the *Standardized Management Measures for Industrial Solid Waste and Hazardous Waste*, *Environmental Protection Management System*, *Pollution Prevention and Control Facilities Operation Management System* and *Environmental Protection Accident Management System* to conduct environmental management with a series of documents. The Group eliminated outdated production capacity, implemented upgrading and renovation on major production equipment, raised the level of energy utilization, aiming at realizing energy consumption per unit of major products exceeding the national standard and maintaining an advanced standard in the industry.

The Group is principally engaged in manufacturing machinery equipment and parts, which does not directly emit a large number of exhaust gases, greenhouse gases, wastewater and other hazardous wastes. The Group understands that transportation is one of the main sources of carbon emissions. To reduce greenhouse gas emissions caused by business travel and related transportation, the Group provides and encourages employees to use video and teleconferencing systems.

排放物管理

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國放射性污染防治法》、《十三五節能減排綜合工作方案》等國家法律法規，在各子企業內部建立管理體系，編製相關制度文件。例如本集團的重泵公司已經編製《工業固體廢物和危險廢物規範化管理辦法》、《環境保護管理制度》、《污染防治設施運行管理制度》及《環保事故管理制度》，以一系列文件進行環境管理。本集團淘汰落後產能，實施主要生產設備的升級改造，提高能源利用水準，實現主要產品單位能源消耗優於國家標準要求、保持行業先進水準。

本集團主要業務為生產製造機械設備及零部件，在生產過程中不直接產生大量廢氣、溫室氣體、污水等排放物。本集團瞭解到交通運輸是碳排放的主要來源之一，我們提供並鼓勵員工使用視頻及電話會議系統，以減少商旅出差及其相關交通運輸引致的溫室氣體排放。

ENVIRONMENTAL BENEFITS 環境效益

Air Emissions ^{1,2}	空氣污染物 ^{1,2}	Unit	單位	2021 2021年度
Nitrogen oxides (NO _x)	氮氧化物(NO _x)	kg	公斤	9,623.82
Sulfur Dioxide (SO ₂)	二氧化硫 (SO ₂)			182.41
Particulate Matter (PM _{2.5})	懸浮粒子 (PM _{2.5})			224.42
Particulate Matter (PM ₁₀)	懸浮粒子 (PM ₁₀)			319.58
Carbon dioxide (CO ₂)	二氧化碳 (CO ₂)			6,547.63

Greenhouse Gas Emissions	溫室氣體排放量	Unit	單位	2021 2021年度
Total GHG emissions (Scope 1 and Scope 2)	溫室氣體總排放量 (範圍一及範圍二)	Tonnes (CO _{2e})	噸 (二氧化碳當量)	14,127,481.64
Scope 1 Direct emissions ³	範圍一直接排放 ³			28,938.10
Scope 2 Indirect emissions ⁴ Intensity	範圍二間接排放 ⁴ 密度	Tonnes (CO _{2e})/ million RMB revenue ⁵	噸/百萬元人民幣 收入 ⁵	14,098,543.54
				1,906.39

¹ The calculation method and relevant emission factors of emissions generated from vehicle fuel consumption are referenced from the *Technical Guidelines for Air Pollutant Emission Inventory for Road Vehicles (Trial)*, while the emission generated from machinery are referenced from the *Technical Guidelines for Air Pollutant Emission Inventory for Non-road Mobile Sources (Trial)*.

² Emissions from natural gas consumption are calculated with reference to the *Manual of Emission Factors for Domestic Pollution Sources (Trial)* and the *Industrial Boiler (Heat Supply) Industry Coefficients Manual*.

³ The calculation methods and relevant emission factors of greenhouse gas emissions (Scope 1) from fuel consumption of vehicles and machinery and natural gas consumption are calculated with reference to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Road Transport Enterprises (Trial)* and the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Other Industrial Enterprises (Trial)*.

⁴ The national grid average emission factor of the *Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Enterprises (2021 Revision)* for power generation facilities is used.

⁵ Revenue of the Group for the Reporting Period was RMB7,410,600,000.

¹ 汽車燃料消耗所產生的排放物之計算方法及相關排放係數參考《道路機動車的大氣污染排放清單編製技術指南(試行)》，而機械方面所產生的排放則參考《非道路移動源大氣污染排放清單編製技術指南(試行)》。

² 天然氣消耗所產生的排放物參考《生活污染源排污係數手冊(試用版)》及《工業鍋爐(熱力供應)行業係數手冊》計算所得。

³ 汽車、機械的燃料消耗及天然氣消耗所產生的溫室氣體排放(範圍一)排放的計算方法及相關排放係數計算乃參考《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》及《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)》。

⁴ 採用《企業溫室氣體排放核算方法與報告指南發電設施(2021年修訂版)》全國電網平均排放因子計算。

⁵ 本集團於報告期間的收入為人民幣7,410.6百萬元。

Through the optimization, modification and recycling of our critical points with large energy consumption including waste heat, residual pressure and lighting, the Group has reduced the rate of emission in terms of standard coal, CO₂, SO₂, particulate matter and greenhouse gases.

本集團通過對其餘熱、餘壓和照明等能耗大的關鍵點進行優化改造及再利用，降低標準煤、二氧化碳、二氧化硫、懸浮粒子及溫室氣體的排放。

HAZARDOUS AND NON-HAZARDOUS WASTE

The Group is principally engaged in the manufacturing of machinery, equipment and parts. The emission mainly comprises solid metal scraps from the machining process. During the Reporting Period, the Group generated approximately 8,141 tonnes of metal scraps during operation, which were disposed of through public auction with total disposal proceeds of approximately RMB15,779,394. The hazardous wastes produced by the Group are mainly composed of waste oil and waste oil wrapping materials, in a total of about 166.01 tonnes, which were collected by qualified professional recycling companies for the innocuous treatment.

有害及無害廢棄物

本集團以生產製造機械設備及零部件為主業，有關排放物主要以在機械加工過程中產生的固體金屬殘料為主。於報告期間，本集團在運營過程中產生廢舊金屬殘料約8,141噸，均通過公開招標方式進行處置，共獲得處置收益約人民幣15,779,394元。本集團產生的有害廢棄物以廢油及廢油包裝物為主，共約166.01噸，均通過具有專業資質的回收公司統一回收，並全部進行無害化處理。

For the disposal of hazardous waste, we have formulated a waste management system, some of which are as follows:

針對有害廢棄物的處理，我們制定了廢棄物管理制度，當中部分內容如下：

Collection, transfer, storage and management of hazardous waste

- The production and manufacturing department checks the waste classification and storage of the Company's solid waste collection site in accordance with the *Measures for Regulating the Management of Garbage Sites*;
- Hazardous waste is transferred from each factory to the Company's temporary storage point of hazardous waste;

有害廢棄物的收集、轉運、儲存及管理

- 生產製造部門按照《規範垃圾場管理辦法》對公司固廢收集場垃圾分類存放情況進行檢查；
- 危險廢棄物由各分廠轉運至公司危險廢棄物暫存點；

ENVIRONMENTAL BENEFITS

環境效益

- Each department of the Company is responsible for the classification, storage and management of waste in the unit, and the storage containers, facilities and sites should be kept clean and tidy at all times;
- The property management company shall keep the storage site clean and tidy, and shall not have waste scattered or polluted ground.
- 公司各部門負責本單位廢棄物的分類存放管理，儲存容器、設施、場地應經常保持清潔整齊；
- 物業公司應保持儲存場地的清潔整齊，不得有廢棄物飛揚飄散，滲出污染地面等情形。

Disposal of hazardous waste

1. The production and manufacturing department selects units with hazardous waste disposal licenses to conduct bidding and obtain relevant data for review. The aspects to be considered in the assessment include: whether the contractor has the qualification of a hazardous waste treatment license; Whether the contractor has the waste treatment capacity and whether it will cause secondary environmental pollution.
2. Before signing the contract, it is necessary to confirm the processing capacity of the counterparty, and in the contract, the contractor is required to commit not to cause secondary pollution.
3. The production and manufacturing department regularly entrusts qualified recyclers to handle and comply with the relevant national laws and regulations.

有害廢棄物的處置

1. 危險廢棄物由生產製造部門選擇有危險廢物處理許可證資質的單位進行招標，並索取其相關資料進行評審。評審時需考慮的方面有：承包方是否具有危險廢物處理許可證資質；承包方是否具有廢棄物處理能力，是否會造成二次環境污染。
2. 在合同簽訂前有必要對對方的處理能力確認，在合同中要求承包方作出不產生二次污染的承諾。
3. 生產製造部門定期委託合格回收商進行處理，並遵照國家相關法規執行。

Disposal of non-hazardous waste

- The general waste that can be recycled and reused will be transferred by each sub-factory to the designated place for storage. Those that cannot be recycled and reused will be transferred by the property management company and each branch factory to the domestic waste storage point for storage.
- General waste is disposed of by the production and manufacturing department. Brutal loading and unloading are strictly prohibited and leakages are prevented during transportation. Also, a handling agreement is signed to prevent adverse environmental impacts caused by improper transportation or handling.

無害廢棄物的處置

- 一般廢棄物中能夠回收利用的由各分廠轉運至指定地點存放；不能回收利用的由物業公司及各分廠轉運至生活垃圾存放點存放。
- 一般廢棄物由生產製造部負責處置；在運輸過程中嚴禁野蠻裝卸、防止洩漏，並簽訂處理協定，以防止由於運送或處理不當造成不良環境影響。

Hazardous Waste	有害廢棄物	Unit	單位	2021 2021年度
Total hazardous waste Intensity	有害廢棄物總量密度	Tonnes Kg/million RMB revenue	噸 千克/百萬元 人民幣收入	166.01 0.02
Non-hazardous Waste	無害廢棄物	Unit	單位	2021 2021年度
Total non-hazardous waste Intensity	無害廢棄物總量密度	Tonnes Tonnes/million RMB revenue	噸 噸/百萬元 人民幣收入	9,836.43 1.33

ENVIRONMENTAL BENEFITS 環境效益

WATER RESOURCES AND SEWAGE DISCHARGE

The Group attached great importance to the utilization and conservation of water resources. We strictly comply with the Law of the Water Pollution Prevention and Control Law of the People's Republic of China and adopted water-saving production technology and equipment. The Group effectively managed and controlled the living and industrial wastewater generated from the Company's operations, products and services. Through the construction of sewage treatment and recycling systems, it is ensured that the industrial wastewater meets the discharge standards.

The Group has also set up water conservation labels to enhance water-saving awareness. The concealed pipes were checked regularly to avoid leakage, and the internal water supply systems were also inspected. In addition, the damaged tanks, faucets and other water supply facilities were repaired or replaced promptly. The Group's water is sourced from the municipal water supply network and there is no significant difficulty in sourcing water.

For sewage discharge, we have formulated the *Wastewater Management System*, some of which are as follows:

1. All units of the Group that discharge production wastewater must add residue filters to the discharge outlets as required to prevent blockage, regularly clean the waste residues, and discharge wastewater to its wastewater treatment station for treatment. The degreasing wastewater from the cleaning line and phosphating line is discharged to the wastewater treatment station through the oily wastewater pipe network. Wastewater from paint spraying, electrophoresis and phosphating is discharged into the wastewater treatment station through the respective special pipe network. It is strictly forbidden to pour all kinds of wastewater into rainwater pipe networks and other waste pipe networks;

水資源及污水排放

本集團非常重視對水資源的利用及節約，嚴格遵守《中華人民共和國水污染防治法》，並且採用能夠節省用水的生產工藝及設備，對公司活動、產品、服務過程產生的生活及工業污水進行有效管理與控制，通過建設污水處理和循環使用系統，確保工業廢水達標排放。

本集團亦設置節約用水標籤，引導提高節水意識。定期檢查隱蔽水管，以防漏損，檢查內部供水系統，修理或更換有破損的水箱、水龍頭及其他供水設施。本集團用水由市政供水網路獲得，所以在獲取水源上本集團並沒有重大困難。

針對污水排放，我們制定了《廢水管理制度》，當中部分內容如下：

1. 本集團所有排放生產廢水的單位，必須按規定在排放口加濾網隔渣防止堵塞，並定期清理廢渣，將廢水分類排放到廢水處理站進行處理。清洗線、磷化線脫脂廢水經含油廢水管網排放到廢水處理站；噴漆、電泳、磷化廢水經各自專用管網排入廢水處理站；嚴禁將各類廢水倒入雨水管網及其它廢水管網；

ENVIRONMENTAL BENEFITS 環境效益

- | | |
|--|---|
| <p>2. Toilet sewage containing manure in domestic wastewater must pass through septic tanks or regulating pools before entering the treatment facilities;</p> | <p>2. 生活廢水中含糞便的廁所污水必須經過化糞池或調節池後才能進入處理設施；</p> |
| <p>3. The canteen sewage in domestic wastewater must pass through the grease trap and filter to enter the wastewater treatment station;</p> | <p>3. 生活廢水中食堂污水必須經過隔油池、過濾網才能進入廢水處理站；</p> |
| <p>4. The production and manufacturing department is responsible for the management of the wastewater treatment station. All wastewater entered into the wastewater treatment station must be treated in accordance with the operating procedures of the wastewater treatment station, and only wastewater meeting the standards can be discharged after the treatment. Direct discharge of untreated wastewater is strictly prohibited; and</p> | <p>4. 生產製造部負責廢水處理站的管理，所有排入廢水處理站的廢水，必須按廢水處理站操作規程進行處理，經處理達標后才能排放，嚴禁將未經處理的廢水直接排放；及</p> |
| <p>5. Waste residues separated from wastewater treatment must be cleaned up regularly in accordance with the requirements of the system.</p> | <p>5. 廢水處理分離出的廢渣，必須按制度要求定期進行清理。</p> |

The Group's wastewater treatment system is complete and included in the government's online real-time monitoring, all of which meet the discharge standards.

本集團廢水處理系統完備並納入政府在線實時監測，全部達標排放。

Water Consumption	用水	Unit	單位	2021 2021年度
Total water consumption	總耗水量	m ³	立方米	591,446.00
Intensity	密度	立方米／百萬元 人民幣收入		79.81

ENVIRONMENTAL BENEFITS 環境效益

USE OF RESOURCES

Responding to the government's call on environmental protection and energy-saving, the Group has accelerated the elimination and scrapping of equipment with high energy consumption. Meanwhile, our new plants are constructed in full compliance with environmental standards, including the design of new energy-efficient equipment and the wide use of green offices based on paperless technology. The Group continued to carry out comprehensive energy-saving research on other subsidiaries, to encourage the staff to effectively utilize energy and to realize energy-saving and consumption reduction.

Chongqing General Industry (Group) Co., Ltd. ("CQGI Group") has formulated the *Energy Management System* to strengthen the standardized management of its energy use and enhance employees' awareness of energy conservation. The measures guide different business departments on energy management matters, including the establishment of an internal charter, departmental energy performance, and guide business entities to save energy through the following measures:

1. Control the temperature of air conditioners in summer and winter;
2. Save electricity for lighting, and use sound-controlled lamps in places that are not in use for a long time to avoid long-term lighting;
3. Save electricity for office equipment, turn off all kinds of electrical appliances consciously after prolonged use and after work to reduce standby energy consumption; and
4. High-power electrical appliances are strictly prohibited in the shift building.

資源使用

本集團積極響應國家環保節能號召，加速對高能耗設備的淘汰和報廢。同時，在新廠區建設中亦遵照環評標準，設計使用新型節能設備，大力推廣無紙化綠色辦公。本集團對其他附屬公司全面進行節能調研，鼓勵和支持員工注重能源有效利用，實現節能降耗。

重慶通用工業(集團)有限責任公司(「重通集團」)制定了《能源管理制度》，加強規範管理公司能源使用，加強員工節能意識。辦法中指導不同營業單位有關能源管理的事宜，包括設立內部約章，部門的能源績效，指導業務實體透過以下措施節能：

1. 控制空調夏、冬季開啟溫度；
2. 節約照明用電，長期不逗留的場所採用聲控燈，避免長明燈；
3. 節約辦公設備用電，在長時間未使用及下班后，自覺關閉各類電器，減少待機能耗；及
4. 倒班樓嚴禁使用大功率電器。

ENVIRONMENTAL BENEFITS 環境效益

In terms of water consumption, CQGI Group has also implemented the following measures through the same management system:

1. Perform monthly statistics on water consumption, submit and supervise water conservation, and urge all departments to jointly use water and save water;
2. Partial installed the sensor taps to save water.

In 2021, the Group will continue to implement contract energy management in selected qualified enterprises.

而在用水方面，重通集團亦透過同一份管理制度，實行以下措施：

1. 每月對供水用水量統計。報送和節約用水的監管，督促各部門合力用水、節約用水；
2. 部分安裝感應式水龍頭，節約用水。

二零二一年將在本集團選擇有條件的附屬子公司繼續實施合同能源管理。

Type of resource consumption	資源消耗種類	Unit	單位	2021 2021年度
Energy consumption ¹	能源消耗量 ¹			
Total energy consumption	總能源消耗量	MWh	千個千瓦時	24,251,818.80
Electricity	電力	MWh	千個千瓦時	24,145,476.18
Fuel oil	燃油	MWh	千個千瓦時	88,138.75
Natural Gas	天然氣	MWh	千個千瓦時	18,203.87
Intensity	密度	MWh/million RMB revenue	千個千瓦時／百萬元人民幣收入	3,272.59
Paper	紙張	Tonnes	噸	13.58
Packaging materials	包裝物料			
Total packaging materials	包裝物料總量	kg	千克	569.70
Intensity	密度	kg/million RMB revenue	千克／百萬元人民幣收入	0.08

¹ The calculation methods and relevant conversion factors for the conversion of energy units are based on the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Enterprises in Other Industries (Trial)*, the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Road Transport Enterprises (Trial)*, the *Gasoline for Vehicles (GB17930-2016)* and the *Diesel for Vehicles (GB19147-2016)*.

¹ 能源單位轉換的計算方法及相關轉換因數乃參考《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)》、《陸上交通運輸企業溫室氣體排放核算方法與報告指南(試行)》、《車用汽油》(GB17930-2016)及《車用柴油》(GB19147-2016)。

ENVIRONMENTAL BENEFITS 環境效益

ENVIRONMENT AND NATURAL RESOURCES

Humans are highly dependent on the ecosystems of nature, thus it is important to protect biodiversity and ecosystems. We pay full attention to the possible impact on the environment and the consumption of natural resources during the production process. We have established, followed and maintained an effective environmental management system to reduce the environmental impact of our operations.

Chongqing CAFF Automotive Braking & Steering System Co., Ltd. identified that their production process may cause heavy metal pollution to the environment, and therefore established mechanisms including the *Emergency Plan for Sewage Treatment Station*, the *Wastewater Management System* and the *Emergency Plan for Environmental Pollution* to suppress the heavy metals that may be leaked in the course of business.

CQGI Group will use natural gas and other energy in the production process. Therefore, CQGI Group has set up an equipment energy management department, and established daily inspection, check and other management processes. CQGI Group also installed safety facilities such as flammable gas probes in potential areas with leakage of natural gas to further improve the possible significant impact of natural gas emergencies. During the production process, CQGI Group will use paint that generates volatile organic compounds (VOCs). Therefore, CQGI Group has installed VOCs equipment to collect and dispose of exhaust gas, and timely replace activated carbon, filter cotton and other consumables to ensure that the emissions meet the standards after disposal. In the process of loading and unloading hazardous chemicals, improper operation may cause leakage of hazardous chemicals and soil pollution. Therefore, CQGI Group has prepared, reviewed and finally approved the environmental emergency plan and conducted regular drills to improve its emergency response capabilities.

環境及天然資源

人類仰賴自然界提供的生態系統服務。故此，保護生物多樣性和生態系統是非常重要的。我們充分重視企業在生產過程中對環境可能造成的影響以及對自然資源的消耗。我們已建立、遵循及維持一套有效的環境管理系統，以減低我們業務對環境的衝擊。

重慶卡福汽車制動轉向系統有限公司識別出在生產過程中，可能會對環境造成鎳重金屬污染，因而訂立《污水處理站應急預案》、《廢水管理制度》、《環境污染應急預案》等機制，壓制業務過程中可能洩露的重金屬。

重通集團在生產過程中，會使用天然氣等能源，重通集團因而設立設備能源管理部，並建立了日常巡查、檢查等管理流程，在天然氣可能洩漏區域安裝可燃氣體探頭等安全設施，進一步為發生天然氣突發狀況做好準備，避免造成的重大影響。在生產過程中，重通集團會使用產生揮發性有機物（「VOCs」）的油漆，重通集團因而安裝了VOCs設備對廢氣進行收集和處置，及時更換活性炭、過濾棉等易耗品，保證處置後排放達標。在危險化學品裝卸過程中，可能會因為操作不當導致危險化學品洩漏，造成土壤污染，重通集團因而編製並經過評審通過了環境應急預案並定期進行演練，提升公司應急處置能力。



Chongqing Cummins Engine Company's factory in Shapingba plant has obtained ISO 14000/G/T24001-2015 Environmental Management System and ISO 50001/G/T 23331-2020 *Energy Management System* certifications. Cummins has formulated the *Environmental Factors Identification and Evaluation Control Procedures* and the management procedures for waste gas, wastewater, waste residue, etc., and identifies the environmental impact and control measures caused by various production activities of enterprises from the perspective of the whole life cycle. The wastewater generated during the production process is treated by the sewage station of the company to meet the standards and then discharged into the municipal sewage pipe network. The exhaust gas is treated by the exhaust gas treatment facilities and discharged in compliance with the standards. The hazardous waste generated is disposed of by qualified third parties.

重慶康明斯發動機有限公司位於沙坪壩的工廠已獲得ISO 14000/G/T24001-2015環境管理體系和ISO 50001/G/T 23331-2020能源管理體系認證。康明斯制定了《環境因素識別和評價控制程式》及廢氣、廢水、廢渣等管理程式，從全生命週期角度識別企業生產各類活動對環境造成的環境影響以及控制措施。在生產過程中產生的廢水經公司污水站處理達標後進入市政污水管網，廢氣均通過廢氣處理設施處理後達標排放，產生的危險廢物均交由資質協力廠商處置。

ENVIRONMENTAL BENEFITS 環境效益

CLIMATE CHANGE

Climate change has become one of the current challenges that require immediate action to address. Facing this huge challenge, the country is also in the same strict position and has put forward long-term climate targets for carbon peak by 2030 and carbon neutrality by 2060. “14th Five-Year Plan” advocates carbon reduction, energy conservation and consumption reduction as the main means of ecological environmental protection planning, and relevant concepts will become the new direction of enterprise development.

Chongqing Cummins Engine Company, a subsidiary of the Group, has established the *Emergency Plan for Flood Prevention* and the *Business Continuity Plan* of the company, and Chongqing General Industry (Group) Co., Ltd. has established the *Emergency Plan for Heavy Pollution Weather* to avoid the physical risks caused by climate change with a systematic framework.

氣候變化

氣候變化已經成為其中一個當代需要立刻採取行動應對的挑戰。國家面對此巨大挑戰亦同樣嚴陣以待，分別提出2030年前碳達峰和2060年碳中和的長期氣候目標。「十四五」提倡以降碳、節能及降耗作為生態環境保護規劃的主要手段，相關概念將必成為企業發展的新方向。

本集團附屬子公司的重慶康明斯發動機有限公司已建立《防洪應急預案》及《公司業務延續計畫》，重慶通用工業(集團)有限責任公司已建立《重污染天氣應急預案》，以系統化的規格，對氣候變化造成的實體風險進行回避。



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EMPLOYMENT AND LABOR STANDARDS

The Group embraces the concept of “paying respect to the dedicated, utilizing the competent, fostering the aspiring and incentivizing the innovative” for talents, seeking to provide a safe and sound working environment for employees and cultivating talents experienced in technology and management. By improving the remuneration system and designing career paths, the Group expects to establish a comprehensive incentive system based on physical, mental, emotional and growth motivations to carry forward a harmonious and stable employment relationship. The Group fully safeguards the rights of its employees, respects employees’ differences, provides a safe and harmonious working environment for every employee, and cohesively pursues the realization of employees’ solidarity and sense of belonging through human resources policies, employee benefits, vocational training and related activities. Together we pursue the core values of the Group.

The Group has been strictly in compliance with all relevant local employment laws where the operation is located, including but not limited to the *Labor Law of the People’s Republic of China* and the *Labor Contract Law of the People’s Republic of China*. During the reporting period, the Group did not have any cases of violation of relevant employment laws and regulations, nor did it receive any complaints related to recruitment.

僱傭及勞工標準

本集團秉承「尊重敬業的人，用好能幹的人，培養有志的人，激勵創新的人」的人才理念，努力為員工提供適宜及安全的工作環境，培育富有技術和管理經驗的人才，完善薪酬分配體系、開展員工職業發展通道設計，構建基於物質、精神、情感、發展的全面激勵體系，維護和發展和諧穩定的勞資關係。本集團全力維護員工權利、尊重員工差異性，為每一位員工提供一個安全和諧的工作環境，並透過人力資源政策、員工福利、職業培訓及相關活動凝聚員工的向心力和歸屬感，共同追求實現本集團的核心價值觀。

本集團嚴格遵守所有營運當地相關的僱傭法例，當中包括但不限於《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等法律法規，報告期間並無違反相關的僱傭法例及法規的個案，亦無與招聘相關的投訴個案。

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During the Reporting Period, the Group had 7,692 employees. The summary of employee data is set out as follows:

報告期間，本集團有7,692名員工。以下乃是僱員數據摘要：

Total number of employees 員工總數



Employee turnover rate¹ 僱員流失比率¹



¹ The calculation formula of employee turnover rate for each category is: number of employee turnover of the category during the reporting period/ total number of employees of the category as of the end of the reporting period x 100%.

¹ 各類別的僱員離職率計算公式為：報告期內該類別的僱員離職人數／截至報告期末該類別的總僱員人數x 100%。

REMUNERATION AND BENEFITS

We have a well-established remuneration management system to ensure that all employees are entitled to remuneration, benefits and welfare, including minimum wage, leave, compensation for dismissal, as well as relevant social insurance and provident fund benefits. We adhere to the approach of linking individual compensation to corporate profits. Employees are offered a competitive remuneration package, subject to annual adjustments based on individual performance, contribution and market conditions. With work hours arranged in strict compliance with national labor laws, the Group pays full respect to employees' right to rest, providing paid leave and other leaves for marriage, maternity and bereavement in addition to statutory holidays.

RECRUITMENT AND PROMOTION POLICY

The Group adheres to the principle of fairness. The recruitment process is based on the needs of operation and management, business development, as well as the requirements of job skills and qualifications. The Group carefully selects suitable employees based on the analysis of candidates' ethics, professional skills, work experiences and relevant qualifications, and never gives priority to personal relations and interests and there is no discrimination. We have also formulated a comprehensive performance appraisal and a fair promotion mechanism to evaluate the work performance of employees, ensure that each employee receives reasonable promotion opportunities and builds a progressive and harmonious corporate culture.

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The Group assesses employees based on their scope of work, qualifications, work performance, sales volume and market conditions. Remuneration, benefits and promotion are determined with reference to the evaluation results. The Group does not discriminate against or deprive of any benefits due to gender, ethnic background, religion, age, marital and family status, disability or any other reasons, and ensures that employees receive fair opportunities.

薪酬及福利

我們擁有完善的薪酬管理制度，確保所有員工均能享有薪酬、權益及福利，包括最低工資、休假、解僱賠償等安排，以及相關的社保和公積金等福利。我們堅持員工個人績效與公司經濟效益掛鈎的指導思想，給予員工有競爭力的薪酬，並每年根據員工個別的工作表現、貢獻和市場狀況作出調整。本集團嚴格按照國家勞動法律安排工作時間，充分尊重員工的休息權，除享有國家法定假日外，還包括帶薪休假、婚假、生育假、喪假等多種假期。

招聘及晉升政策

本集團秉持公平原則，招聘程式是基於經營管理需要、業務發展，以及職位技能及資歷要求，並根據應徵者的個人思想道德、專業技能、工作經驗、相關資質等進行分析，謹慎挑選聘用合適的員工，絕不以個人關係和利益作優先考慮及不存在歧視情況。我們亦已制定完善的績效考核以及公平的職場晉升機制，評核員工的工作表現，確保每個員工均獲得合理晉升機會，構建奮進、和諧的企業文化。

平等機會及多元政策

本集團根據員工的工作範疇、資歷、工作表現、業績及市場情況，來評核員工評核。並參考評核結果來釐訂薪酬、福利及晉升，保證不會因性別、種族背景、宗教、年齡、婚姻及家庭狀況、殘疾或任何其他原因而遭受歧視或遭剝奪任何待遇，確保員工得到公平機會。

The Group also actively protects employees from any form of harassment and bullying at work. We have high requirements for employees' conduct and ethics. We monitor and prohibit harassment and bullying within and outside the workplace through training and information sharing, as well as strict codes of conduct.

We take labor protection measures for female employees during menstruation, pregnancy, maternity and lactation periods, and it is prohibited to arrange females in any work of the fourth-level physical intensity as specified in national regulations or other prohibited work.

PROHIBITION OF FORCED LABOR AND CHILD LABOR

The Group strictly complied with the *Labor Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child Labor*, the *Regulations on Labor Security Supervision* and other laws and regulations, and strictly prohibits the use of child labor, inflection child labor and forced labor, etc. During the interview and onboarding, applicants are required to provide identification and qualification documents including but not limited to identity cards and academic certificates. Once the age of the applicants is proved to be inconsistent with the legal requirements, the Group will terminate the employment procedures. To protect the legitimate rights and interests of employees, the Group has set up internal risk control positions (risk control, internal audit and discipline inspection) to supervise whether employees have handled the procedures in accordance with the procedures. At the same time, a petition office has been set up, and relevant personnel can make complaints, and grievances and report non-compliance matters. We will also specify the working hours and work content in the labor contracts signed by both parties in accordance with relevant laws to prevent forced labor. The Group will review and further improve the labor mechanism from time to time.

During the Reporting Period, the Group did not have any child labor or forced labor, and there were no cases of non-compliance with labor standards.

本集團亦積極保障員工免受工作上任何形式的騷擾及欺凌。我們對員工的個人操守及道德有很高要求，透過培訓及資訊分享，以及嚴格的行為守則，監察及禁止工作場所內外員工之間的騷擾及欺凌行為。

我們對女性職工的經期、孕期、產期和哺乳期等採取勞動保護措施，禁止安排女性職工從事國家界定的第四級體力勞動強度的勞動或其它禁忌從事的勞動。

禁止強制勞工及童工

本集團嚴格遵守《中華人民共和國勞動法》、《禁止使用童工規定》及《勞動保障監察條例》等法律法規，嚴格禁止使用童工、拐騙童工、強令童工冒險作業和強迫勞工等。在面試及入職時，均要求申請者提供包括但不限於身份證、學歷證書等身份資歷證明文件，一旦證實入職申請人年齡資歷不符合法律要求，本集團將終止錄用程序。本集團為保障錄用人員合法權益，設有內部風險控制崗位（風控、內審、紀檢），督查從業人員是否按流程辦理手續。同時設有信訪辦公室，相關人員可以進行投訴、申訴、舉報不合規事項。我們亦會依照相關法律在雙方簽署的勞動合同中明確工作時間、工作內容等來保障避免出現強制勞工的問題。本集團會不時檢討並進一步完善勞工機制。

於報告期間，本集團並無童工或強制勞工，亦無任何涉及違反勞工準則的事件。

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DISMISSAL POLICY

In general, the Group dismisses employees mainly due to the following reasons:

- the employee's long-term poor work performance, or the employee's ability and skills clearly do not meet the corresponding requirements of his/her position, so that he/she is not competent for the current job;
- Significant violation of laws and regulations and employment rules by employees to meet the conditions for dismissal; and
- The existence of the enterprise cannot be sustained due to major objective reasons.

In case of dismissal due to the above reasons, the Group will follow the procedures and make reasonable compensation to the dismissed employees in accordance with the relevant employment ordinance guidelines and the relevant termination provisions set out in the employment contracts of each employee.

HEALTH AND SAFETY

The Group strictly complies with the *Labor Law of the People's Republic of China* and the Law on Protection of Labor Rights and other applicable laws and regulations. Sticking to the approach of "safety foremost, prevention-dominated and comprehensive treatment", the Group strictly implements the *Basic Rules on Standardised Production Safety of Enterprises (AQ/T9006-2010)* and relevant laws, and has formulated the *Compilation of Work Safety Management System* to regulate the management of the safety production of subsidiaries by the market operation department. Such management measures are issued by the general manager office. The Group has made a clear division of the responsibilities of the subsidiaries for production safety, where the legal representative or the chief executive officer of the employer is the first person responsible for the production safety of the entity and is fully responsible for the production safety of the entity.

解僱政策

一般而言，本集團主要因為以下原因辭退員工：

- 員工長期工作表現欠佳，或員工能力和技能明顯不符合其職位相應要求，以致無法勝任當前工作；
- 員工嚴重違反法律法規及僱傭守則，達到辭退條件；以及
- 發生重大客觀原因，導致企業無法存續。

基於上述理由而解僱員工，本集團會根據相關僱傭條例指引，以及已載列於各員工的僱傭合約中的有關解除僱傭關係條文，按照流程處理，對被解僱之員工作出合理的賠償。

健康與安全

本集團嚴格遵守《中華人民共和國勞動法》和《勞動者權益保護法》及其他適用的法律法規，以「安全第一、預防為主、綜合治理」為原則，嚴格執行AQ/T9006-2010《企業安全生產標準化基本規範》和相關法律，並已經制定《安全生產管理制度彙編》，規範市場運行部門對下屬子企業安全生產的管理，該管理辦法由總經理辦公會簽發。本集團對附屬子公司安全生產的責任進行了明確的劃分，用人單位的法定代表人或主要行政負責人為該單位安全生產的第一責任人，對安生生產工作負全面責任。

The Group requires each subsidiary to establish and implement the accountability for safety production, sign the *Responsibility Statement for Project Management*, and implement target responsibility management. The Group implements a production safety responsibility system with level-by-level responsibility from bottom to top and level-by-level assessment from top to bottom, and clearly classifies the production safety responsibilities of the chairman, general manager, party branch secretary, vice general manager, secretary to the Board, financial director, safety production committee, division of labor union, office, party-masses work department, finance department, capital operation department, industry development department, market operation department and employees of the Group. The production safety responsibility system at all levels has been reviewed and approved by the Board.

In response to occupational diseases, CQGI Group issued the *Safety Production Management System*, *Environmental Protection Management System* and *Occupational Health Management System*, and put forward management requirements such as body checks on occupational disease for employees and regular detection of occupational disease hazards, and added safety and dust-prevention facilities.

Chongqing Gas Compressor Factory Co., Ltd. has formulated the *Compilation of Occupational Health Management System* based on the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and the *Provisions on the Supervision and Administration of Occupational Health at Work Sites*. It specifies the definition of occupational diseases, responsibilities of various departments, implementation details of warning and notification of hazards, declaration of hazardous items, publicity and education of hazard prevention and control, maintenance and repair of protective facilities, the management system of hazardous protective equipment, the management system of hazard monitoring and evaluation, the management system of "Three Simultaneities", the management system of occupational health surveillance and its file management, handling and reporting of occupational disease hazard accidents and emergency rescue and management system of occupational disease hazards, and provides specific and systematic action framework for employees in response to relevant risks.

本集團要求各附屬公司建立並貫徹落實安全生產責任制，簽訂《項目管理工作目標責任書》，實施目標責任管理，當中實行自下而上逐級負責和自上而下逐級考核的安全生產責任體系，對公司董事長、總經理、黨委書記、副總經理、董事會秘書、財務總監、安全生產委員會、工會主席、辦公室、黨群工作部、財務部、資本營運部、產業發展部、市場運行部、員工的安全生產責任都進行了明確劃分，該各級安全生產責任制經董事會審核通過。

針對職業病，重通集團下發了《安全生產管理制度》、《環境保護管理制度》、《職業健康管理制度》，並提出員工職業病體檢、定期職業病危害因素的檢測等管理要求，增加了安全防塵設施。

重慶氣體壓縮機廠有限公司以《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》作為依據，制定《職業健康管理制度彙編》，訂明職業病的定義、各個部門的職責、對於危害警示與告知的執行細節、危害專案的申報、危害防治宣傳教育、防護設施維護檢修、危害防護用品管理制度、危害監測與評價管理制度、「三同時」管理制度、職業健康監護及其檔案管理制度、職業病危害事故的處置及報告及職業病危害應急救援與管理制度，在應對相關風險上為員工提供了具體且系統化的行動框架。

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		2021 2021年度	2020 2020年度	2019 2019年度
Number of work-related fatalities occurred in each of the past three years	過去三年每年因工亡故的人數	0	0	0
Rate of work-related fatalities in each of the past three years	過去三年每年因工亡故比率	0%	0%	0%
Lost days due to work injury	因工傷損失工作日數	80	30	20

The comprehensive management department of Chongqing Gas Compressor Factory Co., Ltd. organizes and cooperates with relevant departments to implement factory-level occupational safety and health education for new employees of the company before taking up their posts for no less than 16 hours. The department-level and team-level occupational safety and health education is organized by various departments, supervised and inspected by the comprehensive management department. The education time at the department level is no less than 24 hours, and the education time at the team level is no less than 32 hours. We strive to enhance employees' awareness of occupational safety at all times.

The above occupational health and safety management system has been audited by a third-party institution and certified to ensure that the relevant system meets the requirements of ISO45001: 2018.

During the Reporting Period, the Group did not have any cases of non-compliance with the relevant laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards.

重慶氣體壓縮機廠有限公司的綜合管理部組織，相關部門配合，對公司新進員工上崗前實施廠級職業安全健康教育，時間不少於16學時；部門級和班組級職業安全健康教育由各部門組織，綜合管理部監督、檢查，部門級教育時間不少於24學時，班組級教育時間不少於32學時。務求時刻提升員工的職業安全意識。

上述的職業健康安全管理制度已經通過第三方機構審核，並獲得認證，確保相關制度合乎ISO 45001：2018的要求。

於報告期間，本集團並無任何重大違反與提供安全工作環境及保障僱員避免職業性危害的相關法律及規例的情況。

DEVELOPMENT AND TRAINING

With an aim of creating a learning-oriented organization, the Group has centered on competency development to improve professional quality, established a platform for employees' career development, and built a sound training management system, thus providing a wealth of learning opportunities and a positive atmosphere for knowledge sharing.

發展與培訓

為打造學習型團隊，本集團以員工能力建設為核心，提升職業素養，搭建員工職業生涯發展平台，建立健全培訓管理體系，為員工提供豐富的學習機會和良好的知識共享氛圍。



In June 2021, the fourth session of the training class for reserve talents for leaders of subsidiaries organized by the Group commenced. A total of 50 trainees participated in the talent training class, and a three-month part-time training will be conducted. The training includes corporate strategy management, marketing, financial management, human resources management, party building, etc.

2021年6月，本集團舉辦的第四期所屬企業領導人員後備人才培訓班開班。人才培訓班共有50名學員參加，進行了為期三個月的半脫產培訓，此次培訓包括：企業戰略管理、市場行銷、財務管理、人力資源管理、黨的建設等內容。

PEOPLE-ORIENTED 以人為本

In September 2021, Chongqing Gas Compressor Factory Co., Ltd. held training and assessment on lifting operation and command skills. For the overall training during the Reporting Period, please refer to the table below.

重慶氣體壓縮機廠有限公司則於2021年9月舉辦了地操行車起重作業及指揮技能培訓及考核。有關於本報告年度的整體培訓情況，請參閱以下的表格。

Employee training hours:

僱員培訓時數：

Category 類別					2021 2021年度	
Total number of employees participating in training	參與培訓員工總數		Number	人數	7,415	
Percentage of employees participating in training to the total number of employees	參與培訓員工佔員工總數比例		Percentage	百分比	96.4%	
Gender ¹	性別 ¹	Male	男	Percentage	百分比	72%
		Female	女	Percentage	百分比	28%
Employee Category ¹	僱員類別 ¹	Executive management	行政管理人員	Percentage	百分比	31%
		Other employees	其他員工			69%
Gender ²	性別 ²	Male	男	Average hours	平均時數	71.3
		Female	女	Average hours	平均時數	73.1
Employee Category ²	僱員類別 ²	Executive management	行政管理人員	Average hours	平均時數	75.3
		Other employees	其他員工	Average hours	平均時數	68.7

1 The calculation formula of the percentage of employees trained in each category is the number of employees training in the category/the total number of employees training x 100%.

1 各類別的僱員受訓百分比計算公式為：該類別的受訓僱員人數／總受訓僱員人數x 100%。

2 The calculation formula of the average training hours per employee in each category is: the total training hours of employees in the category/the total number of employees in the category.

2 各類別每名僱員平均受訓時數計算公式為：該類別的僱員受訓總時數／該類別總僱員人數。

CARING FOR SOCIETY

關愛社會

COMMUNITY INVESTMENT

The Group actively fulfills its social responsibility in accordance with the *Chongqing Machinery & Electric Co., Ltd. Management Measures for External Donations*. This includes relief donations to socially vulnerable groups and individuals suffering from natural disasters or living in national recognized former revolutionary base areas, areas inhabited by ethnic groups, remote and border areas and poverty-stricken areas and those who are in need of production, living relief and relief, public welfare reliefs to education, science, culture, health and medical care, sports, environmental protection and social public facilities construction. This ensures that the Group actively fulfills its responsibilities and obligations in social welfare, cares for and helps the socially vulnerable groups and supports charity.

社區回饋

本集團根據《重慶機電股份有限公司對外捐贈管理辦法》，積極履行社會公益責任。其中包括向遭受自然災害或者國家確認的「老、少、邊、窮」等地區以及困難的社會弱勢群體和個人提供的用於生產、生活救濟、救助的救濟性捐贈；向教育、科學、文化、衛生醫療、體育事業、環境保護以及社會公共設施建設的公益性捐贈等履行範疇。以此確保本集團積極履行社會公益方面的責任和義務，關心幫助社會弱勢群體，支持慈善事業。



The Group actively responded to the national rural revitalization strategy and implemented consumption assistance with practical actions. We regularly purchase local agricultural products from a town in Chongqing, which not only contributed to the rural revitalization, but also made employees feel the Group's care.

本集團積極回應國家鄉村振興戰略，以實際行動踐行消費幫扶，通過定期購買重慶市某鄉鎮當地農產品，既為鄉村振興貢獻自己的力量，也讓廣大員工感受到集團關懷。



"Serving the community and giving back to the society" is the key to the corporate responsibility of Chongqing Cummins Engine Co., Ltd., a joint venture of the Group. The "Dynamic Community, Beautiful Life – Barrier-Free Bracelet" public welfare project was launched in 2018. It has improved the quality of life of more than 1,300 hearing-impaired people and their families until now. The picture shows that in January 2021, the company donated 800 sets and 200 sets of second-generation "barrier-free" bracelets to the Chongqing Association for the Deaf and Lijia Street in Yubei District respectively, all of which were used for the hearing-impaired people in the community

「服務社區，回饋社會」是本集團合營公司重慶康明斯發動機有限公司的企業責任精髓。2018年啟動的「動力社區至美生活－無障礙手環」公益項目，至今已為1300多名聽障人士及其家庭的生活品質帶來提升。圖為2021年1月，公司向重慶市聾人協會捐贈第二代「無障礙」手環800套、渝北區禮嘉街道200套，全部用於社區聽障人士。

Main Scope 主要範疇	Description 內容	Relevant Section 披露章節
Mandatory Disclosure Requirements 強制披露規定		
Governance Structure 管治架構	A statement from the board containing the following elements: (i) disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對ESG事宜的監管； (ii) 董事會的ESG管理方針及策略，包括評估、優次排列及管理重要的ESG相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按ESG相關目標檢討進度，並解釋它們如何與發行人業務有關連	ESG Management ESG管理
Reporting Principles 匯報原則	A description of, or an explanation of, the application of Materiality, Quantitative, Consistency and in the preparation of the ESG report 描述或解釋在編備ESG報告時如何應用下列匯報原則：重要性、一致性、平衡、量化	Reporting Principles 報告原則
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋ESG報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因	Reporting Scope 報告範圍

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Main Scope 主要範疇	Description 內容	Relevant Section 披露章節
General Disclosures and Key Performance Indicators (KPI) 一般披露及關鍵績效指標		
A1 General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Benefits
A1 一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	環境效益
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放資料	Emission Management 排放物管理
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）	Emission Management 排放物管理
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及密度	Emission Management 排放物管理
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及密度	Emission Management 排放物管理
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	Emission Management 排放物管理
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	Emission Management 排放物管理

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Main Scope 主要範疇	Description 內容	Relevant Section 披露章節
A2 General Disclosure A2 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策	Use of Resources 資源使用
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／或間接能源總耗量及密度	Use of Resources 資源使用
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度	Water Resources and Sewage Discharge 水資源及污水排放
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	Use of Resources 資源使用
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 Resources and Sewage Discharge 水資源及污水排放
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及每生產單位估量	Use of Resources 資源使用
A3 General Disclosure A3 一般披露	Policies on minimizing the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策	Environment and Natural Resources 環境及天然資源
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動	Environment and Natural Resources 環境及天然資源
A4 General Disclosure A4 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。	Climate Change 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。	Climate Change 氣候變化

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B1 General Disclosure B1 一般披露	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	Employment and Labor Standards 僱傭及勞工標準
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、年齡組別及地區劃分的僱員總數	Summary of Employee Data 僱員資料摘要
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	Employee Turnover rate 僱員流失比率
B2 General Disclosure B2 一般披露	(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	Health and Safety 健康及安全
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 因工作關係而死亡的人數及比率	Health and Safety 健康及安全
B2.2	Lost days due to work injury. 因工傷損失工作日數	Health and Safety 健康及安全
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	Health and Safety 健康及安全
B3 General Disclosure B3 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動	Development and Training 發展與培訓
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別劃分的受訓僱員員百分比	Employee Training Hours 僱員培訓時數
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	Employee Training Hours 僱員培訓時數

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B4 General Disclosure B4 一般披露	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor. 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	Prohibition of Forced Labor and Child Labor 禁止強制勞工及童工
B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工	Prohibition of Forced Labor and Child Labor 禁止強制勞工及童工
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟	The Group has eliminated the possibility of child labor and forced labor at the recruitment and daily employment stage, so no violations will occur. 本集團在招聘階段及日常用工階段已杜絕所有童工及強制勞工發生的可能，故不會發生違規情況。
B5 General Disclosure B5 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, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及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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B6 General Disclosure B6 一般披露	(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, labeling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	Product Responsibility 產品責任
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 Responsibility 產品責任
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 客戶服務
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障智慧財產權有關的慣例	Intellectual Property Protection 維護智慧財產
B6.4	Description of quality assurance process and recall procedures. 描述品質檢定過程及產品回收程式	Product Responsibility 產品責任
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法	Customer Service 客戶服務
B7 General Disclosure B7 一般披露	(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	Anti-Corruption 反貪污
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	Anti-Corruption 反貪污
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式，以及相關執行及監察方法	Anti-Corruption 反貪污
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。	Anti-Corruption 反貪污
B8 General Disclosure B8 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策	Community Investment 社區投資
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport). 專注貢獻範疇	Community Investment 社區投資
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源	Community Investment 社區投資



重慶機電股份有限公司

CHONGQING MACHINERY & ELECTRIC CO., LTD.*