



# CWT International Limited

Stock Code 股份代號: 521



## Environmental, Social and Governance Report

環境、社會及管治報告

# 2021

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# ABOUT THE REPORT

## 關於本報告

### REPORTING PURPOSE

CWT International Limited (“**CWT**” or the “**Company**”) and its subsidiaries (collectively known as the “**Group**” or “**we**”) are pleased to present our sixth Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”). This Report discloses our sustainability performance in a transparent way, allowing our stakeholders to understand our efforts in sustainable development.

For a more comprehensive understanding of the Group’s sustainability performance, this Report shall be read in conjunction with the Company’s 2021 Annual Report (in particular the Corporate Governance Report contained therein).

### REPORTING PERIOD AND SCOPE

Unless otherwise stated, the Report focuses on our core businesses and operations including: i) the headquarters in both Hong Kong and Singapore, ii) logistics services business in Singapore, and iii) commodity marketing business based in Switzerland, for the period from 1 January 2021 to 31 December 2021 (the “**Reporting Period**”). The reporting scope is determined based on financial significance, operational influence and ESG significance of both the Group and its stakeholders. We will review and update the reporting scope, where appropriate, on a regular basis to reflect comprehensive sustainability performance of the Group.

### REPORTING STANDARDS

This Report has been prepared pursuant to the “comply or explain” provisions of the latest Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities issued by The Stock Exchange of Hong Kong Limited (the “**HKEx**”). For more details on the corresponding sections of the provisions, please refer to the Content Index of the Appendix III of this Report.

### 報告目的

CWT International Limited(「**CWT**」或「**本公司**」)及其附屬公司(統稱「**本集團**」、或「**我們**」)欣然呈列第六份環境、社會及管治報告(「**本報告**」)。本報告以透明的方式披露我們的可持續性表現，讓持份者了解我們在可持續發展方面所作出的努力。

本報告應與本公司二零二一年年報(特別是當中所載的企業管治報告)一併閱讀，以更全面了解本集團的可持續性表現。

### 報告期間及範圍

除另有指明外，本報告涵蓋二零二一年一月一日至二零二一年十二月三十一日期間(「**報告期間**」)我們的核心業務及營運，包括i)香港及新加坡總部；ii)新加坡物流服務業務；及iii)瑞士商品貿易業務。本報告範圍根據本集團及其持份者的財務重要性、營運影響力以及環境、社會及管治重要性而釐定。我們將於適當情況下定期檢討及更新報告範圍，以反映本集團的全面可持續性表現。

### 報告基準

本報告已根據香港聯合交易所有限公司(「**香港聯交所**」)刊發的證券上市規則附錄二十七所載最新環境、社會及管治報告指引(「**環境、社會及管治報告指引**」)的「不遵守就解釋」條文編製。有關條文相應章節的更多詳情，請參閱本報告附錄三的內容索引。

## REPORTING PRINCIPLES

The Group adheres to the reporting principles, including Materiality, Quantitative, Balance, and Consistency, outlined in the ESG Reporting Guide. Please refer to the following table for our application of these reporting principles.

## 報告原則

本集團遵守環境、社會及管治報告指引概述的報告原則，包括重要性、量化、平衡及一致性。有關我們應用該等報告原則的詳情，請參閱下表。

Reporting Principle 報告原則	Description in the ESG Reporting Guide 環境、社會及管治報告指引的描述	Our Application of Reporting Principle 我們如何應用報告原則
Materiality  重要性	The ESG issues included in this Report should be sufficiently material to investors and other stakeholders.  本報告中包含的環境、社會及管治議題對投資者及其他持份者而言乃相當重要。	In the preparation of this Report, we have engaged different groups of key stakeholders to assess the materiality of various sustainability issues. We have also collected and disclosed the relevant information of the material sustainability issues in a targeted manner.  於編製本報告的過程中，我們邀請不同主要持份者團體評估各種可持續性議題的重要性。我們亦針對性地收集並披露重大可持續發展議題的相關資料。

## ABOUT THE REPORT 關於本報告

Reporting Principle 報告原則	Description in the ESG Reporting Guide 環境、社會及管治報告指引的描述	Our Application of Reporting Principle 我們如何應用報告原則
Quantitative  量化	<p>Key performance indicators (“KPIs”) disclosed in this Report should be measurable. Targets can be set to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.</p> <p>本報告所披露的關鍵績效指標(「<b>關鍵績效指標</b>」)須可予計量。應訂下減少個別影響的目標。這樣，環境、社會及管治政策及管理系統的效益可被評估及驗證。量化資料應附帶說明，闡述其目的及影響，並在適當的情況下提供比較數據。</p>	<p>This Report provides quantitative information with explanation and presents comparative data where appropriate.</p> <p>本報告提供附帶說明的量化資料，並在適當的情況下呈列比較數據。</p>
Balance  平衡	<p>This Report should provide an unbiased picture of the Group’s sustainability performances. Selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader should be avoided.</p> <p>本報告應當不偏不倚地呈報本集團的可持續性表現，避免可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。</p>	<p>This Report provides an unbiased disclosures of the Group’s material sustainability performances addressing on the sustainability achievements and challenges.</p> <p>本報告不偏不倚地披露本集團的重大可持續性表現，闡述可持續性成就及挑戰。</p>
Consistency  一致性	<p>The Group should adopt consistent methodologies that enable meaningful comparisons of ESG data over time. The Group should also disclose in the Report any changes to the methods used or any other relevant factors that might affect a meaningful comparison.</p> <p>本集團應採用一致的方法，令環境、社會及管治數據日後可作有意義的比較。本集團亦應在本報告中披露所採用方法的任何變更或任何其他有可能影響有意義比較的相關因素。</p>	<p>This Report employs consistent methodologies for a meaningful comparison. Necessary explanation on any changes to the methods used as compared to the previous year is included, where appropriate, in this Report.</p> <p>本報告採用一致方法作有意義的比較。與去年相比，本報告已在適當的情況下就所用方法的任何變更作出必要說明。</p>

## ACCESS TO THIS REPORT

This Report is available in both Chinese and English. In the event of any discrepancy, the English version shall prevail. This Report has been published on the websites of HKEx and the Company respectively. Electronic copies are available in the following websites:

- HKEx news: <http://www.hkexnews.hk/>
- The Company: <http://www.cwtinternational.com/>

## CONFIRMATION AND APPROVAL

This Report has been reviewed and approved by the board of directors (the “**Board**” or the “**Directors**”). The information disclosed in this Report is mainly cited from the internal documents and public information of the Group. The Board undertakes that there are no fraudulent records, misleading statements or material omissions in the content of this Report.

## FEEDBACK

We are dedicated to listening to stakeholder feedback on our sustainability efforts, helping us to identify and work on improvement opportunities in our journey towards sustainable development. Should you have any feedback or suggestions on this Report and/or our sustainability approach, please contact us through:

Address: Suites 1101-3 & 12, 11th Floor, Tower 2, The Gateway,  
Harbour City, Kowloon, Hong Kong  
Tel: (852) 2558-1580  
Email: [cosec@cwtinternational.com](mailto:cosec@cwtinternational.com)

## 獲取本報告

本報告以中、英文編寫。如有任何差異，應以英文版本為準。本報告已分別發佈至香港聯交所及本公司網站。電子版本可在以下網站查閱：

- 披露易：<http://www.hkexnews.hk/>
- 本公司：<http://www.cwtinternational.com/>

## 確認及批准

董事（「**董事**」）會（「**董事會**」）已審閱及批准本報告。本報告內所披露的資料主要來源於本集團內部文件及公開資料。董事會承諾本報告內容不存在任何虛假記錄、誤導性陳述或重大遺漏。

## 意見反饋

我們致力於聽取持份者對我們可持續性工作的反饋，幫助我們在可持續發展的道路上識別並利用改善機遇。如閣下對本報告及／或我們的可持續性方針有任何反饋或建議，請透過以下方式聯絡我們：

地址：香港九龍尖沙咀海港城港威大廈二座11樓  
1101-3 & 12室  
電話：(852) 2558-1580  
電郵：[cosec@cwtinternational.com](mailto:cosec@cwtinternational.com)





## ABOUT THE GROUP 關於本集團

CWT is a Hong Kong-based investment holding company engaging in a broad range of businesses operated under its main subsidiary, CWT Pte. Limited (“**CWT SG**”).

CWT為一間從事不同範疇業務的香港投資控股公司。有關業務由主要附屬公司CWT Pte. Limited (「**CWT SG**」)經營。

The Group’s major revenue are contributed by logistics services business in Singapore and commodity marketing business in Switzerland. Both of the businesses are operated under CWT SG, with details set out as follows:

本集團的主要收入來自新加坡的物流服務業務及瑞士的商品貿易業務，兩者皆由CWT SG營運。詳情如下：

<p>Logistics Services</p> <p>物流服務</p>	<p>Incorporated in 1970 as a private arm of the Port of Singapore Authority, CWT SG provides warehousing and container trucking services in support of the onset of container terminal operations. Today, CWT SG is one of the leading providers of integrated logistics services across multiple markets and geographies. Its key logistics services include warehousing and inventory management, land transport and distribution, freight and cargo management services. With its domain competencies, logistics infrastructure and global network, CWT SG provides integrated logistics solutions to virtually all key industry sectors, with a focus on niche market verticals such as commodities, chemicals, food and wine, industrials, oil and gas and shipping; and value-adding within each vertical.</p> <p>CWT SG於一九七零年註冊成立為新加坡港務局的私人機構，提供倉儲及集裝箱貨運服務，以支持開啟集裝箱碼頭業務。目前，CWT SG為多個市場及地區的領先綜合物流服務供應商之一。主要物流服務包括倉儲及存貨管理、陸路運輸及配送、運輸及貨物管理服務。憑藉其領域能力、物流基礎設施及全球網絡，CWT SG為幾乎所有主要行業提供綜合物流解決方案，專注於商品、化學品、食品及酒類、工業品、油氣及航運等特定市場以及各市場的增值服務。</p>
<p>Commodity Marketing</p> <p>商品貿易</p>	<p>MRI Trading AG was acquired by CWT SG in 2011. The commodity marketing arm provides supply chain management of metals and minerals, specializing in commodity marketing of non-ferrous ores (primarily copper, lead and zinc), concentrates, refines and precious metals and their related by-products for mainly global smelting and processing customer bases.</p> <p>CWT SG於二零一一年收購MRI Trading AG。商品貿易部門提供金屬及礦石的供應鏈管理服務，專門從事有色金屬礦石(主要為銅、鉛及鋅)、精礦、精煉及貴金屬及相關副產品的商品貿易，主要面向全球冶煉及加工客戶群。</p>

The Group is also engaged in the businesses of financial services and engineering services, which are not under the scope of this Report, and are both also operated under CWT SG.

本集團亦從事金融服務及工程服務業務，兩者皆非本報告範圍下的業務，並同樣由CWT SG所營運。

# MESSAGE FROM THE CHAIRMAN

## 主席寄語

We are pleased to present this Report to our stakeholders to illustrate our strategies, policies and performance in achieving sustainable development.

### **Our goal is to be a sustainable logistics partner of choice.**

By doing what we do best responsibly and sustainably, we help customers succeed and communities thrive while delivering value to shareholders. At CWT, sustainability practices are inculcated in our daily work and operations. Our holistic approach to sustainable development addresses environment preservation and society's well-being while maintaining effective corporate governance.

## PROTECTING THE ENVIRONMENT

We are actively minimising the environmental impact of our operations. To reduce emissions, we automate route optimisation to increase vehicle efficiency, minimising empty miles trucking with more backhauls, and deploying electric forklifts and top lifters in our operations. In our warehouse buildings, we deploy energy-efficient resources such as solar energy, sensor motion detectors and more efficient lighting. In addition, we are accelerating our digital transformation to streamline processes and eliminate the paper trail. On that note, we have encouraged shareholders to shift from paper copies to electronic communications in early 2022.

## COMMITTED TO SOCIAL RESPONSIBILITY

In social contribution, we continue to support various charities through community involvement and corporate giving. At the same time, we remain steadfast in prioritising the well-being of our employees with COVID-19 safety management measures. Our employees, especially those on the front line, have demonstrated resiliency and resolve in doing an outstanding job. Their relentless efforts enable us to successfully navigate the ripple effects of the pandemic, including global supply chain delays and labour shortages. By embedding diversity and inclusiveness at every level of the Company, keeping employees safe and healthy, we continue to develop a positive workplace culture.

我們欣然向持份者提供本報告，以展示我們實現可持續發展的策略、政策及表現。

我們的目標是成為可持續發展物流合作夥伴。我們以負責任及可持續的方式盡最大努力，幫助客戶取得成功及於社區蓬勃發展，同時為股東創造價值。於CWT，可持續發展常規已融入我們的日常工作及營運當中。我們對可持續發展的整體方針涉及環境保護及社會福祉，同時維持有效的企業管治。

## 保護環境

我們正積極地將我們營運對環境的影響降到最低。為減少排放，我們自動優化路線以提高車輛使用效率，增加回程運輸以最大限度地減少空載里程，並在我們的運營中應用電動叉車及頂部升降機。我們於倉庫樓宇安裝太陽能、動態感應探測器及更高效的照明設施等節能資源。此外，我們正加快數碼轉型，以簡化流程並消除書面記錄。為此，我們於二零二二年初鼓勵股東由紙本通訊轉為電子通訊。

## 致力於承擔社會責任

於社會貢獻方面，我們繼續透過社區參與及企業捐贈以支持多間慈善機構。同時，我們採取新型冠狀病毒安全管理措施，堅定不移地把僱員的福祉放在首位。我們的僱員(尤其是前線僱員)展現了堅韌的能力及決心，卓越地完成工作。他們堅持不懈的努力使我們能夠成功應對疫情的連鎖反應，包括全球供應鏈延誤及勞動力短缺。我們繼續發展積極的工作場所文化，將多元化及包容性注入本公司的各個層面，並確保僱員的安全及健康。



## MAINTAINING CORPORATE GOVERNANCE

Governance is the foundation upon which we build our leadership culture and reputation for integrity. During 2021, we maintained a balanced risk profile and managed cost prudently whilst engaging in a wide range of strategic, compliance, risk and sustainability related issues through regular board and management meetings. We are committed to appropriate and effective corporate governance and will continually refine our processes in line with best practices to govern with fairness, transparency and integrity.

## IMPROVING ESG REPORTING

In complying with new ESG reporting requirements, we have formulated a policy to identify and mitigate significant climate-related issues, and set targets on each of the ESG areas. Periodically, we are also reviewing our disclosure data and where necessary, may provide additional information or beef up our existing ESG policies beyond statutory requirements. To that extent, we are considering to extend the current reporting scope on our logistics services and commodity marketing businesses to cover our engineering services business in future, in respect of relevant ESG aspects.

## LOOKING AHEAD

Making progress in volatile times has demanded patience from our long-term investors and stakeholders. My thanks go out to all our shareholders, bankers, business associates, customers, employees and other stakeholders who continue to support our efforts. On behalf of our stakeholders, we are committed to managing CWT responsibly as a sustainable business. And we will continue to execute on our strategy and develop strong businesses that will perform over the long term.

**Wang Kan**  
Chairman

## 維護企業管治

管治是建立領導文化及誠信聲譽的基礎。於二零二一年期間，我們維持平衡的風險狀況及審慎地管理成本，同時透過定期董事會及管理層會議參與廣泛的戰略、合規、風險及可持續發展相關議題。我們致力採取合適及有效的企業管治，並將根據最佳慣例不斷完善我們的程序，以公平、透明及有誠信的方式進行管治。

## 完善環境、社會及管治報告

為遵守新的環境、社會及管治報告要求，我們已制定一項政策，以識別及減輕氣候相關重大問題，並為每個環境、社會及管治範疇設立目標。我們亦定期檢討披露數據，並在必要時提供額外資料，或在法定要求之上加強我們現有的環境、社會及管治政策。為此，我們正考慮擴大目前對物流服務及商品貿易業務的報告範圍，未來以於相關環境、社會及管治層面涵蓋我們的工程服務業務。

## 展望未來

在動盪時期取得進展需要我們的長期投資者及持份者保持耐心。感謝持續支持我們的所有股東、銀行、商業夥伴、客戶、僱員及其他持份者。我們謹代表各持份者致力負責任地管理CWT，使其成為一家可持續發展企業。我們將繼續實行我們的戰略，發展強勁的業務，以實現長期的良好業績。

**王侃**  
主席

# OUR SUSTAINABILITY APPROACH

## 我們的可持續性方針

### OUR SUSTAINABILITY APPROACH

CWT recognises our responsibility to make positive impacts on the environment and society, and is committed to creating long-term value for both stakeholders and next generations while pursuing financial excellence to achieve sustainable development.

To align with our long-standing mission of pursuing sustainability, we have established Environmental, Social and Governance Policy (the “**ESG Policy**”) to guide each of our subsidiaries and department units to integrate ESG considerations into daily operations at all times. The ESG Policy covers sustainability topics on environmental protection, employment and labour practices, operating practices and community contribution.

### 我們的可持續性方針

CWT明白我們有責任對環境及社會作出積極影響，在致力追求財務卓越以實現可持續發展的同時，竭力為我們的持份者及下一代創造長期價值。

為配合我們追求可持續性的長期使命，我們已制定環境、社會及管治政策(「**環境、社會及管治政策**」)，指導各附屬公司及部門單位將環境、社會及管治考慮無時無刻融入日常營運中。環境、社會及管治政策涵蓋可持續發展原則議題，包括環境保護、僱傭及勞工常規、營運慣例及社區貢獻。

#### The ESG Policy – Management Principles

We are committed to sustainable development that satisfies our current needs without compromising on the ability of future generations to meet their own needs. Our ESG Policy guides the CWT Group in our efforts to:

- incorporate ESG considerations into the planning and operation of our core businesses;
- actively manage the environmental and social impacts of our operations to the benefit of all our stakeholders; and
- be an active and responsible participant in the community in which we operate.

#### 環境、社會及管治政策 – 管理原則

我們致力追求一種既切合我們當前所需，亦無損後代滿足其需求的可持續發展。我們的環境、社會及管治政策指引CWT集團：

- 在規劃及經營我們的核心業務時考慮環境、社會及管治因素；
- 積極管理我們業務的環境及社會影響，從而使我們所有持份者受惠；及
- 積極投入於我們業務經營所在的社區並有所承擔。

In addition to the ESG Policy, we also manage our sustainability issues through a series of policies and systems. Such policies and systems are formulated in accordance with applicable laws and regulations in countries where we operate and also in line with the Group’s corporate governance policies and codes of practice.

除環境、社會及管治政策外，我們亦通過一系列政策及制度管理我們的可持續性議題。該等政策及制度乃根據我們營運所在國家的適用法律法規制定，亦符合本集團的企業管治政策及常規守則。

## SUSTAINABILITY GOVERNANCE AND BOARD'S OVERSIGHT

The Board has the overall responsibility for overseeing the Group's ESG-related issues. Delegated by the Board, our ESG Working Group manages all aspects of ESG-related issues and drives the ESG management approach and strategy. The ESG Working Group, which is chaired by the Board representative, comprises of representatives from major functional departments including finance, board of directors office, human resources and administration of the Group. Members of the ESG Working Group discuss and advise the Board on the ESG-related matters including the following annually.

- Developing and continuously reviewing the Group's ESG strategies, priorities, goals and targets (including but not limited to the green targets) of the Group;
  - Identifying, monitoring and managing the material ESG-related risks and opportunities (including but not limited to climate-related risks and ESG risks along the supply chain) to prevent and mitigate the related risk;
  - Formulating, reviewing and evaluating the implementation of ESG-related policies and initiatives;
  - Keeping track of and assessing the Group's ESG performance and progress against the goals and targets;
  - Reviewing and monitoring the Group's stakeholder engagement channels to ensure ongoing dialogues, as well as understanding the expectations of the key stakeholders; and
  - Preparing ESG report to reflect the sustainability performance for the Board's approval.
- 制定及持續檢討本集團的環境、社會及管治策略、優先事項、目的及目標(包括但不限於綠色目標)；
  - 識別、監察及管理重大環境、社會及管治相關風險及機遇(包括但不限於供應鏈中的氣候相關風險及環境、社會及管治風險)，以防止及減輕相關風險；
  - 制定、檢討及評估環境、社會及管治相關政策及措施的實施情況；
  - 追蹤及評估本集團的環境、社會及管治表現以及目的和目標的進度；
  - 檢討及監察本集團的持份者參與渠道，確保持續對話，以及了解主要持份者的期望；及
  - 編製環境、社會及管治報告，反映可持續發展表現以供董事會批准。

The Board is responsible for the oversight of the Group's ESG risk management. Material ESG-related risks are identified, evaluated and prioritised and managed by the ESG Working Group. Corresponding control measures are formulated and implemented to prevent and mitigate the material ESG-related risks identified. The ESG Working Group will submit an ESG-related risk assessment report to the Board while the Board periodically will review the effectiveness of the relevant control measures and makes necessary suggestions, where appropriate. For more details of our corporate governance and risk management, please refer to the "Corporate Governance Report" of the Company's 2021 Annual Report.

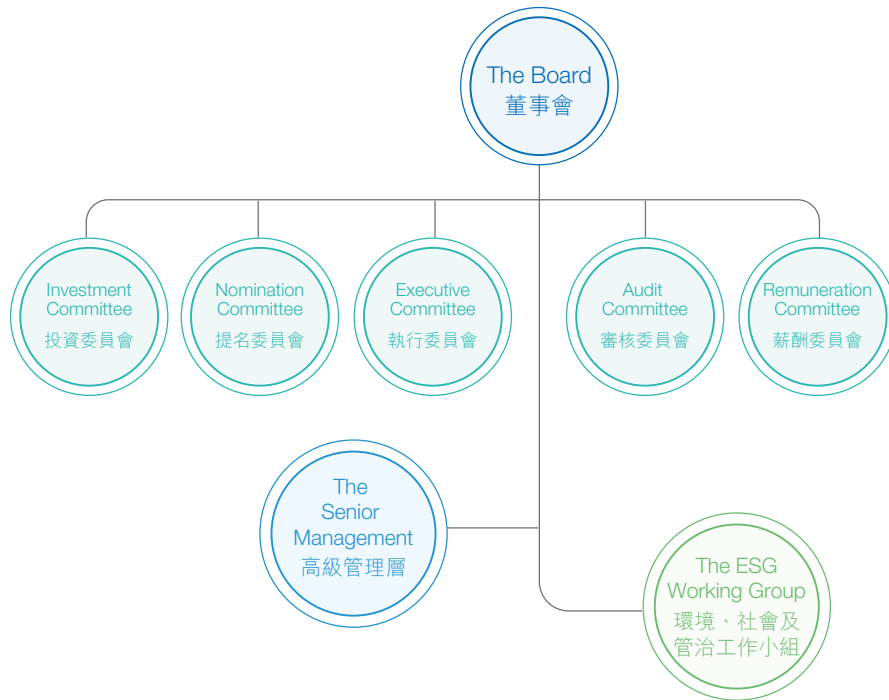
## 可持續發展管治及董事會監督

董事會整體負責監督本集團的環境、社會及管治相關事宜。在董事會的授權下，我們的環境、社會及管治工作小組管理環境、社會及管治相關事宜的所有方面，並推動環境、社會及管治管理方針及策略。環境、社會及管治工作小組由董事會代表擔任主席，成員包括本集團財務、董事會辦公室、人力資源及行政主要職能部門的代表。環境、社會及管治工作小組成員每年討論以下環境、社會及管治相關事宜並向董事會提供意見。

董事會負責監管本集團的環境、社會及管治風險管理。重大環境、社會及管治相關風險由環境、社會及管治工作小組識別、評估、排序及管理。我們已制定及實施相應的控制措施，以防止及減輕已識別的環境、社會及管治相關風險。環境、社會及管治工作小組將向董事會提交環境、社會及管治相關風險評估報告，而董事會將定期檢討相關控制措施的有效性，並作出必要建議(如適用)。有關企業管治及風險管理的更多詳情，請參閱本公司二零二一年年報的「企業管治報告」。

### CWT GOVERNANCE STRUCTURE

### CWT管治架構



## SUSTAINABILITY MANAGEMENT APPROACH AND STRATEGY

CWT believes that sustainability is not just about pursuing financial excellence, but also underpins our contributions to stakeholders, our core business practices, our environmental performances and our relationship with community. To further integrate sustainability into our business operations, with the support and approval of the Board, we have formalised a sustainability framework, including four sustainability pillars – (1) our workforce; (2) our operation; (3) our environment; and (4) our community, and also the targets and goals for each of the sustainability pillars with details as set out below.

## 可持續發展管理方針及策略

CWT認為，可持續發展不僅是追求卓越的財務表現，亦是我們對持份者的貢獻、核心業務常規、環境表現及我們與社區的關係的基礎。為進一步將可持續發展融入我們的業務經營，在董事會的支持及批准下，我們已制定可持續發展框架，包括四根可持續發展支柱 – (1)我們的僱員；(2)我們的營運；(3)我們的環境；及(4)我們的社區，以及各可持續發展支柱的目標及目的，詳情載列如下。



For more details on our green targets, please refer to the **Our Environment** section.

有關我們綠色目標的更多詳情，請參閱我們的環境一節。



## STAKEHOLDER ENGAGEMENT

Stakeholder engagement allows us to understand the expectations of our major stakeholders on our ESG performance and further refine our sustainability strategy. Through on-going communication with internal and external stakeholders, we can identify material sustainability issues that contribute to our sustainable development. Our key stakeholder groups include shareholders, investors, business partners, customers, governments and regulators, the public, employees, suppliers, and potential investors and financial institutions. Therefore, CWT has established various formal and informal communication channels to maintain regular and close communications with our key stakeholders to listen to and address their opinions and key concerns.

## 持份者參與

持份者參與有助我們了解主要持份者對我們環境、社會及管治表現的期望，並進一步完善我們的可持續發展策略。透過與內部及外部持份者的持續溝通，我們可識別對可持續發展作出貢獻的重大可持續發展議題。我們的主要持份者團體包括股東、投資者、業務夥伴、客戶、政府及監管機構、公眾、僱員、供應商以及潛在投資者及金融機構。因此，CWT已建立各種正式及非正式的溝通渠道，與主要持份者保持定期及密切的溝通，以聽取及回應彼等的意見及主要關注事項。

Stakeholder Types 持份者類型	Channels 渠道	Matters of Concern 關注事項	The Group's Responses 本集團的回應
Shareholders/Investors  股東／投資者	<ul style="list-style-type: none"> <li>Shareholders' meetings</li> <li>Annual reports, financial statements, circulars and announcements</li> <li>Our websites</li> <li>Social media</li> <li>股東大會</li> <li>年報、財務報表、通函及公告</li> <li>我們的網站</li> <li>社交媒體</li> </ul>	<ul style="list-style-type: none"> <li>Business performance</li> <li>Corporate governance</li> <li>Risk control and integrity</li> <li>The Group's strategic direction</li> <li>Sufficient disclosure</li> <li>業務表現</li> <li>企業管治</li> <li>風險監控及誠信</li> <li>本集團的策略方向</li> <li>充分披露</li> </ul>	<ul style="list-style-type: none"> <li>Improving corporate governance</li> <li>Corporate strategy meeting investors' expectations</li> <li>Factual and sufficient disclosure</li> <li>完善企業管治</li> <li>企業策略符合投資者期望</li> <li>事實及充分披露</li> </ul>
Business Partners  業務夥伴	<ul style="list-style-type: none"> <li>Daily communication between business representatives</li> <li>Management-level meetings</li> <li>業務代表之間的日常溝通</li> <li>管理層會議</li> </ul>	<ul style="list-style-type: none"> <li>Mutual benefits</li> <li>Promotion and innovation of management</li> <li>互惠互利</li> <li>管理推廣與創新</li> </ul>	<ul style="list-style-type: none"> <li>Enhancing communication</li> <li>加強溝通</li> </ul>
Customers  客戶	<ul style="list-style-type: none"> <li>Business communication</li> <li>Meetings</li> <li>Customer service hotline</li> <li>商業通訊</li> <li>會議</li> <li>客戶服務熱線</li> </ul>	<ul style="list-style-type: none"> <li>Service quality</li> <li>Privacy</li> <li>服務質素</li> <li>私隱</li> </ul>	<ul style="list-style-type: none"> <li>Improving service quality</li> <li>Strengthening data security</li> <li>提升服務質素</li> <li>加強資料安全</li> </ul>

## OUR SUSTAINABILITY APPROACH 我們的可持續性方針

Stakeholder Types 持份者類型	Channels 渠道	Matters of Concern 關注事項	The Group's Responses 本集團的回應
Government Authorities 政府部門	<ul style="list-style-type: none"> <li>Information submission</li> <li>Social media</li> <li>Our websites</li> <li>資料提交</li> <li>社交媒體</li> <li>我們的網站</li> </ul>	<ul style="list-style-type: none"> <li>Operating in compliance</li> <li>合規經營</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining compliance with laws and regulations</li> <li>秉持遵守法律法規</li> </ul>
Local Community 當地社區	<ul style="list-style-type: none"> <li>Charitable activities</li> <li>Social media</li> <li>Our websites</li> <li>慈善活動</li> <li>社交媒體</li> <li>我們的網站</li> </ul>	<ul style="list-style-type: none"> <li>Charity investment</li> <li>Safety and environmental protection</li> <li>慈善投資</li> <li>安全及環境保護</li> </ul>	<ul style="list-style-type: none"> <li>Increasing community investment</li> <li>Maintaining work safety</li> <li>Enhancing environmental protection</li> <li>增加社區投資</li> <li>維護工作安全</li> <li>加強環境保護</li> </ul>
Employees 僱員	<ul style="list-style-type: none"> <li>Internal communication system</li> <li>Meetings</li> <li>Annual appraisal</li> <li>Company activities</li> <li>Social media</li> <li>內部通訊系統</li> <li>會議</li> <li>年度評核</li> <li>公司活動</li> <li>社交媒體</li> </ul>	<ul style="list-style-type: none"> <li>Staff welfare</li> <li>Career development</li> <li>Comfortable working environment</li> <li>員工福利</li> <li>事業發展</li> <li>舒適的工作環境</li> </ul>	<ul style="list-style-type: none"> <li>Providing diverse employee activities</li> <li>Providing training</li> <li>提供多元化的員工活動</li> <li>提供培訓</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>Business communication</li> <li>Meetings</li> <li>商業通訊</li> <li>會議</li> </ul>	<ul style="list-style-type: none"> <li>Win-win cooperation</li> <li>合作共贏</li> </ul>	<ul style="list-style-type: none"> <li>Increasing investment</li> <li>Being open and transparent</li> <li>增加投資</li> <li>保持公開透明</li> </ul>
Potential Investor or Financial Institution 潛在投資者或金融機構	<ul style="list-style-type: none"> <li>Information disclosures</li> <li>Briefings for investors</li> <li>Roadshows</li> <li>Briefings for analysts</li> <li>資料披露</li> <li>投資者簡報</li> <li>路演</li> <li>分析員簡報會</li> </ul>	<ul style="list-style-type: none"> <li>Timely and accurate information disclosure</li> <li>及時準確的資料披露</li> </ul>	<ul style="list-style-type: none"> <li>Disclosing information timely and accurately</li> <li>及時準確地披露資料</li> </ul>

## MATERIALITY ASSESSMENT

CWT engaged an independent third-party consultant to conduct the materiality assessment for its sustainability issues during the Reporting Period. The process involves issue identification, issue prioritization, survey result analysis, and issue validation.

## ASSESSMENT METHOD

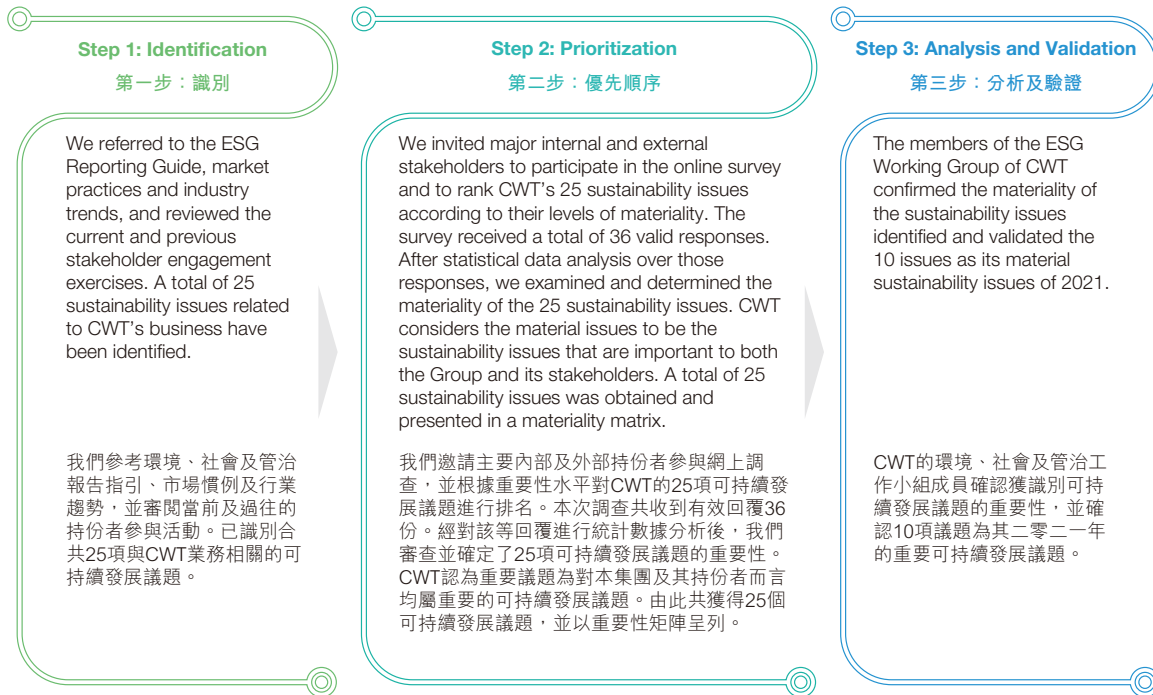
The process and steps of the Group's materiality assessment are as follows:

## 重要性評估

於報告期間內，CWT聘請了獨立第三方顧問對其可持續發展議題進行重要性評估，包括議題識別、議題優先順序、調查結果分析及議題驗證。

## 評估方式

本集團重要性評估的程序及步驟如下：

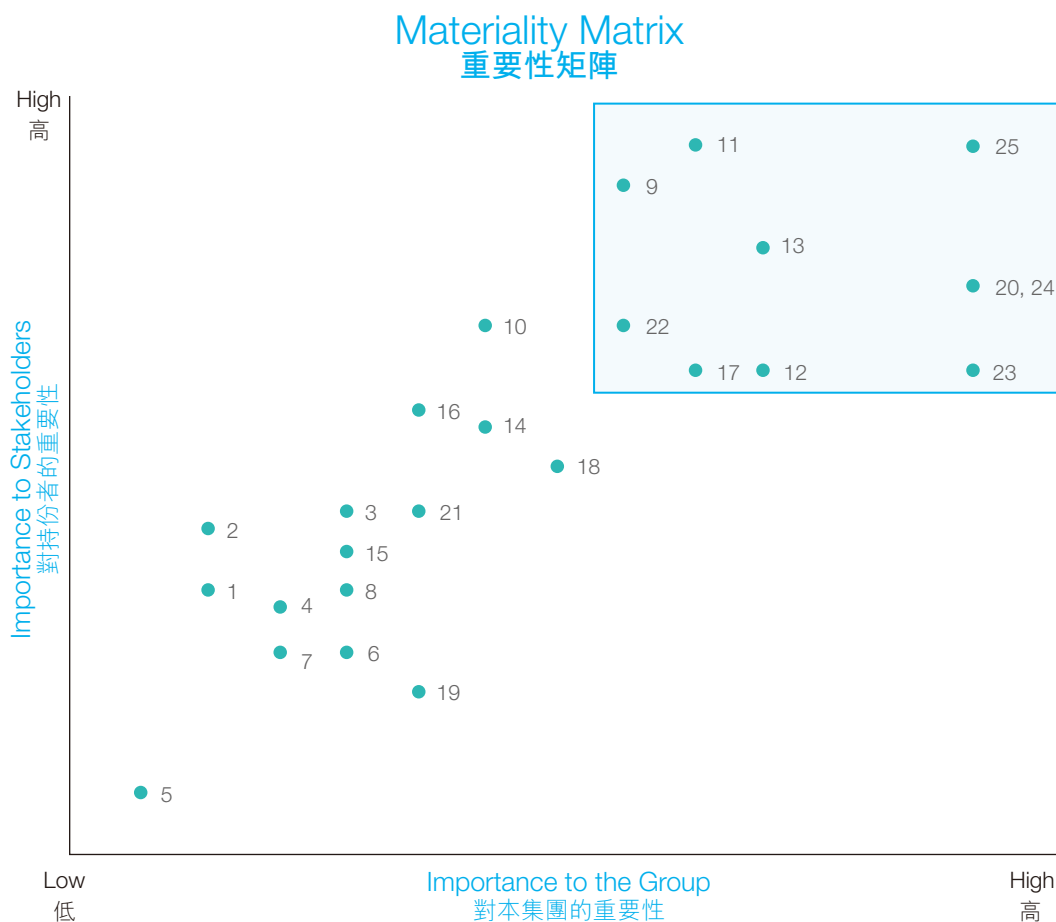


### MATERIALITY MATRIX

CWT reviews the sustainability issues in two dimensions – the “Importance to Stakeholders” and the “Importance to the Group, and assumes the opinions from all of the stakeholders in each dimension are of equal importance. The materiality matrix is sorted according to the levels of materiality of the sustainability issues from low to high, and from left to right on the horizontal axis; from bottom to top on the vertical axis. Indices at the top right quadrant of the materiality matrix indicate the most material sustainability issues identified and will be addressed in further details in this Report.

### 重要性矩陣

CWT從「對持份者的重要性」及「對本集團的重要性」兩個維度檢討可持續發展議題，並假設各維度中所有持份者的意見同等重要。該重要性矩陣乃根據可持續發展議題的重要性程度排列，水平軸從左到右的重要性程度遞增，垂直軸從底部到頂部的重要性水平遞增。重要性矩陣右上方的指數顯示獲識別的最重要可持續發展議題，並將於本報告中進一步詳述。



## 我們的可持續性方針 OUR SUSTAINABILITY APPROACH

List of material sustainability issues considered:

所考慮的重要可持續發展議題清單：

1. Air emissions	2. Waste	3. Carbon emission and energy	4. Water consumption	5. Packaging material consumption
1. 廢氣排放	2. 廢物	3. 碳排放及能源	4. 耗水量	5. 包裝材料消耗
6. Climate change risk	7. Green procurement	8. Environmental risk in supply chain	9. Staff welfare	10. Equal-opportunity, diversity, anti-discrimination
6. 氣候變化風險	7. 綠色採購	8. 供應鏈環境風險	9. 員工福利	10. 平等機會、多元化及反歧視
11. Occupational health and safety	12. Staff development and training	13. Employment compliance	14. Ethically responsible sourcing	15. Transparency and traceability of raw materials
11. 職業健康與安全	12. 員工發展與培訓	13. 僱傭合規	14. 道德與責任採購	15. 原材料透明度及可追溯性
16. Product assurance and quality	17. Customer service	18. Intellectual property rights	19. Marketing and advertising	20. Anti-corruption
16. 產品保證及質量	17. 客戶服務	18. 知識產權	19. 營銷及廣告	20. 反貪污
21. Community investment	22. Data protection and cyber security	23. Economic performance	24. Business growth	25. COVID-19 prevention and control
21. 社區投資	22. 數據保護及網絡安全	23. 經濟表現	24. 業務增長	25. 新型冠狀病毒防控工作



## LIST OF MATERIAL ISSUES

Based on the results of the survey, a total of 10 sustainability issues are identified as the most material for the Group and stakeholders. This would enable us not only to focus on these material sustainability issues in our operations in the long run, but also formulate and/or improve our sustainability strategies and policies with appropriate long-term target-setting in the future. We have summarised the 10 most material issues identified and their corresponding sections in this Report in the following table:

## 重要議題清單

根據調查結果，我們共識別出10項對本集團及持份者而言最重要的可持續發展議題。這使我們不僅能在長期營運中關注該等重要可持續發展議題，亦能制定及／或改進我們的可持續發展策略及政策，並在未來定下適當的長期目標。我們於下表中總結本報告中識別的10項最重要議題及其相應章節：

Aspects 層面	Material Issues 重要議題	Corresponding Response Sections 相應回應章節
Employment 僱傭	Staff welfare 員工福利	Respecting and Rewarding Employees 尊重及獎勵僱員
Employment 僱傭	Occupational health and safety 職業健康與安全	Occupational Health and Safety 職業健康與安全
Employment 僱傭	Staff development and training 員工發展與培訓	Training and Development 培訓與發展
Employment 僱傭	Employment compliance 僱傭合規	Employment Practices 僱傭常規
Employment 僱傭	COVID-19 prevention and control 新型冠狀病毒防控工作	Occupational Health and Safety 職業健康與安全
Product responsibility 產品責任	Customer service 客戶服務	Quality Services and Safety 優質服務及安全
Anti-corruption 反貪污	Anti-corruption 反貪污	Upholding Business Ethics and Integrity 恪守商業道德及誠信
Product responsibility 產品責任	Data protection and cyber security 數據保護及網絡安全	Our Operation 我們的營運
General 一般	Economic performance 經濟表現	Message From The Chairman 主席寄語
General 一般	Business growth 業務增長	Message From The Chairman 主席寄語

## OUR WORKFORCE 我們的僱員

**Goal:** To empower with a diverse, supportive, safe and harmonious workplace

**目的：**以多元、互助、安全及和諧的工作環境  
賦能

Employees are the key drivers of the CWT's sustainable development. Guided by our people-oriented approach, we are committed to creating a diverse, supportive, safe and harmonious working environment for our people. The Group compensates the hard work and continual effort contributed by our employees through competitive and satisfactory remunerations and benefits. In addition, we have formulated a series of human resources-related policies to define the rights and responsibilities of the Group and our employees. Our Employee Handbook and relevant policies clearly state labour-related procedures, including but not limited to working hours, rest periods, wages, benefits as well as terms of dismissal and termination of employment contract. We also strictly abide by applicable labour-related laws and regulations, including but not limited to the Employment Act and Workplace Safety and Health Act of Singapore, Employment Ordinance and Occupational Safety and Health Ordinance of Hong Kong, Labour Law and Occupational Safety and Health (OSH) Strategic Framework of the European Union. During the Reporting Period, the Group was not aware of material breach of laws and regulations in terms of compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

僱員為CWT可持續發展的關鍵動力。憑藉以人為本的方針指引，我們致力為僱員創造一個多元、互助、安全及和諧的工作環境。本集團以具競爭力和令人滿意的薪酬及福利，作為僱員辛勤工作及對本集團持續付出努力的補償。此外，我們已制定一系列人力資源相關政策界定本集團及僱員的權利及責任。我們在員工手冊及相關政策中明確規定了與勞工相關的程序，包括但不限於工時、休息日、工資、福利以及解僱及終止僱傭合約的條款。我們亦嚴格遵守適用的勞工相關法律法規，包括但不限於新加坡的《僱傭法》及《工作場所安全與健康法》、香港的《僱傭條例》及《職業安全及健康條例》以及歐盟的《勞動法》及《職業安全與健康戰略框架》。於報告期間內，本集團並不知悉在賠償及解僱、招聘及晉升、工時、休息日、平等機會、多元化、反歧視以及其他待遇及福利方面嚴重違反法律法規的情況。

#### The ESG Policy – Employment and Labour Practices

CWT is committed to providing employees a motivating, rewarding and diversified working environment, where each employee is valued and respected, enabling them to fully participate in its employment experience.

To meet the commitment, including but not limited to, we shall

- ensure employees perform work for the Group based on an employment relationship and provide employees with labour protection regarding compensation and dismissal, working hours, rest periods and other benefits and welfare;
- provide equal opportunity in employment, training and career development regardless of gender, age, nationality, race, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs or social status;
- maintain transparency with respect to the career progression and mobility for all employees;
- provide employees a discrimination-free and harassment-free work environment; and
- embrace and encourage our employees' differences in order to foster and cultivate a culture of diversity and inclusion at workplace.

#### 環境、社會及管治政策 – 僱傭及勞工常規

CWT致力為僱員提供一個氣氛積極、有成就感且多元化的工作環境，令每位僱員均獲珍視及尊重，讓他們全身心投入於工作中。

為此，我們(包括但不限於)：

- 確保僱員基於僱傭關係為本集團服務，並在賠償及解僱、工時、休息日以及其他待遇及福利方面為僱員提供勞工保障；
- 在招聘、培訓及職業發展方面提供平等機會，而不論性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭成員、性取向、政治信念或社會地位；
- 在全體僱員的晉升及調遣方面維持清晰透明；
- 為僱員提供一個不受歧視及騷擾的工作環境；及
- 包容並鼓勵我們僱員求同存異，藉以培養及營造一種多元及包容的企業文化。

The Group strictly complies with relevant laws and regulations, and has established policies to ensure compliant operation. For more details, please refer to Appendix I of this Report.

本集團嚴格遵守相關法律法規，並制定政策確保合規經營。有關更多詳情，請參閱本報告附錄一。

## RESPECTING AND REWARDING EMPLOYEES

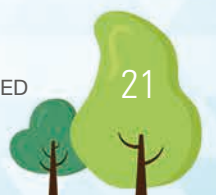
We have been striving to build a diversified talent team that upholds equal opportunities and respects the uniqueness of each individual. In our recruitment process, we seek suitable talents through internal recruitment, job agencies, campus recruitment, local newspapers, referrals, online job posting etc. We ensure that our recruitment process and other human-resources processes such as determination of remuneration, promotion and training are free from any forms of discrimination against one's gender, age, nationality, ethnicity, colour, religion, mental or physical disability, family status, family composition, sexual orientation, political beliefs or social status. We make our every effort in eliminating discrimination, harassment or assault in our offices. In the event of work harassment or unfair treatment identified, employees are encouraged to file a complaint through our well-established grievance procedure to the Group. We would take the reported case seriously and conduct appropriate investigation with follow-up actions to protect employees' rights.

To motivate and retain our employees, we would reward them with competitive remuneration package accompanied by numerous welfare and benefits in appreciation of their contribution and efforts. Basic remuneration of employees is comprised of basic salaries, discretionary bonuses and incentives. In view of the regulatory requirements and legal practices of our different operating locations, we also offer employees with various welfare and benefits as outlined below:

## 尊重及獎勵僱員

我們一直致力建立一支享有平等機會及尊重個人獨特性的多元化人才團隊。在招聘過程中，我們透過內部招聘、職業中介、校園招聘、本地報章、轉介、網上招聘等方式尋找合適人才。我們確保招聘過程及其他人力資源程序(如釐定薪酬、晉升及培訓)不存在對性別、年齡、國籍、種族、膚色、宗教、精神或身體殘疾、家庭狀況、家庭成員、性取向、政治信念或社會地位的任何形式歧視。我們盡一切努力消除辦公室的歧視、騷擾或攻擊。倘發現職場騷擾或不公平待遇，本集團鼓勵僱員透過我們完善的申訴程序向本集團提出投訴。我們會嚴肅對待舉報，並進行適當調查及跟進事件以保障僱員權利。

為激勵並挽留僱員，我們提供具競爭力的薪酬待遇連同多項福利及待遇作為獎勵，以表彰彼等的貢獻及努力。僱員的基本薪酬包括基本薪金、酌情花紅及獎勵。鑒於不同營運地點的監管規定及法律慣例，我們亦為僱員提供各種福利及待遇，概述如下：



CWT Welfare at a Glance CWT的福利概覽			
Leaves and Rest Periods 假期及休息日	Statutory Social Benefits 法定社會福利	Subsidies 補助	Award 獎勵
<ul style="list-style-type: none"> <li>• Annual leave</li> <li>• Sick leave</li> <li>• Marriage leave</li> <li>• Maternity leave and paternity leave</li> <li>• Shared parental leave</li> <li>• Childcare leave and infant leave</li> <li>• Adoption leave</li> <li>• Compassionate leave</li> <li>• National service leave</li> <li>• Union leave</li> <li>• Education leave</li> <li>• Compassionate leave</li> <li>• Graduation ceremony leave</li> <li>• Tea breaks</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory Provident Fund</li> <li>• Social security contributions</li> </ul>	<ul style="list-style-type: none"> <li>• Rental tax efficiency</li> <li>• Transport allowance</li> <li>• Meal and transport allowance for overtime work</li> <li>• Mileage claim</li> <li>• Maternity subsidies</li> <li>• Parking allowances</li> <li>• Child allowances</li> </ul>	<ul style="list-style-type: none"> <li>• Service award</li> </ul>
<ul style="list-style-type: none"> <li>• 年假</li> <li>• 病假</li> <li>• 婚假</li> <li>• 產假及侍產假</li> <li>• 共享育嬰假</li> <li>• 育兒假及育嬰假</li> <li>• 收養假</li> <li>• 恩恤假</li> <li>• 國家服務假期</li> <li>• 工會假期</li> <li>• 教育假期</li> <li>• 喪假</li> <li>• 畢業典禮假期</li> <li>• 午休</li> </ul>	<ul style="list-style-type: none"> <li>• 強制性公積金</li> <li>• 社會保障供款</li> </ul>	<ul style="list-style-type: none"> <li>• 租賃稅務效益</li> <li>• 交通津貼</li> <li>• 超時工作膳食及交通津貼</li> <li>• 行車申索</li> <li>• 生育補助</li> <li>• 泊車津貼</li> <li>• 兒童津貼</li> </ul>	<ul style="list-style-type: none"> <li>• 服務獎</li> </ul>



In addition to the aforementioned welfare and benefits, we also offer a variety of employee activities, which allows employees to relax and enhance bonding. Prior to the impact of the global pandemic COVID-19, we have organised annual dinners, festival celebrations, birthday parties, yoga classes, mental wellness workshops, etc. on a regular basis. Nevertheless, we greatly reduced the frequency of employee activities during the Reporting Period to reinforce social distancing at work while ensuring the health of our employees during the COVID-19 pandemic.

## OCCUPATIONAL HEALTH AND SAFETY

In the face of the on-going COVID-19 pandemic, CWT places high importance on the physical and mental health of employees. We have established a sound occupational health and safety system with relevant measures, which strictly abide by applicable laws and regulations, including but not limited to the Workplace Safety and Health Act and the Fire Safety Act of Singapore, the Occupational Safety and Health Ordinance of Hong Kong and the Occupational Safety and Health (OSH) Strategic Framework of the European Union. During the Reporting Period, the Group was not aware of any non-compliance with laws and regulations with regard to providing a safe working environment and protecting employees from occupational hazards.

Lost days due to work injury during the Reporting Period: 155  
Number and rate of work-related fatalities<sup>1</sup>: 0

Our logistics business has obtained the OHSAS 18001:2017/ISO 45001:2018 Occupational Health and Safety Management system certification, demonstrating our commitment to occupational health and safety management. A Safety Committee is also established to oversee safety management in our logistics services. To ensure environmental safety, responsible personnel would conduct regular inspections in workshops, warehouses and open storage areas in our logistics hub. Guided by our Environmental, Health and Safety Policy, our emergency preparedness and response teams would identify and manage occupational health and safety risks in the workplace, including workplace accidents and chemical spillage from stored chemical drums to minimize health and safety hazards.

Our employees are entitled to a wide range of health benefits, including medical check-up, medical insurance for employees, their spouse and children, outpatient medical benefits, dental and healthcare benefits and executive health screening.

除上述福利及待遇外，我們亦提供各種僱員活動，讓他們放鬆，並加強聯繫。新型冠狀病毒疫情在全球爆發前，我們定期組織年度晚宴、節日慶典、生日派對、瑜伽課程、心理健康工作坊等。然而，於報告期間內，我們大幅減少舉辦僱員活動的頻率，以加強工作間的社交距離，確保僱員在新型冠狀病毒疫情期間的健康。

## 職業健康與安全

面對持續的新型冠狀病毒疫情，CWT高度重視僱員的身心健康。我們已建立完善的職業健康與安全制度，並採取相關措施，嚴格遵守適用法律法規（包括但不限於新加坡《工作場所安全與健康法》、《消防安全法》、香港《職業安全及健康條例》及歐盟《職業安全與健康戰略框架》）。於報告期間內，本集團並不知悉就提供安全工作環境及保護僱員免受職業危害方面有任何違反法律法規的情況。

於報告期間內因工傷損失工作日數：155日  
因工亡故的人數及比率<sup>1</sup>：0

我們的物流業務已取得OHSAS 18001:2017/ISO 45001:2018職業健康與安全管理體系認證，體現了我們在職業健康與安全管理方面的承諾。我們亦已成立安全委員會，監督物流服務的安全管理。為確保環境安全，負責人員會定期檢查我們物流中心的車間、倉庫及露天儲存區域。在環境、健康及安全政策的指導下，我們的應急準備及應對團隊會識別及管理工作場所的職業健康與安全風險，包括工作場所事故及儲存化學品桶的化學品洩漏，以盡量減少健康與安全危害。

我們的僱員可享有廣泛的健康福利，包括體檢、僱員、其配偶及子女的醫療保險、門診醫療福利、牙科及保健福利，以及行政人員的健康檢查。

<sup>1</sup> Included the past three years with the reporting year covered.

<sup>1</sup> 包括報告年度涵蓋的過去三年。

#### Stringent Measures to Cope with COVID-19

The Group has taken immediate steps for the health and safety of our employees since the outbreak of COVID-19. To respond, Safe Management Measures at Workplace has been implemented with a series of pandemic prevention measures to minimize the risk of spread of viruses at work:

- Conduct frequent disinfection in the workplace;
- Remind employees of maintaining good personal hygiene;
- Require employees to measure body temperature every day;
- Maintain safe social distancing by splitting teams and avoid social gatherings;
- Require employees to scan QR code upon entry and exit from work premises in Singapore;
- Require employees to wear face masks and other necessary personal protective equipment at all times; and
- Discourage activities involving close and prolonged contact, large gatherings and in-person meetings to prevent crowd infection.

#### 應對新型冠狀病毒的嚴格措施

自新型冠狀病毒爆發以來，本集團已立即採取措施保障僱員的健康與安全。為作出應對，CWT已實施工作場所安全管理措施，並採取一系列防疫措施，以盡量降低工作場所的病毒傳播風險：

- 頻密消毒工作場所；
- 提醒僱員保持良好的個人衛生；
- 要求僱員每天量度體溫；
- 將僱員分成不同團隊以維持安全社交距離，並避免社交聚會；
- 要求僱員在進出新加坡工作場所時掃描二維碼；
- 要求僱員時刻佩戴口罩及其他必要個人防護裝備；及
- 不鼓勵密切、長期的接觸、大型聚會及面對面會議等活動，以防止人群感染。

## TRAINING AND DEVELOPMENT

CWT considers training and development as a mean to nurture a skilled workforce, future leaders of the Group, and talents for the benefit of society. We are devoted to empowering our employees by offering ample development opportunities with comprehensive career development. A variety of training courses are organized on a regular basis to equip employees with the latest industry knowledge and skillsets. Types of training include orientation training, on-the-job training and management training. We fully support personal growth of our employees and promote life-long learning by encouraging employees to enrol in external training courses arranged by authorized organizations. As an incentive to advocate continuous learning, our employees can apply tuition sponsorship from the Group. We would also review the training needs on an annual basis and arrange a wide range of courses for employees.

## 培訓與發展

CWT視培訓與發展為培養熟練員工及本集團未來領導者以及造福社會的人才的一種方法。我們致力通過全面的職業發展，為僱員提供充分的發展機會，從而賦能僱員。本集團定期舉辦各種培訓課程，讓僱員掌握最新的行業知識和技能。培訓類型包括入職培訓、在職培訓及管理培訓。我們鼓勵員工參加由獲授權機構安排的外部培訓課程，全力支持僱員的個人成長，促進終身學習。僱員可向本集團申請學費資助，作為鼓勵持續學習的獎勵。我們亦會每年檢討培訓需要，並為僱員安排各式各樣的課程。

### Continuous Training for Directors

We also place high importance on directors' continuous training to keep abreast of updates on listing rules and regulatory requirements. Therefore, we arranged a number of professional trainings for our directors during the Reporting Period, in which topics include but not limited to:

- Corporate governance
- Disclosure of inside information
- Updates on listing rules
- Directors' duties in the context of valuations in corporate transactions
- Companies Registry's guide on directors' duties
- Anti-corruption

### 董事持續培訓

我們亦高度重視董事的持續培訓，以緊貼最新的上市規則及監管規定。因此，於報告期間內，我們已為董事安排多項專業培訓，課題包括但不限於：

- 企業管治
- 內幕消息披露
- 上市規則更新
- 董事於企業交易估值方面的責任
- 公司註冊處對董事責任的指引
- 反貪污

In terms of promotion, we would select appropriate employees through performance appraisal twice a year depending on the results. Such appraisal would also set as a reference for employees' salary adjustment. Besides, we also provide adequate internal job vacancies, including overseas job positions to let employees develop their career according to their capabilities and career goals. For more details, please refer to Appendix II of this Report.

我們會根據業績每年進行兩次績效評估，以甄選合適的僱員提出晉升。有關評估亦將作為僱員薪金調整的參考。此外，我們亦提供足夠的內部職位機會，包括海外職位，讓僱員根據自己的能力及職業目標發展事業。有關更多詳情，請參閱本報告附錄二。

## EMPLOYMENT PRACTICES

As an ethical corporate, CWT strictly abides by applicable labour-related laws and regulations in the jurisdictions where our businesses operate. We uphold zero-tolerance approach in terms of child and forced labour. During recruitment process, we strictly prohibit the recruitment of candidates who do not meet legal working age. In addition, we would provide adequate compensation to employees who worked overtime. When we recruit foreign manpower in Singapore, we would ensure that they have valid working passes and completed all pre-employment formalities and medical clearance, and comply with rules governing their stay in Singapore for employment in order to avoid forced labour. We would investigate, follow-up and remediate in case of any forced labour and child labour noted. During the Reporting Period, the Group was not aware of any child or forced labour within the Group.

## 僱傭常規

作為一間合乎道德的企業，CWT嚴格遵守我們業務經營所在司法權區的適用勞工相關法律法規。我們對童工及強制勞工採取零容忍態度。在招聘過程中，我們嚴格禁止招聘不符合法定工作年齡的應徵者。此外，我們會向超時工作的僱員提供足夠補償。當於新加坡招聘外籍勞工，我們將確保彼等擁有有效的工作簽證，完成所有入職前手續及取得健康證明，並遵守規管彼等於新加坡受僱的規則，以避免強制勞工。倘發現任何強制勞工及童工，我們將進行調查、跟進並作出補救。於報告期間內，本集團並不知悉本集團內有任何童工或強制勞工。

## OUR OPERATION 我們的營運

**Goal:** To create long-term values for customers with the highest standard of services and ethics

**目的：**以最高的服務及道德標準為客戶創造長遠價值

We endeavour to create value for our customers by providing quality services while paying attention to health and safety, advertising and privacy matters relating to our services. Our dedication to professional and excellent services enables us to build long-term, sustainable relationships with customers. Due to our business nature, product labelling is not a material issue to the Group. We are committed to upholding high standards of business ethics and integrity and aligning with the market conduct throughout our operations. We strictly abide by applicable laws, regulations and industrial standards in terms of product responsibility, corruption, bribery, extortion, fraud and money laundering, including but not limited to the Personal Data Protection Act 2012, Personal Data Protection Regulations 2014, Competition Act of Singapore, Trade Descriptions Ordinance, Personal Data (Privacy) Ordinance and Prevention of Bribery Ordinance of Hong Kong, General Data Protection Regulation and Anti-money Laundering Directive of the European Union. During the Reporting Period, we were not aware of any material breach of any relevant laws and regulations that have a significant impact on the Group in relation to health and safety, advertising and privacy matters.

CWT努力提供優質服務，同時關注與我們服務有關的健康及安全、廣告及私隱事宜，旨在為客戶創造價值。我們致力於提供專業優質服務，以使我们能與客戶建立長期、可持續的關係。由於我們的業務性質，產品標籤對本集團而言不屬重大議題。CWT竭力在整個運營過程中維持高標準的商業道德及誠信，並與市場操守保持一致。我們嚴格遵守有關產品責任、貪污、賄賂、勒索、欺詐及洗黑錢的適用法律法規及行業標準，包括但不限於新加坡《二零一二年個人資料保護法》、《二零一四年個人資料保護規例》、《競爭法》、香港《商品說明條例》、《個人資料(私隱)條例》及《防止賄賂條例》、歐盟《一般資料保護規範》及《反洗黑錢指令》。於報告期間內，我們並不知悉在有關的健康及安全、廣告及私隱事宜上任何嚴重違反相關法律法規的情況，以致對本集團產生重大影響。



### The ESG Policy – Operating Practices

#### Anti-corruption

CWT takes a zero-tolerance approach to bribery or corruption in connection with business activities. We require our employees to uphold the virtues and principles of honesty, integrity, respect, trust, humility, responsibility and citizenship, when communicating with customers, suppliers, communities and shareholders. Instructions in respect of accepting gifts are available in the Employee Handbook. We endeavour to:

- take adequate precautions to prevent bribery, extortion, fraud and money laundering in daily operations; and
- reinforce employees' anti-corruption awareness.

#### Supply Chain Management

CWT acknowledges its responsibility in managing environmental and social risk associated with our supply chain. We aim to extend our commitment to good corporate citizenship and sustainability of our supply chain. We shall:

- identify, select and purchase products (i.e. goods and services) with significantly less adverse environmental and social impacts;
- include environmental and social performance in the assessment criteria for our suppliers; and
- ensure continuous communication with suppliers and timely support to enhance their environmental and social performance.

### 環境、社會及管治政策 – 營運慣例

#### 反貪污

CWT對業務活動中的賄賂或貪污一貫零容忍。我們要求僱員在與客戶、供應商、社區及股東溝通時堅守誠信、清廉、尊重、信任、謙遜、責任及公民意識的美德及原則。員工手冊內載有關於接受餽贈的指引。我們致力：

- 採取適當措施預防日常營運中可能出現的賄賂、敲詐、欺詐及洗黑錢行為；及
- 增強僱員的反貪污意識。

#### 供應鏈管理

CWT明白我們有責任管理與我們供應鏈有關的環境及社會風險。我們旨在做好一個良好企業公民及維持我們供應鏈的可持續發展。我們：

- 辨別、篩選及採購對環境及社會的不利影響較低的產品(即貨品及服務)；
- 在評核供應商的標準中包含環境及社會表現；及
- 確保與供應商保持溝通，並及時提供支援以提高彼等的環境及社會表現。

#### Product Responsibility

CWT is committed to providing safe and high-quality products and services to our customers. Our commitment to product responsibility goes beyond regulatory compliance and strives to meet the current and future needs of our customers. To meet this commitment, including but not limited to, we shall:

- take all reasonable steps to ensure the health and safety of our customers;
- provide sufficient information of our products and services, including advertising and information materials, to customers in an accurate and open way; and
- respect the statutory privacy rights when collecting, storing, using and transmitting client's personal information.

#### Work Safety

CWT is committed to providing employees a motivating, rewarding and diversified working environment, where each employee is valued and respected, enabling them to fully participate in our employment experience.

To meet the commitment, including but not limited to, we shall:

- provide and maintain a high standard of health and safety in all business activities;
- provide adequate safety information, instruction, training and personal protective equipment for all employees; and
- provide training regarding arrangements for the safe use, handling, storage and transportation of substances that may be a risk to health.

#### 產品責任

CWT致力為我們的客戶提供安全優質的產品及服務。我們在產品責任方面的要求，不僅僅是遵例，更致力於滿足我們客戶的當前及未來所需。憑此信念，我們(包括但不限於)：

- 採取所有合理步驟以保障我們客戶的健康安全；
- 以準確公開的方式向客戶提供有關產品及服務的充分資料，包括廣告及資訊材料；及
- 在收集、存儲、使用和傳輸客戶的個人信息時尊重其法定私隱權。

#### 工作安全

CWT致力為僱員提供一個氣氛積極、有成就感且多元化的工作環境，令每位僱員均獲珍視及尊重，讓他們全身心投入於工作中。

為此，我們(包括但不限於)：

- 就所有業務活動中均制定及維持高水平的健康與安全標準；
- 為全體僱員提供足夠的安全資訊、指示、培訓及個人保護裝備；及
- 就安全使用、處理、儲存及運輸可能危害健康的材料的各項安排提供培訓。

The Group strictly complies with relevant laws and regulations, and has established policies to ensure compliant operation. For more details, please refer to Appendix I of this Report.

本集團嚴格遵守相關法律法規，並制定政策確保合規經營。有關更多詳情，請參閱本報告附錄一。

## MANAGING SUPPLIERS

CWT is mindful of incorporating sustainability elements along our supply chain. We have formulated the Procurement Policy which incorporates terms of business ethics and integrity. Our suppliers are expected to practice sustainability in their daily operations, including ethical conduct, health and safety, employment practices, human rights protection, environmental sustainability and compliance of laws and regulations. When engaging with suppliers, we prefer local suppliers when feasible in order to minimize carbon footprint generated from transportation of goods, especially flights. We also implement green procurement strategy by setting out green procurement specifications to consider suppliers' environmental and social performance, as well as encouraging suppliers to provide environmentally friendly alternatives for consideration in the procurement process such as local procurement to reduce carbon footprint of transportation, use of fewer packaging materials to reduce unnecessary waste, and prioritizing the use of energy-efficient equipment such as LED to promote efficient use of resources.

Regular monitoring on suppliers and contractors would be conducted on a regular basis to ensure products and services from suppliers meeting the Group's standards. We evaluate their performance and ensure they have complied with applicable laws and regulations. With regard to our commodity marketing business which is involved in the trading of minerals in particular, we would carry out due diligence assessment against our suppliers, origination of minerals, supply chain (including logistics provider, counter and dealer) and receivers where applicable to ensure compliance with laws and regulations that regulate metals and minerals products, especially those from conflict and high-risk areas. The Group has also established the Conflict Minerals Policy. It only engages suppliers approved by the Industrial Technology Research Institute Tin Supply Chain Initiative so that the materials could be traceable by the mine tag or equivalent. A new responsible minerals sourcing management system is also in place to ensure the responsible sourcing of minerals.

## 供應商管理

CWT注重將可持續發展元素融入我們的供應鏈。我們已制定採購政策，當中包含商業道德及誠信條款。我們期望供應商在日常營運中實踐可持續發展，包括道德操守、健康與安全、僱傭慣例、人權保護、環境可持續性及遵守法律法規。當聘請供應商時，我們在切實可行情況下優先選擇當地供應商，以盡量減少運輸貨物(尤其航班)所產生的碳足跡。我們亦實施綠色採購策略，設定綠色採購規範以考慮供應商的環境及社會表現，並鼓勵供應商在採購過程中提供環保替代方案(如當地採購以減少運輸的碳足跡、減省使用包裝材料以減少不必要的浪費)，同時優先使用節能設備(如LED)，以推動資源的有效利用。

為確保供應商提供的產品及服務符合本集團的標準，我們會對供應商及承包商進行定期監察。我們評估彼等的表現及確保彼等已遵守適用法律法規。特別就商品貿易業務而言，由於當中涉及礦產貿易，我們將對供應商、礦產來源、供應鏈(包括物流供應商、櫃檯及經銷商)及接收者(如適用)進行盡職審查，以確保遵守監管金屬及礦產(尤其是來自衝突及高風險地方者)的法律法規。本集團亦已制定衝突礦產政策，僅委聘獲工業技術研究院錫供應鏈倡議批准的供應商，以便能夠透過礦場標籤或同等方式追溯礦產。我們亦已建立新的負責任礦物採購管理系統，以確保負責任的礦物採購。

MRI Trading AG further advanced its supplier management strategy during the Reporting Period. We began to incorporate policies on conflict minerals policy, policy on child labour in supply chains and supplier expectations in compliance framework. A new risk ranking process has currently been developed to evaluate the environmental and social risks of suppliers and their jurisdictions. A comprehensive suppliers due diligence form is started to adopt for the evaluation of suppliers' performance in environmental and social aspects, including but not limited to environmental stewardship, transparent sourcing practices, compliance related to anti-money laundering and bribery and Employees' health and safety.

As of 31 December 2021, the Group worked with 1,167 suppliers, of which most of them are local suppliers. We implemented the practices relating to engaging suppliers with all suppliers during the Reporting Period.

於報告期間內，MRI Trading AG進一步推進其供應商管理策略。我們開始在合規框架中納入有關衝突礦產政策、供應鏈童工政策及供應商期望的政策。目前已制定新的風險評級程序，以評估供應商及其司法權區的環境及社會風險。我們已開始採用全面的供應商盡職審查表格，以評估供應商在環境及社會層面的表現，包括但不限於環境管理、透明採購慣例、有關反洗黑錢及賄賂的合規情況以及僱員的健康與安全。

截至二零二一年十二月三十一日，本集團與1,167家供應商合作，其中大部分是當地供應商。於報告期間，我們與所有供應商實施有關聘用供應商的慣例。

Number of suppliers <sup>3</sup> 供應商數目 <sup>3</sup>		Hong Kong Head Office <sup>2</sup> 香港總部辦公室 <sup>2</sup>	Logistics Business 物流業務	Commodity Marketing Business 商品貿易業務
Total 總計		–	1,075	92
By geographical region 按地區劃分	Hong Kong 香港	–	–	3
	Singapore 新加坡	–	1,075	2
	Mainland China 中國內地	–	–	2
	Other Regions 其他地區	–	–	85

<sup>2</sup> No major supplier was engaged in the Hong Kong head office during the Reporting Period. The relevant KPI is therefore not disclosed.

<sup>3</sup> We started to disclose more supplier relevant figures during the Reporting Period to provide a better picture of the Group's social performance.

<sup>2</sup> 於報告期間，香港總部辦公室並無委聘主要供應商。因此，並無披露相關關鍵績效指標。

<sup>3</sup> 我們於報告期間開始披露更多供應商相關數據，以更好地反映本集團的社會表現。

## QUALITY SERVICES AND SAFETY

CWT regards service quality while guaranteeing safety as one of the key competitive advantages of its business and integrates these into our day-to-day operations.

In terms of our logistics business, due to our business nature, we would handle tonnes of various types of goods in and out of our workshops, warehouses and storage areas from time to time on a daily basis. Therefore, it is our responsibility to ensure the goods are in good condition during transportation as we are liable to our customers. We have established a series of policies to guide our employees on the work procedures, maintaining high quality and safety of our logistics services. The Group's dedication to the best services and safety management is recognised through a number of relevant certifications from a well-rounded aspect. The certifications we have attained among our subsidiaries and warehouses are highlighted in the table below.

## 優質服務及安全

CWT視在保證安全的同時提供優質服務為其業務營運的主要競爭優勢之一，並將其融入日常運營中。

就我們的物流業務而言，由於我們的業務性質，我們每日不時會在我們的車間、倉庫及儲存區域處理數以噸計的各種貨物進出。因此，基於我們對客戶的責任，我們有責任確保貨物在運輸過程中處於良好狀況。我們制定了一系列政策以向僱員指導工作程序，以保持我們物流服務的高質量及安全。本集團獲得多項全面的相關認證，肯定了我們在最佳服務及安全管理方面的努力。下表概述我們的附屬公司及倉庫取得的證書。

ISO 9001:2015 Quality Management System certificate  ISO 9001:2015質量管理體系認證證書	ISO/PAS 22399:2007 for storage and handling of frozen, chilled and ambient temperature goods  ISO/PAS 22399:2007冷凍、冷藏和室溫商品的儲存和處理	UN Marking Certification (on transport of dangerous goods)  聯合國危險貨物運輸標記認證
ISO 28000:2007 Provision of Services for distribution, storage, and management of disposal of hazardous chemicals  ISO 28000:2007提供有害化學品處置的配送、儲存和管理服務	HACCP for handling and storage of fine wine and frozen food products  HACCP精品葡萄酒和冷凍食品的處理和儲存	ISO 22000:2005 Food Safety management systems for handling and storage of fine wine and frozen food products  ISO 22000:2005食品安全管理系統：精品葡萄酒和冷凍食品的處理和儲存
Halal certification for frozen, chiller and dry chamber (certifying that certain storage facilities are free from any non-Halal items or other elements of impurities according to the Islamic Law)  冷凍、冷藏及乾燥室清真認證(根據伊斯蘭法證明若干儲存設施不含任何非清真產品或其他雜質元素)	ISO 28000:2007 (Specification for security management systems for the supply chain)  ISO 28000:2007(供應鏈安全管理系統規範)	ISO 22301:2012 Security and resilience  ISO 22301:2012安全及適應性



Meanwhile, we also uphold quality services at all times for our commodity marketing business. Our subsidiary, MRI Trading AG under the commodity marketing business, is responsible for handling physical trading and supply chain management of non-ferrous base metal concentrates. Comprehensive risk management and internal control systems are formulated to manage and minimize risks incurred regarding its business nature, including price risk and volatility in the market in view of our extensive lines of credit, structuring and project finance capabilities, use of advanced financial instruments and insurance facilities.

There were no materially significant complaints received relating to the provision and use of products and services during the reporting period.

Safety is another prioritised concern regarding our business nature, Safety management is of utmost importance for our logistics business. The following table details our robust and comprehensive safety management in our operations:

同時，就商品貿易業務而言，我們亦堅持優質服務。我們商品貿易業務下的附屬公司MRI Trading AG負責處理有色金屬基本金屬精礦的實物貿易及供應鏈管理。鑒於我們廣泛的信貸額度、結構及項目融資能力、使用先進的金融工具及保險融資，MRI Trading AG已制定全面風險管理及內部監控系統，以管理及盡量降低因其業務性質而產生的風險，包括價格風險及市場波動。

於報告期內，我們並無接獲與提供及使用產品及服務相關的重大投訴。

安全是我們業務性質的另一個首要關注點。對於我們的物流業務而言，安全管理至關重要。下表詳述我們於營運過程中穩健及全面的安全管理：

<p>Handling Vulnerable Goods</p> <p>處理易碎貨物</p>	<p>We provide logistics services for vulnerable and specific goods, such as London Metals Exchange (“<b>LME</b>”) metals, Intercontinental Exchange and London International Financial Futures and Options approved soft commodities, chemicals/petrochemicals, food and wine and customs-approved and duty-free goods. We would deploy suitable facilities and qualified personnel to store and handle such goods in a careful and safe manner owing to the vulnerable and dangerous nature of certain goods. Our internal guidelines in terms of handling hazardous waste are in place with relevant trainings to guide our employees to properly handle hazardous waste if there is any generation. Qualified third parties are engaged to transport and handle chemical. For the transportation of inflammable goods, we have also been certified by Fire Safety Bureau in Singapore to ensure that we are capable of handling and transporting such goods.</p> <p>我們為易碎及特定貨物提供物流服務，如倫敦金屬交易所(「<b>LME</b>」)金屬、洲際交易所及倫敦國際金融期貨及期權批准的軟商品、化學品／石化產品、食品及酒類以及經海關批准的免稅商品。由於若干貨品性質屬易碎及危險，我們將部署合適的設施及合資格人員以謹慎及安全的方式儲存及處理該等貨品。我們已就處理有害廢棄物制定內部指引，並提供相關培訓，以指導僱員在產生有害廢棄物的情況下如何正確處理。我們已委聘合資格第三方運輸及處理化學品。就運輸易燃貨物而言，我們亦已獲新加坡消防安全局認證，以確保我們能夠處理及運輸該等貨物。</p>
<p>Ensuring Trucks in Good Condition</p> <p>保證卡車性能良好</p>	<p>A Daily Vehicle Inspection Checklist is provided for employees to conduct comprehensive inspection on trucks on a daily basis before out for transportation. The criteria of inspection include but not limited to battery water level, brake fluid, brake effectiveness, engine oil level, condition of first aid kit, side mirrors, signal lights, tailgate condition, cleaning/sanitizing of truck interior and tyres etc.</p> <p>我們為僱員提供日常車輛檢查清單，每天對卡車進行徹底檢查，然後才安排運輸。檢查準則包括但不限於電池水位、制動液、制動效能、發動機油量、急救箱狀況、側鏡、信號燈、尾門狀況、清潔／消毒卡車內部及輪胎等。</p>



<p>Managing Drivers' Condition</p> <p>管理司機狀況</p>	<p>We recognise the importance of the drivers' condition. To minimize the risk of traffic accident, we require drivers to report to the control room every day and conduct drug and alcohol test to guarantee that they are in good condition for work.</p> <p>我們明白司機狀況至關重要。為盡量減少交通事故的風險，我們要求司機每天向控制室報告，並進行藥物及酒精測試，以確保其處於良好的工作狀態。</p>
<p>Monitoring Live Condition of Transportation</p> <p>監察運輸現場情況</p>	<p>We provide drivers with a portable gadget equipped with GPS system for real-time vehicle location monitoring and driving speed detection for ongoing monitoring conducted by our control room operator to ensure safety of the transportation. Such gadget is equipped with our internally invested communication system, enabling notification for real-time traffic condition and communications between depot, warehouse and port so that drivers can be notified with any road problem and minimize the risk of disruptions and accidents. Our control room is also equipped with integrated systems, providing a linkage between our customers, vendors and relevant government statutory boards to offer optimal route planning and inform them with delivery status.</p> <p>我們為司機提供配備GPS系統的便攜式裝置，用於實時車輛位置監控及駕駛速度檢測，以便我們的控制室操作員持續監控，確保運輸安全。有關裝置配備我們內部投資的通訊系統，可實時通報車場、倉庫及港口之間的交通狀況及通訊，以便司機知悉任何道路問題，並盡量降低中斷及事故的風險。我們的控制室亦配備綜合系統，聯繫客戶、供應商及相關政府法定機構，以提供最佳路線規劃及告知彼等交付狀況。</p>
<p>Ensuring Safety in Warehouses</p> <p>確保倉庫安全</p>	<p>We strive to maintain the good condition of our workshops, warehouses and storage areas. As such, we have formulated an Operations Safety Inspection Checklist for our employees to conduct inspection on a regular basis. Inspection criteria include but not limited to condition of safety equipment, labelling of chemical cargo, unobstructed use of passageway or aisle, condition of cleaning equipment, no leakage/spillage of chemicals, proper waste segregation, security of cargoes and lack in speeding etc.</p> <p>我們致力保持車間、倉庫及儲存區域的良好狀況。因此，我們制定了安全生產檢查清單，方便僱員定期進行檢查。檢查準則包括但不限於安全設備狀況、化學品標籤、走廊或通道暢通無阻使用、清潔設備狀況、化學品並無洩漏／溢出、適當廢物分類、貨物保安及沒有超速的情況等。</p>
<p>Providing Safety Reminders for Companies and Visitors</p> <p>為公司及訪客提供安全提醒</p>	<p>Our CWT Logistics Hub allows loading and unloading work of a number of companies. We have formulated User Manual and Regulations, guiding them the safety management in the Hub, including facilities management, fit-out works, general guidelines on use of premises and common areas, use of forklifts, disposal of waste, marshalling area, loading and unloading, pest control etc. We would also provide visitors of the Hub with safety card to remind them of safety rules and location of assembly area and walkway in case of emergency.</p> <p>我們的CWT物流樞紐中心能夠容納多家公司進行裝卸工作。我們已制定用戶手冊及規定，指導彼等在中心進行安全管理，包括設施管理、裝修工程、使用處所及公共區域的一般指引、使用叉車、處置廢物、編組區域、裝卸、害蟲防治等。我們亦會向中心的訪客提供安全卡，提醒彼等緊急情況下的安全規則以及裝配區域及行人通道的位置。</p>

## PROTECTING INTELLECTUAL PROPERTY RIGHTS AND PRIVACY

CWT prioritises the protection of intellectual property rights and privacy. Our Employee Handbook has outlined our requirements for the employees towards protecting intellectual properties and confidential information. We have highlighted the responsibility to properly handle confidential information and not to disclose such information to third parties without prior approval while conducting orientation training for new-joiners. Besides, our logistics business in Singapore is in compliance with ISO 8001 and ISO 9001. To protect the data in the computers, we would inspect our IT systems regularly and establish Software Copyright Policy to prohibit use of installation of pirated or illegal software. Our commitment to complying the relevant data protection laws including Personal Data Protection Act 2012 (the “**PDPA**”) is specified in Personal Data Protection Policy Guideline and as a part of employment contract in which our employees are required to comply with laws and regulations relating to data protection and report to data protection officer if they aware of any breach of the PDPA.

## UPHOLDING BUSINESS ETHICS AND INTEGRITY

CWT believes that integrity is one of the key cornerstones for fulfilling our corporate social responsibilities and achieving sustainable development. We adopt a “zero-tolerance” approach towards corruption, bribery, extortion, fraud, money-laundering and other unethical and illegal business behaviours. As such, we require our employees to strictly abide by the Code of Conduct and Business Conduct established by the Group to uphold the principles of honesty, integrity, respect, trust, humility, responsibility and citizenship during operations. The Group’s Audit Committee also plays an important role in the prevention of such behaviours by approving the audit plan for internal auditors to conduct internal audits over the relevant aspects. We also encourage employees to report suspected incidents of any violation of business ethics to the management through email. We will protect the identity of the whistle-blower and conduct a fair and timely investigation of the reported case, and take necessary corrective actions for any misconduct behaviour. During the Reporting Period, the Group was not aware of material lawsuits or complaints involving the Group regarding corruption, bribery, extortion, fraud and money laundering.

## 保護知識產權及私隱

CWT以保護知識產權及私隱列為優先處理的事項。我們的員工手冊中概述我們對僱員保護知識產權及機密資料的要求。在對新入職員工進行入職培訓時，我們強調妥善處理機密資料的責任，且不得在未經事先批准的情況下向第三方披露該等資料。另外，我們於新加坡的物流業務符合ISO 8001及ISO 9001。為保護電腦數據，我們會定期檢查我們的IT系統，並制定軟件版權政策，禁止安裝盜版或非法軟件。我們遵守相關數據保護法律(包括《二零一二年個人資料保護法》(「**個人資料保護法**」))的承諾載於個人資料保護政策指引，並作為僱傭合約的一部分，當中我們要求員工遵守有關資料保護的法律及法規，假如知悉任何違反個人資料保護法的情況，須向資料保護主任報告。

## 恪守商業道德及誠信

CWT相信，誠信是履行企業社會責任和實現可持續發展的關鍵基石之一。我們對貪污、賄賂、勒索、欺詐、洗黑錢以及其他不道德及非法商業行為採取「零容忍」態度。因此，我們要求僱員嚴格遵守本集團制定的操守守則及商業守則，以於營運過程中秉持誠信、清廉、尊重、信任、謙遜、責任及公民意識的原則。本集團的審核委員會亦在預防該等行為方面扮演重要角色，包括批准內部核數師對有關方面進行內部審核的審核計劃。我們亦鼓勵僱員通過電子郵件向管理層報告任何違反商業道德的可疑事件。我們將保護舉報人的身分，對舉報案件進行公平及時的調查，並對任何不當行為採取必要的糾正措施。於報告期間內，本集團並不知悉涉及本集團有關貪污、賄賂、勒索、欺詐及洗黑錢的重大訴訟或投訴。

## OUR OPERATION 我們的營運

Training on anti-corruption is provided to both employees and directors to ensure they are well informed of their responsibilities aligning with our anti-corruption policy. Online training organised by ICAC in relation to laws, rules and regulations of anti-corruption was arranged for directors and employees. We invited ICAC to provide corruption prevention advice on control measures in our business process and drawing up code of conduct. Advice on properly managing conflicts of interest and corruption prevention were provided through the zoom training. We also encourage our directors and senior management to participate in webinars organised by the Hong Kong Business Ethics Development Centre. It enables them to understand their ethical and governance roles and the common ethical risks to keep pace with the latest knowledge of anti-corruption.

我們向僱員及董事提供反貪污培訓，以確保彼等充分了解其責任，以符合我們的反貪污政策。我們為董事及僱員安排由廉政公署舉辦有關反貪污法律、規則及法規的網上培訓，並邀請廉政公署就業務過程中的監控措施提供預防貪污的意見，並制定行為守則。我們通過zoom培訓提供有關妥善管理利益衝突及預防貪污的意見。我們亦鼓勵董事及高級管理層參與香港商業道德發展中心舉辦的網絡研討會，讓彼等了解其道德及管治角色以及常見的道德風險，以緊貼反貪污的最新知識。

## OUR ENVIRONMENT 我們的環境

**Goal:** To promote green and climate-resilient business operations while lowering environmental footprint

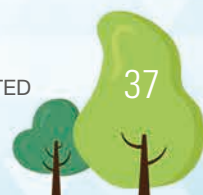
**目的：**推動綠色及適應氣候變化的業務營運，同時降低環境足跡

CWT recognises its responsibility to protect the environment and strives to improve its operations by tackling climate change and managing its environmental footprint. To systematically manage our environmental protection measures, our logistics business has obtained ISO14001:2015 Environmental Management System certification. To better monitor the overall environmental management of warehouses, workshops and open storage areas, an environmental committee and a safety committee has been established in our logistics services. The Group's ESG Policy together with a series of well-established policies and measures have guided us to integrate environmental considerations into our business operations, including but not limited to improving our environmental practices through minimizing pollution, utilizing energy efficiently and reducing waste in our daily operations.

During the Reporting Period, the Group was not aware of material violations of environmental-related laws and regulations, including but not limited to Environmental Protection & Management Act, Environment Public Health Act, Environmental Protection and Management (Hazardous Substances) Regulations and Road Traffic Act of Singapore, Air Pollution Control Ordinance and Waste Disposal Ordinance of Hong Kong, as well as the Waste Framework Directive in the European Union. Besides, we have no significant harvest and consumption of raw materials from the natural environment, thus do not create significant negative environmental impact.

CWT明白其保護環境的責任，並致力通過應對氣候變化及管理其環境足跡以改善其營運。為有系統地管理環境保護措施，我們的物流業務已取得ISO14001:2015環境管理體系認證。我們已就物流服務成立環境委員會及安全委員會，以更好地監控倉庫、車間及露天儲存區域的整體環境管理。本集團的環境、社會及管治政策以及一系列完善政策及措施指導我們將環境考慮融入營運中，包括但不限於通過在日常營運中盡量減少污染、高效利用能源及減廢以改善我們的環境實踐。

於報告期間內，本集團並不知悉任何嚴重違反環境相關法律法規的情況，包括但不限於新加坡的《環境保護及管理法》、《環境公共衛生法》、《環境保護及管理(有害物質)規例》及《道路交通安全法》、香港的《空氣污染管制條例》及《廢物處置條例》，以及歐盟的《廢棄物框架指令》。此外，我們並無從天然環境中大量收割及消耗原材料，因此並無造成重大的負面環境影響。



### The ESG Policy – Environmental

CWT is committed to minimizing the impact of its business activities to the environment whilst addressing other business challenges. We recognize not only the important role that our core business as a supply chain management business can play in minimizing possible adverse environmental impact of our operations, but also our potential in reducing greenhouse gas (“GHG”) emissions and our ability to help enabling innovation and positive changes in the areas of sustainability.

To meet the commitment, including but not limited to the below, we shall:

- measure, minimize and manage our air and GHG emissions;
- properly handle and reduce and hazardous and non-hazardous waste generated in business operations, in line with the industry’s best practices standards;
- prevent and minimize discharges into land and water;
- enhance the usage efficiency of energy, paper, water and other raw materials during the business operations; and
- identify, assess and minimize any potential adverse impacts of our activities on the environment and natural resources.

### 環境、社會及管治政策 – 環境

CWT在努力解決業務難題時，亦竭力減低其業務活動對環境的影響。我們不單意識到我們的核心業務 – 供應鏈管理業務在減低我們業務對環境可能造成的不利影響方面能發揮重要作用，更清楚我們在減少溫室氣體（「溫室氣體」）排放方面的潛力及在推動可持續發展領域開創性及有利轉變方面的能力。

為此，我們(包括但不限於以下)：

- 計量、盡量減低及控制我們的廢氣及溫室氣體排放；
- 妥善處理及減少業務營運過程中產生的有害及無害廢棄物，以符合行業最佳慣例標準；
- 預防及盡量減少向土地及水域的排放；
- 提高業務營運過程中能源、紙張、水及其他原材料的使用效益；及
- 識別、評估及盡量減低我們業務活動對環境及天然資源的任何潛在不利影響。

## CLIMATE CHANGE

Climate change has emerged as one of the biggest environmental challenges facing in the world. Worsening extreme weather such as floods, droughts, and heat waves not only pose risks to our facilities and business operations but also affect the health and safety of our employees. The Group clearly recognizes that the potential impacts of climate change and actively responds to climate change through various control measures to ensure that our business operation will continue to be resilient under different future climate scenarios. These measures include:

- Identifying material risk posed by climate change to the Group and incorporating resilience measures into operations to manage and mitigate the climate-related risks through ESG-related risk assessment;
- Frequently monitoring local weather conditions and informing staff through internal communication channel in case of adverse weather conditions;
- Reviewing and strengthening special work arrangements and contingency plans in the event of adverse weather to protect our people;
- Constantly exploring the potential of improving energy efficiency of our operations with the use of cleaner energy and alternative renewable resources like solar energy and other green energies;
- Maintaining close communication with the building management offices and performing regular inspection with necessary maintenance to ensure the building façades and facilities are resilient to adverse weather conditions; and
- Paying close attention to the market trend and government's policy direction on climate of our work locations.

## 氣候變化

氣候變化已成為全球面臨的最大環境挑戰之一。洪水、乾旱及熱浪等極端天氣惡化不僅對我們的設施及業務營運構成風險，亦影響我們僱員的健康及安全。本集團清楚明白到氣候變化的潛在影響，並透過各種控制措施積極應對氣候變化，以確保我們的業務營運在未來繼續適應不同的氣候情況。該等措施包括：

- 識別氣候變化對本集團構成的重大風險，並將應對措施納入營運中，透過環境、社會及管治相關風險評估管理以減低氣候相關風險；
- 經常監測當地天氣狀況，並於惡劣天氣狀況下以內部溝通渠道通知員工；
- 檢討及加強惡劣天氣時的特別工作安排及應急計劃，以保障員工；
- 使用更潔淨的能源及其他可再生能源(如太陽能及其他綠色能源)，不斷探索提高營運能源效益的潛力；
- 與樓宇管理處保持密切溝通，並進行定期檢查及必要維護，以確保樓宇外牆及設施能夠抵禦惡劣天氣狀況；及
- 密切關注市場趨勢及我們經營所在地政府的氣候政策方向。



#### The Climate Change Position Statement

During the Reporting Period, CWT SG started to introduce the Climate Change Position Statement. Such Statement outlines our targets set and our commitments to mitigate our carbon footprint and adopt responsible business practices addressing climate change and driving the shift to a low-carbon economy in Singapore. Some of the commitments in respect of climate change are presented as below:

- Halving the 2030 peak GHG emissions by 2050 and achieving net zero emissions as soon as viable in the second half of the century;
- Switching to less carbon-intensive fuels to reduce emissions from our prime movers and trucks upon fleet renewals, with the long-term goal of phasing out fossil-fuelled vehicles by 2040;
- Implementing green procurement strategy with our suppliers across our operations to supplement internal efforts; and
- Engaging our employees and stakeholders in advocating and promoting the implementation of green procurement strategy with our suppliers across our operations to supplement internal efforts.

#### 氣候變化立場聲明

於報告期間內，CWT SG開始引入氣候變化立場聲明。該聲明概述了我們設定的目標，以及我們減少碳足跡並採用負責任的商業慣例應對氣候變化的承諾，從而推動新加坡向低碳經濟轉型。有關氣候變化的部分承諾呈列如下：

- 於二零五零年前將二零三零年溫室氣體排放峰值減半，並於本世紀下半葉在可行的情況下盡快實現淨零排放；
- 在車隊更新後，轉用較低碳燃料以減少原動機及卡車的排放，長遠目標是於二零四零年前逐步淘汰化石燃料車輛；
- 在我們的營運中與供應商一起實施綠色採購策略，與內部所作的努力相輔相乘；及
- 鼓勵僱員及持份者在我們的營運中與供應商共同提倡及推動實施綠色採購策略，與內部所作的努力相輔相乘。

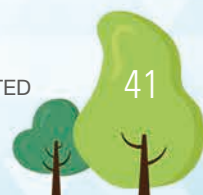
## GREEN TARGETS TO COMBAT CLIMATE CHALLENGES

## 應對氣候挑戰的綠色目標

As an effort to respond to climate change, accompanied by the CWT SG's Climate Change Position Statement, the Group has set the following green targets and will build business resilience to combat the challenge.

作為應對氣候變化所作的努力，配合CWT SG的氣候變化立場聲明，本集團已設定以下綠色目標，並將建立業務彈性以應對挑戰。

<p>Emissions</p> <p>排放</p>	<ul style="list-style-type: none"> <li>To reduce air and greenhouse gas emissions in our operation activities of all sectors</li> <li>減少各板塊經營活動中的廢氣及溫室氣體排放</li> </ul>
<p>Energy</p> <p>能源</p>	<ul style="list-style-type: none"> <li>To reduce our energy consumption by implementing energy conservation measures</li> <li>透過實施節能措施，減少能源消耗</li> </ul>
<p>Waste</p> <p>廢棄物</p>	<ul style="list-style-type: none"> <li>To reduce, reuse and recycle waste and ensure proper disposal of non-hazardous waste</li> <li>減少、重用及回收廢棄物，並確保妥善處置無害廢棄物</li> </ul>
<p>Water</p> <p>用水</p>	<ul style="list-style-type: none"> <li>To utilise water in a responsible manner and enhance water efficiency in our operation</li> <li>以負責任的方式用水，提高我們營運中的用水效益</li> </ul>



## ENERGY, AIR AND GREENHOUSE GAS EMISSIONS

The major sources of our energy consumption, air and GHG emissions are contributed by purchased electricity and solar power used for supporting daily operations of our work offices, warehouses, workshops and storage areas, as well as fuel consumption of our vehicles and equipment including trucks and stackers due to our logistics services. Over the years, we have been adopting a number of energy-saving and emission reduction measures in our logistics services.

## 能源、廢氣及溫室氣體排放

我們的能源消耗、廢氣及溫室氣體排放主要來自外購電力及太陽能，用於支撐我們工作辦公室、倉庫、車間及儲存區域的物流服務日常營運，以及車輛及設備(包括卡車及堆垛機)的燃料消耗。多年來，我們已於物流服務中採取多項節能減排措施。

### Energy-saving and Emission Reduction Measures in Logistics Services

- Adopt variable-frequency drive water pumps and cooling tower fans
- Prefer LED lighting system to traditional one to raise energy efficiency
- Install carbon monoxide sensors to enhance ventilation in carparks
- Target to progressively adopt solar energy to reduce the reliance of purchased electricity
- Apply energy efficient chilled water mechanical ventilation and air conditioning system
- Use ammonia gas as refrigerant for larger cold room which is more environmentally friendly
- Integrate cool roof design to reduce air conditioning needs in order to reduce energy consumption
- Install temperature monitoring and tracking system to closely monitor change of temperature in the freezer of our cold chain logistics business
- Use well insulated freezer storage, foam wall and conveyor system for loading pallet in and out of freezer for better heat insulation and minimize loss of cold air in order to reduce energy consumption in our cold chain logistics business
- Use Euro IV and V prime movers and lorries currently, keep updated with latest Euro emission standards to upgrade our fleet correspondingly and ensure emissions complying with the Road Traffic Act (Chapter 276) of Singapore through annual test conducted by Land Transport Authority

### 物流服務節能減排措施

- 採用變頻驅動水泵及冷卻塔風機
- 優先採用LED照明系統而非傳統照明系統以提升能源效益
- 安裝一氧化碳感應器以加強停車場的通風
- 目標為逐步採用太陽能，以減少依賴外購電力
- 採用節能冷水機械通風及空調系統
- 大型冷藏室使用更環保的氨氣作為製冷劑
- 整合清涼屋頂設計以減少空調需求，從而減少能源消耗
- 安裝溫度監察及追蹤系統，密切監察冷凍物流鏈業務冷凍庫的溫度變化
- 使用隔熱良好的冷藏庫、泡沫牆及輸送系統將貨盤裝入和裝出冷凍庫以提高隔熱效果及盡量減少冷空氣流失，從而減少我們冷鏈物流業務的能源消耗
- 目前使用歐盟四期及五期原動機和卡車，緊貼最新的歐盟排放標準以相應升級車隊；及透過新加坡陸路交通管理局每年為車隊進行測試，確保排放符合新加坡《道路交通法》(第276章)的規定

In view of the comprehensive energy-saving measures, three of our warehouses have obtained Singapore BCA Green Mark Building Award over the years.

## WASTE MANAGEMENT

Maintaining resource use efficiency in our operation is key to our waste management performance. In our daily operations, we may generate hazardous and non-hazardous waste, such as damaged chemical drums, spilt contents general refuse, paper, plastics, wooden pallets and waste packaging materials. In order to reduce the negative impact imposed by waste generated on the surrounding environment, we have formulated the Collection, Handling and Disposal of Hazardous Waste Policy to monitor hazardous waste generated. We encourage our employees to recycle different types of non-hazardous wastes such as including carton, plastic wrap and strap. Further, we engage qualified third-party organizations to collect and handle hazardous and non-hazardous waste. In addition, we have also adopted the following measures to reduce generation of waste at source:

- Reuse packaging materials collected from goods received to reduce packaging waste;
- Closely monitor current stock levels and estimated customer demand in the short term and only purchase packaging materials when needed; and
- Use the integrated logistics solution system developed internally to widely adopt electronic means in daily operations such as dispatching electronic copies of documents to truck drivers, generation of electronic proof-of-delivery, transferring documents on server and conducting approval and generating invoices online, in the hope of largely reducing the use of paper.
- 重用收取貨物的包裝物料，減少包裝廢棄物；
- 透過密切監控當前存貨水平及估計客戶短期需求，僅於需要時購買包裝物料；及
- 使用內部制訂的綜合物流解決方案系統以在日常營運中廣泛採用電子方式工作，例如向卡車司機發送電子文件副本、使用電子交付證明、在伺服器上轉移文件以及網上審批及發出發票，以大量減少紙張的使用。

鑒於全面的節能措施，多年來，我們有三個倉庫獲得新加坡BCA綠色標誌建築獎。

## 廢棄物管理

在我們的營運中保持資源利用效率是廢棄物管理績效的關鍵。本集團的日常營運可能會產生有害及無害廢棄物，例如受損化學桶、洩漏物、一般垃圾、紙張、塑膠、木製貨盤及廢棄包裝物料。為減少產生的廢棄物對周邊環境造成不利影響，我們制定了有害廢棄物收集、處理及處置政策，對產生的有害廢棄物進行監控。我們鼓勵僱員回收不同種類的無害廢棄物(如紙箱、塑膠包裝及帶子)。另外，我們委聘合資格第三方機構進行收集及處理有害及無害廢棄物。此外，我們亦採取以下措施從源頭減廢：

## WASTEWATER EMISSIONS AND USE OF WATER RESOURCES

Our domestic water comes from water supply companies in locations where we operate and we do not encounter any issues in water sourcing. Besides, our container logistics business would generate wastewater emissions from ISO tank cleaning station. The Group strives to conserve water in its daily operations by monitoring our water consumption from time to time and adopting rainwater harvesting for recycling at one of our warehouses. Regarding our wastewater emissions, we have installed an in-house wastewater treatment system which is designed together with the United Kingdom's Atomic Energy Agency Technology which treat wastewater generated before discharge. Besides, we closely monitor the quality of wastewater discharged, and engage qualified third-party to conduct monthly water analysis to ensure the quality of treated wastewater complies with applicable laws and emission standards.

## 廢水排放及水資源使用

生活用水由我們經營所在地的供水公司供應。我們在求取水源方面並無遇到任何問題。此外，在集裝箱物流業務過程中，ISO集裝罐清潔站會產生廢水排放。本集團致力於在日常營運中節約用水，不時監察用水量，並於其中一個倉庫採用雨水收集作循環再用。就廢水排放而言，我們已安裝內部廢水處理系統，該系統乃與英國原子能機構技術合作設計，用於處理排放前的廢水。我們亦密切監察所排放廢水的質量，並委聘合資格第三方每月進行水質分析，以確保經處理廢水的質量符合適用法律及排放標準。

# OUR COMMUNITY

## 我們的社區

**Goal:** To contribute positively to the communities for the benefit of future generations

**目的：**積極貢獻社區，造福下一代

CWT endeavours to contribute to the positive development of the communities we serve. To deliver a long-term value for the community around us, we cultivate and promote awareness on social responsibility among our employees and encourage them to participate in volunteering visits and charitable activities.

CWT致力於為我們所服務的社區的積極發展作出貢獻。為向周邊社區傳遞長遠價值，我們培養並提高僱員的社會責任意識，鼓勵彼等參與義工探訪及慈善活動。

### The ESG Policy – Community

CWT is committed to fulfilling its corporate responsibility by contributing to the communities in which we operate, and by creating value for society and the environment. It is our objectives to support the community through a diverse range of initiatives such as providing sponsorships and offering volunteer services.

To meet our objectives, we endeavour to:

- Pay attention to the social concerns to understand the needs of the community in which we operate;
- Sponsor and contribute to programs and activities that have a positive impact on social development;
- Encourage and arrange staff participation in volunteer services and charitable activities; and
- Continue to look for new opportunities to expand its community involvement efforts.

### 環境、社會及管治政策 – 社區

CWT竭誠履行企業責任，為我們營運所在的社區做出貢獻，為社會及環境創造價值。我們的目標是通過提供贊助及義工服務等多元化的方式支援社區。

為此，我們致力：

- 關注社會訴求以了解我們營運所在社區的需求；
- 贊助及貢獻對社會發展有正面影響的項目及活動；
- 鼓勵及安排員工參與義工服務及慈善活動；及
- 繼續物色新機會以加大對社區的參與。

## DELIVERING VALUES TO COMMUNITIES

CWT has established an internal charity group – CWT HOPE to support community investment by gathering the Group's resources and employees to continuously run a series of charity program.

## 向社區傳遞價值

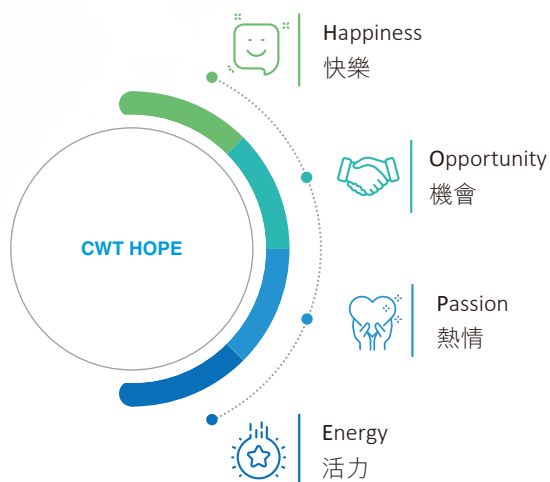
為支持社區投資，CWT已成立內部慈善小組 – CWT HOPE，匯集本集團的資源及僱員以持續開展一系列慈善項目。



## OUR COMMUNITY 我們的社區

CWT HOPE is built upon four commitments:

CWT HOPE建基於四個承諾之上：



Although CWT HOPE has been facing challenges to initiate charity programs due to spread of pandemic, we would endeavour to create value to spread love and care to the needy on an on-going basis.

由於疫情關係，CWT HOPE在開展慈善項目方面一直遇到挑戰。然而，我們將致力持續創造價值，將愛與關懷傳遞予有需要人士。

The following table outlines the focused areas of CWT's community investment:

下表概述CWT社區投資的重點領域：

<p>Support children with diseases including (cancer and facial deformities)</p> <p>支持患病兒童(包括癌症及面部缺陷)</p>	<ul style="list-style-type: none"> <li>We provide annual provision of transportation logistics for the "Hair for Hope" fundraising campaign held by Children's Cancer Foundation in support of children patients.</li> <li>We provide monetary support for charitable organizations and their initiatives which care for children with cancers and facial deformities.</li> <li>我們每年為兒童癌症基金會為支持兒童患者舉辦的「散髮希望」籌款活動提供運輸物流服務。</li> <li>我們為慈善組織及其關愛癌症及面部缺陷兒童的計劃提供金錢支援。</li> </ul>
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<p>Support for underprivileged children</p> <p>支持弱勢兒童</p>	<ul style="list-style-type: none"> <li>• We donate to organisations that work to help at-risk children to discover new skills and experience a sense of achievement.</li> <li>• We support better future which focus on helping Kenyan youth to go through various challenges to eventually sustain their own family.</li> <li>• 我們向幫助弱勢兒童發掘新技能及體驗成就感的組織捐款。</li> <li>• 我們支持「更好的未來」，其重點幫助肯尼亞青年克服各種挑戰，最終得以維持自身家庭生計。</li> </ul>
<p>Support for COVID-19 victims and vulnerable seniors</p> <p>支援新型冠狀病毒患者及弱勢長者</p>	<ul style="list-style-type: none"> <li>• We support charitable campaigns to provide financial assistance and medical supplies for needy patients to continue their recovery journey.</li> <li>• 我們支持為有需要患者提供財務援助及醫療物資的慈善活動，讓彼等繼續其康復之路。</li> </ul>

Highlights of charitable donations we were involved in during the Reporting Period are as follow:

於報告期間內，我們參與的慈善捐獻工作重點如下：

**Children for Children**

Children for Children, an annual community outreach and fundraising event, is held by The Rice Company Limited (“**TRCL**”), Convent of the Holy Infant Jesus (“**CHIJ**”) (Kellock), The Business Times and Resorts World Sentosa (“**RWS**”) with the aim of bringing joy and cheer to disadvantaged children. It has been keeping its tradition of bring 1,000 underprivileged children to spend a day at one of Singapore’s iconic attractions in celebration of Children’s Day for 13th consecutive year in 2021. The campaign also launched an online music-theatre production from CHIJ Kellock and beneficiaries of The Business Times Budding Artists Fund (“**BT BAF**”), to share messages of encouragement to financially disadvantaged children. We have made charitable donations in support of this event.

**兒童歡慶兒童節**

兒童歡慶兒童節是由The Rice Company Limited、Convent of the Holy Infant Jesus (Kellock)、商業時報及聖淘沙名勝世界舉辦的年度社區外展籌款活動，旨在為弱勢兒童帶來樂趣及歡樂。該活動於二零二一年已連續13年秉承傳統，款待1,000名貧困兒童參觀新加坡一個標誌性旅遊景點，歡慶兒童節。該活動亦推出CHIJ Kellock及商業時報綠苗藝術家基金受益人的網絡音樂戲劇製作，以鼓勵經濟困難的兒童。我們作出慈善捐款，以支持是次活動。

#### Stronger Together

For the campaign of Stronger Together organized by the Tan Tock Seng Hospital (“TTSH”) Community Fund, CWT made charitable donation to provide financial assistance to the COVID-19 victims who have financial difficulties. The donations helped to provide medical supplies to needy patients to enable them to continue their recovery journey and support healthcare research, innovation and staff training for delivering better patient care at the same time.

#### 攜手更強

CWT向陳篤生醫院(「陳篤生醫院」)社區基金舉辦的「攜手更強」計劃作出慈善捐贈，以向有財務困難的新型冠狀病毒患者提供財務援助。該等捐款向有需要患者提供醫療物資幫助，讓彼等得以繼續其康復之路，同時支持醫療研究、創新及員工培訓，從而提供更好的病人護理。

#### Supporting “Hair for Hope” for Children

We are a longstanding official logistics partner for “Hair for Hope” fundraising campaign organised by Children’s Cancer Foundation (“CCF”) in support of children patients. It is a public head shaving events which raise awareness of childhood cancer and encourage the shavers to spread cancer message to their families and friends while raising monetary support. During the Reporting Period, we acted as the Official Logistics Sponsor and provide transportation logistics for this campaign.

#### 支持兒童「散髮希望」

我們是兒童癌症基金會(「兒童癌症基金會」)為兒童患者舉辦的「散髮希望」籌款活動的長期官方物流合作夥伴。此乃一項公開的剃髮活動，旨在提高兒童癌症意識，鼓勵剃髮者向親友傳遞癌症資訊，同時籌款。於報告期間內，我們擔當官方物流服務贊助商，為活動提供運輸物流服務。

#### Donating to Smile Asia

Smile Asia is a global alliance of charities working together to cure facial deformities like cleft lip and cleft palate, with the purpose of improving standards of medical care by creating opportunities of collaborating learning and exchange of best practices. They deliver free surgical care through medical missions and outreach centres among different communities. We have made charitable donations in support of its charitable activities.

#### 向Smile Asia捐款

Smile Asia是國際性的慈善聯盟，支援有面部缺陷，包括唇裂及腭裂的人，旨在透過創造合作、學習和交流最佳慣例機會，提升醫療標準。Smile Asia通過醫療團隊及不同社區的外展中心提供免費外科治療。我們作出慈善捐贈，以支持其慈善活動。

During the Reporting Period, the Group has donated a total of HKD309,372 and served as the Official Logistics Sponsor to provide transportation logistics to various charitable organizations, including Lion Befrienders to support their Bless Vulnerable Seniors with a Roaring Tiger Year campaign, Children’s Cancer Foundation to support their Hair for Hope campaign, TTSH Community Fund for their Stronger Together programme, The Rice Company for their Children for Children campaign, better future, Australia sports foundation and Smile Asia. In the future, the Group will continuously explore diverse opportunities to deliver positive influence for our community.

於報告期間內，本集團已捐贈合共港幣309,372元，並擔當官方物流服務贊助商，向多個慈善組織提供運輸物流服務，包括支持Lion Befrienders的「祝福弱勢長者」虎年活動、兒童癌症基金會的「散髮希望」活動、陳篤生醫院社區基金的「攜手更強」計劃、The Rice Company的兒童歡慶兒童節、更好的未來、澳洲運動基金會及Smile Asia。未來，本集團將繼續探索多元化機遇，為我們的社區帶來正面影響。

## APPENDIX I THE MATERIAL LAWS AND REGULATIONS THAT THE GROUP COMPLIED WITH DURING THE REPORTING PERIOD

### 附錄一報告期間內本集團遵守的重大法律法規

ESG Aspects 環境、社會及管治層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Environmental  環境	<i>Environmental Protection &amp; Management Act</i>  <i>Environment Public Health Act</i>  <i>Environmental Protection and Management (Hazardous Substances) Regulations</i>  <i>Road Traffic Act</i>  《環境保護及管理法》  《環境公共衛生法》  《環境保護及管理(有害物質)規例》  《道路交通安全法》	<i>Cap.311 Air Pollution Control Ordinance</i>  <i>Cap.354 Waste Disposal Ordinance</i>   第311章《空氣污染管制條例》  第354章《廢物處置條例》	<i>The Waste Framework Directive</i>   《廢物框架指令》	During the Reporting Period, the Group did not notice significant violation of laws and regulations relating to the Group's air emissions and GHG emissions, discharges into water and land, waste generation and disposal that had a significant impact on the Group.  於報告期間內，本集團並無發現嚴重違反有關本集團廢氣及溫室氣體排放、向水及土地的排污、廢棄物產生及處置且對本集團有重大影響的法律法規的情況。
Employment and Labour Standards  僱傭及勞工準則	<i>Employment Act</i>    《僱傭法》	<i>Cap. 57 Employment Ordinance</i>  <i>Cap. 480 Sex Discrimination Ordinance</i>  <i>Cap. 487 Disability Discrimination Ordinance</i>  <i>Cap. 602 Race Discrimination Ordinance</i>  第57章《僱傭條例》  第480章《性別歧視條例》  第487章《殘疾歧視條例》  第602章《種族歧視條例》	<i>Labour Law</i>  <i>Employment Equality Framework Directive</i>   《勞動法》  《僱傭平等框架指令》	During the Reporting Period, the Group did not notice significant violations of laws and regulations that have a significant impact on the Group and are related to employment.  於報告期間內，本集團並無發現嚴重違反有關僱傭且對本集團有重大影響的法律法規的情況。

**APPENDIX I THE MATERIAL LAWS AND REGULATIONS THAT THE GROUP COMPLIED WITH DURING THE REPORTING PERIOD** 附錄一報告期間內本集團遵守的重大法律法規

ESG Aspects 環境、社會及管治層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Health and Safety  健康與安全	<p><i>Workplace Safety and Health Act</i></p> <p><i>Fire Safety Act</i></p> <p>《工作場所安全與健康法》</p> <p>《消防安全法》</p>	<p><i>Cap. 509 Occupational Safety and Health Ordinance</i></p> <p><i>Cap. 282 Employees' Compensation Ordinance</i></p> <p>第509章《職業安全與健康條例》</p> <p>第282章《僱員補償條例》</p>	<p><i>Occupational Safety and Health (OSH) Strategic Framework</i></p> <p>《職業安全與健康戰略框架》</p>	<p>During the Reporting Period, the Group did not notice significant violations of laws and regulations that have a significant impact on the Group and are related to work safety.</p> <p>於報告期間內，本集團並無發現嚴重違反有關工作安全且對本集團有重大影響的法律法規的情況。</p>
Product Responsibility  產品責任	<p><i>Personal Data Protection Act 2012</i></p> <p><i>Personal Data Protection Regulations 2014</i></p> <p>《二零一二年個人資料保護法》</p> <p>《二零一四年個人資料保護規例》</p>	<p><i>Cap. 362 Trade Descriptions Ordinance</i></p> <p><i>Cap. 486 Personal Data (Privacy) Ordinance</i></p> <p>第362章《商品說明條例》</p> <p>第486章《個人資料(私隱)條例》</p>	<p><i>General Data Protection Regulation</i></p> <p>《一般資料保護規例》</p>	<p>During the Reporting Period, the Group was not aware of significant incidents of non-compliance with regulations and voluntary codes concerning the provision and use of the Group's products and services, which cover product and service information and labelling, marketing communications including advertising, promotion and sponsorship, and property rights including intellectual property rights that had a significant impact on the Group.</p> <p>於報告期間內，本集團並不知悉嚴重違反有關提供及使用本集團產品及服務的法規及自願守則(涵蓋產品及服務資料及標籤、市場推廣通訊(包括廣告、宣傳及贊助)及產權(包括知識產權))且對本集團造成重大影響的事件。</p>

附錄一報告期間內本集團遵守的重大法律法規 **APPENDIX I THE MATERIAL LAWS AND REGULATIONS THAT THE GROUP COMPLIED WITH DURING THE REPORTING PERIOD**

ESG Aspects 環境、社會及管治層面	Laws and Regulations 法律法規			Performance 績效
	Singapore 新加坡	Hong Kong 香港	European Union 歐盟	
Anti-corruption  反貪污	Competition Act  《競爭法》	Cap. 201 Prevention of Bribery Ordinance  Cap. 622 Companies Ordinance  第201章《防止賄賂條例》  第622章《公司條例》	Anti-Money Laundering Directive  《反洗黑錢指令》	During the Reporting Period, the Group did not notice significant violations of laws and regulations that have a significant impact on the Group and are related to bribery extortion, fraud, and money laundering, and did not receive any case relating to internal employees involved in bribery, extortion, and money laundering, and did not identify any concluded legal cases regarding corrupt practices brought against the Group or its internal employees involved in bribery, extortion, and money laundering.  於報告期間內，本集團並無發現嚴重違反有關賄賂、勒索、欺詐及洗黑錢且對本集團有重大影響的法律法規的情況，亦無識別任何已審結案件有關本集團或其內部僱員涉及賄賂、勒索及洗黑錢的貪污行為。



# APPENDIX II KEY PERFORMANCE INDICATORS

## 附錄二關鍵績效指標

### SOCIAL ASPECT<sup>4</sup>

### 社會層面<sup>4</sup>

Statistics 統計		Hong Kong Head Office <sup>5</sup> 香港總部辦公室 <sup>5</sup>		Logistics Business <sup>5</sup> 物流業務 <sup>5</sup>		Commodity Marketing Business 商品貿易業務	
		2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年
Workforce profile 僱員資料							
Total workforce (number) 僱員總數 (人)		17	28	482	531	90	88
By gender (number) 按性別 (人)	Male 男性	13	19	375	420	43	46
	Female 女性	4	9	107	111	47	42
By employment contract (number) 按僱傭合約 (人)	Permanent 長期	15	25	482	531	89	78
	Other contract type 其他合約類型	2	3	-	-	1	10
By age group (number) 按年齡組別 (人)	Age 30 or below 30歲或以下	4	7	65	56	4	13
	Age 31 – 50 31至50歲	10	18	236	265	66	60
	Age above 50 50歲以上	3	3	181	210	20	15

<sup>4</sup> We started to disclose more figures for social aspect during the Reporting Period to provide a better picture of the Group's social performance.

<sup>5</sup> The data in 2020 has been adjusted to reflect actual situation.

<sup>4</sup> 我們於報告期間開始披露更多社會層面的數據，以更好地反映本集團的社會表現。

<sup>5</sup> 2020年的數據經過調整以反映實際情況。

附錄二 關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Statistics 統計		Hong Kong Head Office <sup>5</sup> 香港總部辦公室 <sup>5</sup>		Logistics Business <sup>5</sup> 物流業務 <sup>5</sup>		Commodity Marketing Business 商品貿易業務	
		2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年
Workforce profile 僱員資料							
By employee category (number) 按僱員類別 (人)	General Staff 一般員工	8	14	348	410	45	45
	Middle Management 中級管理層	4	7	80	68	34	33
	Senior Management 高級管理層	5	7	54	53	11	10
By geographical region (number) 按地區 (人)	Hong Kong 香港	12	24	-	-	-	-
	Singapore 新加坡	1	-	482	531	1	2
	Mainland China 中國內地	4	4	-	-	20	20
	Other Regions 其他地區	-	-	-	-	69	66

APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Statistics 統計		Hong Kong Head Office 香港總部辦公室	Logistics Business 物流業務	Commodity Marketing Business 商品貿易業務
Turnover rate (%) 流失比率(%)		2021 二零二一年	2021 二零二一年	2021 二零二一年
Total (%) 總計(%)		76%	20%	12%
By gender (%) 按性別(%)	Male 男性	54%	22%	9%
	Female 女性	150%	11%	15%
By age group (%) 按年齡組別(%)	Age 30 or below 30歲或以下	50%	37%	75%
	Age 31 – 50 31至50歲	110%	22%	11%
	Age above 50 50歲以上	0%	10%	5%
By geographical region (%) 按地區(%)	Hong Kong 香港	100%	-	-
	Singapore 新加坡	-	20%	100%
	Mainland China 中國內地	25%	-	-
	Other Regions 其他地區	-	-	14%

附錄二 關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Statistics 統計		Hong Kong Head Office 香港總部辦公室	Logistics Business 物流業務	Commodity Marketing Business 商品貿易業務
Development and Training <sup>6</sup> 發展與培訓 <sup>6</sup>		2021 二零二一年	2021 二零二一年	2021 二零二一年
Percentage of employees trained (%) 受訓僱員百分比(%)				
By gender (%) 按性別(%)	Male 男性	78%	94%	53%
	Female 女性	22%	6%	47%
By employee category (%) 按僱員類別(%)	General Staff 一般員工	33%	90%	53%
	Middle Management 中級管理層	22%	10%	47%
	Senior Management 高級管理層	45%	0%	0%
Average training hours completed per employee (hour) 每名僱員完成受訓的平均時數(時數)				
By gender (hour) 按性別(時數)	Male 男性	1.77	7.80	0.38
	Female 女性	1.00	1.49	0.35
By employee category (hour) 按僱員類別(時數)	General Staff 一般員工	0.75	8.05	0.27
	Middle Management 中級管理層	1.25	3.42	0.61
	Senior Management 高級管理層	3.20	0.18	-
Total training hours (hour) 總受訓時數(時數)		27.00	3,083.70	32.75

<sup>6</sup> The percentage of employees trained for each specified category is calculated using the total number of employees trained in the specified category divided by the total number of employees who took part in the training as of 31 December 2021. Training hours completed per employee for each category is calculated using the total number of training hours for employees in the specified category divided by the total number of employees in the specified category as of 31 December 2021.

<sup>6</sup> 各特定類別的受訓僱員百分比按特定類別的受訓僱員總數除以截至二零二一年十二月三十一日參與培訓的僱員總數計算。

各類別每名僱員完成的培訓時數按截至二零二一年十二月三十一日特定類別僱員的總培訓時數除以特定類別僱員總數計算。

APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Statistics 統計	Hong Kong Head Office 香港總部辦公室	Logistics Business 物流業務	Commodity Marketing Business 商品貿易業務
<b>Health and safety</b> 健康與安全	<b>2021</b> 二零二一年	<b>2021</b> 二零二一年	<b>2021</b> 二零二一年
Number of injuries 受傷人數	0	3	0
Lost days due to injuries 因傷損失日數	0	155	0
Number and rate of work-related fatalities <sup>7</sup> 因工亡故的人數及比率 <sup>7</sup>	0	0	0

Statistics 統計	Hong Kong Head Office <sup>8</sup> 香港總部辦公室 <sup>8</sup>	Logistics Business 物流業務	Commodity Marketing Business 商品貿易業務
<b>Supply Chain Management</b> 供應鏈管理	<b>2021</b> 二零二一年	<b>2021</b> 二零二一年	<b>2021</b> 二零二一年
Total number of supplier 供應商總數	-	1,075	92
By geographical region 按地區	Hong Kong 香港	-	3
	Singapore 新加坡	-	2
	Mainland China 中國內地	-	2
	Other Regions 其他地區	-	85

<sup>7</sup> Included the past three years with the reporting year covered.

<sup>8</sup> No major supplier was engaged in the Hong Kong head office during the Reporting Period. The relevant KPI is therefore not disclosed.

<sup>7</sup> 包括報告年度涵蓋的過去三年。

<sup>8</sup> 於報告期間，香港總部辦公室並無委聘主要供應商。因此，並無披露相關關鍵績效指標。

Statistics 統計	Reporting scope segments 報告範圍分部	
Community investment 社區投資	2021 二零二一年	2020 二零二零年
Donation (HK\$) 捐贈 (港幣元)	309,372	174,879

## ENVIRONMENTAL ASPECT<sup>9</sup>

### 環境層面<sup>9</sup>

Statistics 統計	Hong Kong Head Office 香港總部辦公室		Logistics Business 物流業務		Commodity Marketing Business 商品貿易業務	
	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年
Air Emissions 廢氣排放						
Nitrogen Oxides (NOx) (kg) 氮氧化物(NOx)(千克)	-	-	30,508.09	33,084.86	-	-
Sulphur Oxides (SOx) (kg) 硫氧化物(SOx) (千克)	-	-	100.41	108.89	-	-
Particulate Matter (PM) (kg) 懸浮顆粒(千克)	-	-	2,072.43	2,288.03	-	-

<sup>9</sup> Environmental data intensity is calculated by dividing the total GHG emissions, energy consumption, water consumption and non-hazardous waste generated by the total gross floor area (GFA) of the core businesses and operations of the Group.

<sup>9</sup> 環境數據密度乃按溫室氣體排放、能源消耗、耗水量及所產生無害廢棄物的總量除以本集團核心業務及營運的總建築面積計算。



APPENDIX II KEY PERFORMANCE INDICATORS 附錄二關鍵績效指標

Statistics 統計	Hong Kong Head Office 香港總部辦公室		Logistics Business 物流業務		Commodity Marketing Business 商品貿易業務	
	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年
<b>Emissions</b> 排放						
Total GHG Emissions (Scope 1 & 2) (Tonnes CO <sub>2</sub> e) <sup>10</sup> 溫室氣體總排放量(範圍1及範圍2) (公噸二氧化碳當量) <sup>10</sup>	<b>27.00</b>	32.08	<b>28,758.27</b>	30,029.98	<b>3.10</b>	2.93
Direct GHG Emissions (Scope 1) (Tonnes CO <sub>2</sub> e) 直接溫室氣體排放量(範圍1) (公噸二氧化碳當量)	-	-	<b>7,298.02</b>	8,433.53	-	-
Indirect GHG Emissions (Scope 2) (Tonnes CO <sub>2</sub> e) 間接溫室氣體排放量(範圍2) (公噸二氧化碳當量)	<b>27.00</b>	32.08	<b>21,473.89</b>	21,610.09	<b>3.10</b>	2.93
GHG removal – Tree planting (Scope 1) (Tonnes CO <sub>2</sub> e) 溫室氣體減除 – 植樹(範圍1) (公噸二氧化碳當量)	-	-	<b>13.64</b>	13.64	-	-
Intensity of GHG Emissions (Tonnes CO <sub>2</sub> e/m <sup>2</sup> total GFA) 溫室氣體排放密度(公噸二氧化碳當量/ 平方米總建築面積)	<b>0.029</b>	0.034	<b>0.044</b>	0.047	<b>0.003</b>	0.003
<b>Energy</b> 能源						
Total Energy Consumption (MWh) 能源總耗量(兆瓦時)	<b>51.58</b>	40.10	<b>79,988.26</b>	77,067.85	<b>102.26</b>	96.67
Purchased Electricity (MWh) 外購電力(兆瓦時)	<b>51.58</b>	40.10	<b>52,632.09</b>	51,550.78	<b>102.26</b>	96.67
Solar Power (MWh) 太陽能(兆瓦時)	-	-	<b>753.73</b>	738.49	-	-
Diesel Oil (MWh) 柴油(兆瓦時)	-	-	<b>26,602.44</b>	24,778.58	-	-
Intensity of Energy Consumption (MWh/m <sup>2</sup> total GFA) 能源耗量密度(兆瓦時/平方米總建築面積)	<b>0.05</b>	0.04	<b>0.12</b>	0.12	<b>0.10</b>	0.09

<sup>10</sup> In accordance with The Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard (Revised Edition) published by World Business Council for Sustainable Development and World Resources Institute, Scope 1 direct emissions are resulted from operations that are owned or controlled by the Group, while Scope 2 indirect emissions are resulted from the generation of purchased electricity consumed within the Group.

<sup>10</sup> 根據世界可持續發展工商理事會及世界資源研究所刊發的《溫室氣體盤查議定書－企業會計與報告準則(修訂版)》，範圍1直接排放來自本集團擁有或控制的業務，而範圍2間接排放則來自本集團內部消耗的外購電力的產生。

附錄二 關鍵績效指標 APPENDIX II KEY PERFORMANCE INDICATORS

Statistics 統計	Hong Kong Head Office 香港總部辦公室		Logistics Business 物流業務		Commodity Marketing Business 商品貿易業務	
	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年	2021 二零二一年	2020 二零二零年
<b>Water</b> 水						
Total Water Consumption (m <sup>3</sup> ) <sup>11</sup> 耗水總量(立方米) <sup>11</sup>	-	-	<b>168,024.90</b>	146,265.80	-	-
Intensity of Water Consumption (m <sup>3</sup> /m <sup>2</sup> total GFA) 耗水密度(立方米/平方米總建築 面積)	-	-	<b>0.26</b>	0.23	-	-
<b>Waste</b> 廢棄物						
Total Non-hazardous Waste Generated (Tonnes) 無害廢棄物產生總量(公噸)	<b>0.400</b>	0.795	<b>7,046.45</b>	5,669.13	<b>3.60</b>	3.60
Intensity of Non-hazardous Waste Generated (Tonnes/m <sup>2</sup> total GFA) 無害廢棄物產生密度(公噸/ 平方米總建築面積)	<b>0.000</b>	0.001	<b>0.011</b>	0.009	<b>0.003</b>	0.004

<sup>11</sup> As the water supply for the premises of the Hong Kong Head Office and Commodity Marketing Business is controlled by the property management, the relevant data is unavailable to individual tenants.

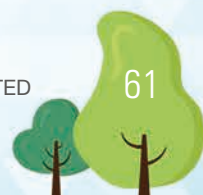
<sup>11</sup> 由於香港總部辦公室及商品貿易業務物業的供水由物業管理公司控制，故個別租戶無法取得相關數據。

# APPENDIX III HKEX ESG REPORTING GUIDE INDEX

## 附錄三聯交所環境、社會及管治報告指引索引

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
<b>A. Environmental</b> A. 環境			
Aspect A1: Emissions 層面A1：排放	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> <p>Note:</p> <p>Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations.</p> <p>Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride.</p> <p>Hazardous wastes are those defined by national regulations.</p> <p>一般披露</p> <p>有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p> <p>註：</p> <p>廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。</p> <p>溫室氣體包括二氧化碳、甲烷、氧化亞氮、氫氟碳化合物、全氟化碳及六氟化硫。</p> <p>有害廢棄物指國家規例所界定者。</p>	<p>Our Environment</p> <p>我們的環境</p>	37-44

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	52-59	
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Appendix II Key Performance Indicators 附錄二關鍵績效指標	52-59	
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	The Group does not generate a significant amount of hazardous waste, so it is considered as immaterial due to the materiality principles. 本集團並無產生大量有害廢棄物，因此，基於重要性原則，本集團認為有害廢棄物並不重大。	N/A 不適用	



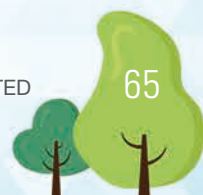
Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
	KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).  所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Appendix II Key Performance Indicators  附錄二關鍵績效指標	52-59
	KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them.  描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Our Environment  我們的環境	37-44
	KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.  描述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。	Our Environment  我們的環境	37-44

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect A2: Use of Resources 層面A2：資源使用	General Disclosure  Policies on the efficient use of resources, including energy, water and other raw materials.  Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.  一般披露  有效使用資源（包括能源、水及其他原材料）的政策。  註： 資源可用於生產、儲存、運輸、樓宇、電子設備等。	Our Environment  我們的環境	37-44
	KPI A2.1 關鍵績效指標A2.1	Total direct and/or indirect energy consumption (e.g. electricity, gas or oil) by type (in thousands of kWh) and intensity (e.g. per unit of production, per facility).  按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Appendix II Key Performance Indicators  附錄二關鍵績效指標
	KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).  總耗水量及密度（如以每產量單位、每項設施計算）。	Appendix II Key Performance Indicators  附錄二關鍵績效指標



Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
	KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.  描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Our Environment 我們的環境	37-44
	KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.  描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Our Environment 我們的環境	37-44
	KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.  製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	Appendix II Key Performance Indicators 附錄二關鍵績效指標  The Group does not generate a significant amount of packaging material, so it is considered as immaterial due to the materiality principles.  本集團並無產生大量包裝材料，因此，基於重要性原則，本集團認為包裝材料並不重大。	N/A 不適用

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect A3: The Environment and Natural Resources 層面A3：環境與天然資源	General Disclosure  Policies on minimising the issuer’s significant impact on the environment and natural resources.  一般披露  減低發行人對環境及天然資源造成重大影響的政策。	Our Environment  我們的環境	37-44
	KPI A3.1  關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.  描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Our Environment  我們的環境
Aspect A4: Climate Change 層面A4：氣候變化	General Disclosure  Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.  一般披露  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。	Our Environment  我們的環境	37-44
	KPI A4.1  關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.  描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Our Environment  我們的環境

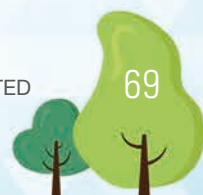


Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
<b>B. Social</b> B. 社會				
<b>Employment and Labour Practices</b> 僱傭及勞工常規				
Aspect B1: Employment 層面B1：僱傭	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>一般披露</p> <p>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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Our Workforce</p> <p>我們的僱員</p>	19-26	
	<p>KPI B1.1</p> <p>關鍵績效指標B1.1</p>	<p>Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.</p> <p>按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。</p>	<p>Appendix II Key Performance Indicators</p> <p>附錄二關鍵績效指標</p>	52-59
	<p>KPI B1.2</p> <p>關鍵績效指標B1.2</p>	<p>Employee turnover rate by gender, age group and geographical region.</p> <p>按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Appendix II Key Performance Indicators</p> <p>附錄二關鍵績效指標</p>	52-59

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect B2: Health and Safety 層面B2：健康與安全	General Disclosure  Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to providing a safe working environment and protecting employees from occupational hazards.  一般披露  有關提供安全工作環境及保障僱員避免職業性危害的：  (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety  職業健康與安全	23-24	
	KPI B2.1  關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.  過去三年（包括匯報年度）每年因工亡故的人數及比率。	Occupational Health and Safety  職業健康與安全  Appendix II Key Performance Indicators  附錄二關鍵績效指標	23-24  52-59
	KPI B2.2  關鍵績效指標B2.2	Lost days due to work injury.  因工傷損失工作日數。	Occupational Health and Safety  職業健康與安全  Appendix II Key Performance Indicators  附錄二關鍵績效指標	23-24  52-59
	KPI B2.3  關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.  描述所採納的職業健康及安全措施，以及相關執行及監察方法。	Occupational Health and Safety  職業健康與安全	23-24

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect B3: Development and Training 層面B3：發展與培訓	<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Note: Training refers to vocational training. It may include internal and external courses paid by the employer.</p> <p>一般披露</p> <p>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。</p> <p>註： 培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	<p>Training and Development</p> <p>培訓與發展</p>	25-26	
	<p>KPI B3.1</p> <p>關鍵績效指標B3.1</p>	<p>The percentage of employees trained by gender and employee category (e.g. senior management, middle management).</p> <p>按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。</p>	<p>Appendix II Key Performance Indicators</p> <p>附錄二關鍵績效指標</p>	52-59
	<p>KPI B3.2</p> <p>關鍵績效指標B3.2</p>	<p>The average training hours completed per employee by gender and employee category.</p> <p>按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	<p>Appendix II Key Performance Indicators</p> <p>附錄二關鍵績效指標</p>	52-59

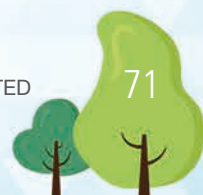
Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
Aspect B4: Labour Standards 層面B4：勞工準則	General Disclosure  Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.  一般披露  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。	Labour Standards  勞工準則  Employment Practices  僱傭常規	26
	KPI B4.1  關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour.  描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards  勞工準則  Employment Practices  僱傭常規
	KPI B4.2  關鍵績效指標B4.2	Describe the steps taken to eliminate a violation when it is discovered.  描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards  勞工準則  Employment Practices  僱傭常規





Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
<b>Operating Practices</b> 營運慣例			
Aspect B5: Supply Chain Management 層面B5：供應鏈管理	General Disclosure  Policies on managing environmental and social risks of the supply chain.  一般披露  管理供應鏈的環境及社會風險政策。	Managing Suppliers  供應商管理	30-31
	KPI B5.1  關鍵績效指標B5.1	Number of suppliers by geographical region.  按地區劃分的供應商數目。	30-31
		Managing Suppliers  供應商管理  Appendix II Key Performance Indicators  附錄二關鍵績效指標	52-59
	KPI B5.2  關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.  描述有關聘用供應商的慣例，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。	Managing Suppliers  供應商管理

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
	KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.  描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Managing Suppliers 供應商管理	30-31
	KPI B5.4 關鍵績效指標B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.  描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Managing Suppliers 供應商管理	30-31
Aspect B6: Product Responsibility 層面B6：產品責任	General Disclosure  Information on:  (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.  一般披露  有關所提供產品及服務的健康與安全、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。		Our Operation Quality Services and Safety  我們的營運 優質服務及安全  Protecting Intellectual Property Rights and Privacy  保護知識產權及私隱	32-34            35



Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
			Chapter/Disclosure 章節／披露	Page 頁碼
	KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.  已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Due to our business nature, product recall is not a material issue to the Group.  由於我們的業務性質使然，產品回收對本集團而言並非重大議題。	N/A 不適用
	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。	Quality Services and Safety  優質服務及安全	32-34
	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。	Protecting Intellectual Property Rights and Privacy  保護知識產權及私隱	35
	KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures.  描述質量檢定過程及產品回收程序。	Quality Services and Safety  Due to our business nature, recall procedures is not a material issue to the Group.  優質服務及安全  由於我們的業務性質使然，回收程序對本集團而言並非重大議題。	32-34
	KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.  描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Protecting Intellectual Property Rights and Privacy  保護知識產權及私隱	35

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標				
		Chapter/Disclosure 章節／披露	Page 頁碼	
Aspect B7: Anti-corruption 層面B7：反貪污	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.</p> <p>一般披露</p> <p>有關防止賄賂、勒索、欺詐及洗黑錢的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>Upholding Business Ethics and Integrity</p> <p>恪守商業道德及誠信</p>	35-36	
	<p>KPI B7.1</p> <p>關鍵績效指標B7.1</p>	<p>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.</p> <p>於報告期間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。</p>	<p>Upholding Business Ethics and Integrity</p> <p>恪守商業道德及誠信</p>	35-36
	<p>KPI B7.2</p> <p>關鍵績效指標B7.2</p>	<p>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.</p> <p>描述防範措施及舉報程序，以及相關執行及監察方法。</p>	<p>Upholding Business Ethics and Integrity</p> <p>恪守商業道德及誠信</p>	35-36
	<p>KPI B7.3</p> <p>關鍵績效指標B7.3</p>	<p>Description of anti-corruption training provided to directors and staff.</p> <p>描述向董事及員工提供的反貪污培訓。</p>	<p>Upholding Business Ethics and Integrity</p> <p>恪守商業道德及誠信</p>	35-36

Subject Areas, Aspects, General Disclosure and KPIs 主要範疇、層面、一般披露及關鍵績效指標			
		Chapter/Disclosure 章節／披露	Page 頁碼
<b>Community</b> 社區			
Aspect B8: Community Investment 層面B8：社區投資	General Disclosure  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.  一般披露  有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Our Community  我們的社區	45-48
	KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).  專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Our Community 我們的社區
	KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area (e.g. money or time) to the focus area.  在專注範疇所動用資源（如金錢或時間）。	Our Community 我們的社區



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