



TAYANG 大洋

Ta Yang Group Holdings Limited

大洋集團控股有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號 : 1991)

2021

環境、社會及管治報告

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

THE WORLD'S

MOST Competitive

Silicone Product

MANUFACTURER

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

The objective of this Environmental, Social and Governance (“ESG”) Report is to highlight the Group’s ESG performance for the purpose of assisting all stakeholders in understanding the Group’s ESG concepts and practices in achieving sustainable development for the future.

REPORTING STANDARD

The Report complies with the disclosure requirements set out in the ESG Reporting Guide as described in Appendix 27 of the Main Board Listing Rules. An assessment on the applicability and materiality of the relevant key performance indicators (“KPIs”) under the ESG Reporting Guide was conducted.

REPORTING PRINCIPLES

The following principles are adopted in the Report:

- **Materiality:** Important and relevant information to stakeholders on different ESG aspects is covered in the Report. A materiality assessment was conducted to determine material ESG issues, with results approved by the Board.
- **Quantitative:** The relevant standards, methodologies and assumptions used to prepare the quantitative information are disclosed as appropriate. Quantitative information is provided with narrative and comparative figures, where possible.
- **Consistency:** Consistent methodologies are used to prepare and present ESG data in the Report, unless otherwise specified, to allow for meaningful comparisons.
- **Balance:** The information is presented without the inappropriate use of selections, omissions or other forms of manipulation that would influence a decision or judgment by the reader.

關於本報告

本環境、社會及管治（「環境、社會及管治」）報告之目的為概述本集團之環境、社會及管治表現，以協助所有持份者了解本集團之環境、社會及管治概念及常規，達致未來可持續發展。

報告標準

本報告遵照主板上市規則附錄27所述之環境、社會及管治報告指引所載之披露要求，並已進行根據環境、社會及管治報告指引相關關鍵績效指標（「關鍵績效指標」）之適用性及重要性評估。

報告原則

本報告已採納以下原則：

- **重要性：**本報告涵蓋於各環境、社會及管治方面對持份者而言屬重要且相關的資料。我們已進行重要性評估以釐定重要環境、社會及管治事宜，且評估結果獲董事會批准。
- **量化：**用於編製量化資料的相關標準、方法及假設已酌情披露。在可能情況下，通過敘述及比較數字提供量化資料。
- **一致性：**除另有指明外，本報告使用一致的方法編製及呈列環境、社會及管治數據，以便進行有意義的比較。
- **平衡：**資料的呈列並無不恰當使用影響讀者決策或判斷的選擇、遺漏或其他形式的操縱。

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GOVERNANCE ON ESG ASPECTS

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for evaluating and determining the Group's ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place. Our Management is delegated the responsibility of coordinating the implementation of the Group's environment, employment and service quality assurance policies.

The Board leads and provides direction to Management by instituting ESG policies and initiatives, supervising their implementation and monitoring ESG performance. The Board continues to explore ways to further strengthen the ESG governance of the Group. The Board reviews ESG affairs regularly, including environmental protection, employment and labour practices, operating practices, and community investment, and implements appropriate measures to enhance the ESG performance of the Group.

STAKEHOLDER ENGAGEMENT

We value our stakeholders and their feedback in regards to our businesses and ESG aspects. With the goal to strengthen the sustainability approach and performance of the Group, we put the effort in maintaining close communication with our key stakeholders, including but not limited to government and regulatory authorities, shareholders, employees, customers, suppliers, and the general public. We take stakeholders' expectations into consideration in formulating our businesses and ESG strategies by utilising diversified engagement methods and communication channels, shown as below.

環境、社會及管治層面之管治

董事會對本集團之環境、社會及管治策略及匯報負有全部責任。董事會負責評估及釐定本集團之環境、社會及管治相關風險，並確保採取適當及有效之環境、社會及管治風險管理及內部監控系統。我們的管理層獲授予責任，協調執行本集團之環境、僱傭及服務質素保證政策。

董事會透過制定環境、社會及管治政策及措施、監督其執行及監管環境、社會及管治表現，帶領及指導管理層。董事會持續開拓進一步加強本集團環境、社會及管治的管治方法。董事會定期審核環境、社會及管治事宜，包括環境保護、僱傭及勞工慣例、營運慣例及社區投資，並實施適當措施加強本集團的環境、社會及管治表現。

持份者之參與

我們重視我們的持份者及其對我們業務及環境、社會及管治方面的反饋意見。我們的目標是加強本集團的可持續發展方法及績效，努力與我們的主要持份者（包括但不限於政府及監管機構、股東、僱員、客戶、供應商及公眾）保持密切溝通。在制定我們的業務及環境、社會及管治戰略時，我們會通過利用如下所示的多種參與方式及溝通渠道，考慮持份者的期望。



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Stakeholders

持份者

Government and regulatory organisations
政府及監管機構

Shareholders and investors
股東及投資者

Employees
員工

Customer
客戶

Community
社區

Communication channels

溝通渠道

- Announcement and other regulatory reports
- 公告及其他監管報告

- Information disclosed on the HKEX website and corporate website
- Annual general meeting and other shareholders' meetings
- 在港交所網站及公司網站上披露的資料
- 股東週年大會及其他股東大會

- Employee performance evaluation
- On-the-job training
- Internal e-mail
- 員工表現評估
- 在職培訓
- 內部電郵

- Corporate website
- 公司網站

- Industry events
- Corporate social responsibility activities
- 行業活動
- 企業社會責任活動

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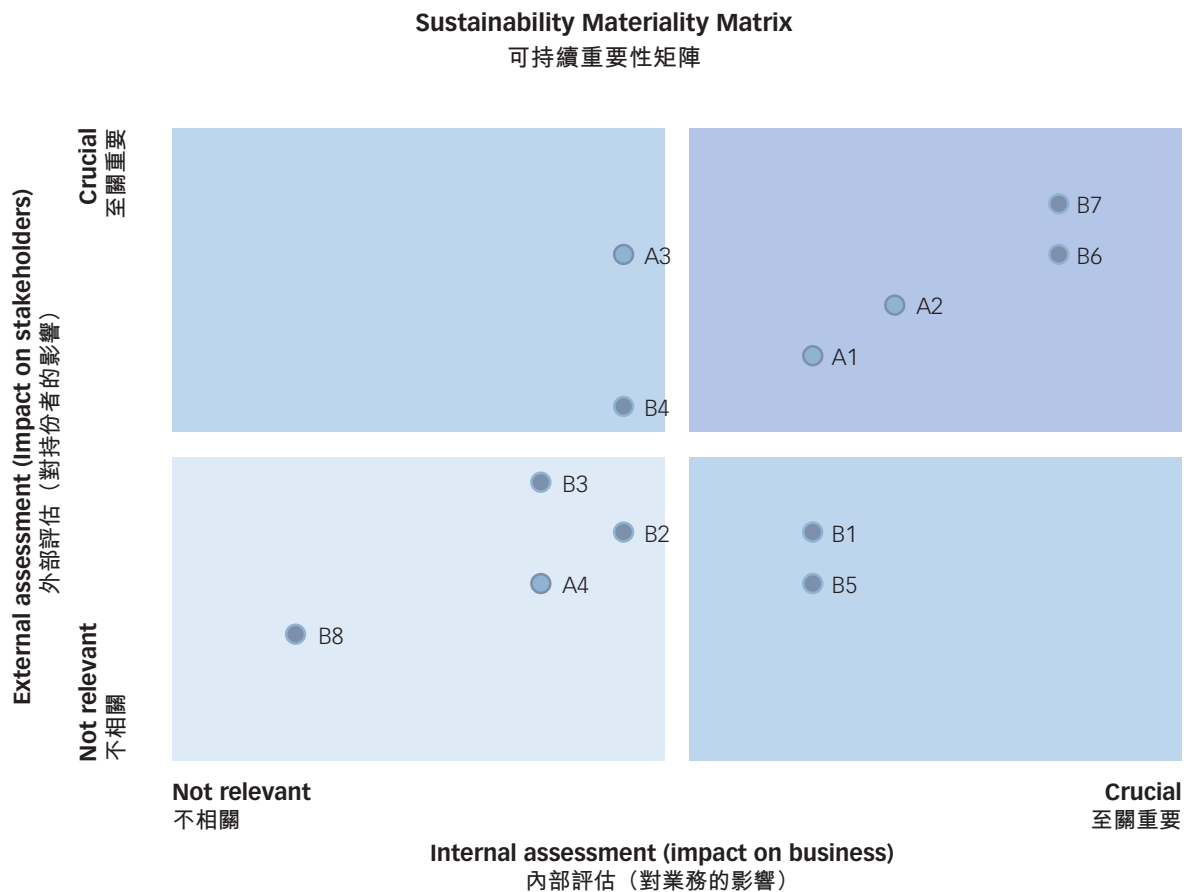
環境、社會及管治報告

MATERIALITY ASSESSMENT

During the reporting period, the Group has evaluated a number of environmental, social and operating items and assessed their importance to stakeholders and the Group through various channels. This assessment helps to ensure that the Group's business objectives and development direction satisfy the stakeholders' expectations and requirements. The Group's and stakeholders' matters of concern are listed out in the following materiality matrix:

重要性評估

於報告期間，本集團已評估多項環境、社會及營運項目，並透過多種渠道評估其對持份者及本集團的重要性。是項評估有助確保本集團業務目標及發展方向符合持份者的期望及要求。本集團及持份者關注的事項載於以下重要性矩陣中：



A1: Environmental 環境

A2: Use of resources 資源使用

A3: The environment and natural resource 環境及天然資源

A4: Climate change 氣候變化

B1: Employment 僱傭

B2: Health and safety 健康與安全

B3: Development and training 發展及培訓

B4: Labour standards 勞工準則

B5: Supply chain management 供應鏈管理

B6: Product responsibility 產品責任

B7: Anti-corruption 反腐倡廉

B8: Community investment 社區投資

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Scope of the Report

During the reporting period, the Group has two main operating segments, (i) manufacturing and sale of silicone rubber and related products and (ii) providing healthcare and hotel services. The content of the ESG Report mainly outlines the environmental and social policies of the Group in its silicone rubber business, which makes up approximately 99.6% revenue of the Group.

ENVIRONMENTAL PROTECTION

Emissions

While committing itself to developing silicone rubber business, the Group has never forgotten protecting the surroundings where it operates. We continue to strictly observe the laws and regulations in relation to environmental protection, including the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Environmental Protection Law of the People's Republic of China and Energy Conservation Law of the People's Republic of China, with a view to controlling emissions and conserving resources.

The factories in Dongguan and Huzhou both have obtained the ISO14001:2015 Environmental Management System Certification and engaged a third-party company to carry out regular inspection of pollutants, including industrial wastewater, domestic sewage and exhaust gas, discharged by factories to ensure that such emissions meet provincial and industrial emission standards.

報告範疇

於報告期間，本集團主要有兩大經營板塊，(i) 製造和銷售矽膠及相關產品，以及(ii) 提供保健和酒店服務。環境、社會及管治報告的內容主要闡述本集團於矽膠業務的環境及社會政策，矽膠業務佔本集團收益約99.6%。

環境保護

排放物

本集團在致力發展矽膠業務的同時，亦不忘保護業務所在的周邊環境。我們繼續嚴格遵守與環境保護相關的法律法規，包括《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國環境保護法》及《中華人民共和國節約能源法》，旨在控制排放量及節約資源。

東莞及湖州的廠房均已取得ISO14001:2015環境管理體系認證，並定期委託第三方公司對廠房外排污染物進行檢測，包括工業廢水、生活污水、廢氣等，確保排放物符合省級及行業的排放標準。

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Wastewater and sewage treatment

Wastewater generated by the Group can be classified into industrial wastewater and domestic sewage. Domestic sewage from the factories in Dongguan and Huzhou undergo treatment in the septic tank before being discharged into the municipal drainage system or wastewater treatment plant in the industrial park.

Industrial wastewater from Dongguan Tai Yang mainly comes from the water curtain booths and cleaning operations. Wastewater from water curtain booths is reused in the production process after being treated by a production wastewater treatment facility, and such water is regularly replaced and replenished. To ensure that industrial wastewater will not be discharged, industrial wastewater is collected and delivered to qualified units for central treatment. Given that industrial wastewater from Dongguan Tai Yang will not be discharged, industrial wastewater inspection is not required.

Industrial wastewater from Huzhou Ta Yang, including wastewater from screen cleaning operations and wastewater from spraying operations, is discharged into the wastewater treatment plant in the industrial park for treatment after being treated by a self-built wastewater treatment facility subject to emission limits under the Emission Standard of Pollutants for Rubber Products Industry (GB27632-2011).

廢水及污水處理

本集團產生的廢水可分為工業廢水及生活污水。東莞及湖州的廠房的生活污水通過化糞池處理，方會排入市政管網或工業園區污水處理廠。

東莞太洋的工業廢水主要來自水簾櫃廢水和清洗廢水。水簾櫃廢水會經生產廢水處理設施處理後回用於生產過程，並定期更換及補充用水。為保證工業廢水不外排，工業廢水經收集後送合資格的單位集中處理。鑒於東莞太洋工業廢水不外排，故不需要對工業廢水進行檢測。

湖州大洋的工業廢水，包括版網清洗廢水及噴淋廢水，均會經自建污水處理站處理，在確保水質達到《橡膠製品工業污染物排放標準》(GB27632-2011)的排放限值後，方會排入工業園區污水處理廠處理。



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Exhaust gas

Organic exhaust gas is generated in various production procedures of the Group, such as printing and spraying. In order to reduce fugitive emissions of exhaust gas as much as possible, Dongguan Tai Yang and Huzhou Ta Yang collect and dispose of organic exhaust gas.

Dongguan Tai Yang disposes of collected exhaust gas properly to meet the standard requirements under the Emission Limits of Air Pollutants (DB44/27-2001) in Guangdong Province, Emission Standards for Volatile Organic Compounds for the Furniture Manufacturing Industry (DB44/814-2010) and Emission Standards for Volatile Organic Compounds for the Printing Industry (DB44/815-2010) in Guangdong Province. The exhaust gas from spraying operations is emitted into the air at a height only upon water scrubbing, UV photolysis and activated carbon adsorption treatment subject to emission standards.

Huzhou Ta Yang collects sulphur-containing and non-sulphur-containing organic exhaust gas separately and applies corresponding treatment techniques to enhance the efficiency of exhaust gas treatment, thereby meeting the standard requirements under the Emission Standard of Pollutants for Rubber Products Industry (GB27632-2011), the Emission Standard of Odour Pollutants (GB14554-93) and the Integrated Emission Standards for Air Pollutants (GB16297-1996). The removal rate of hydrogen sulphide and non-methane hydrocarbons reaches 80% upon treatment of exhaust gas.

廢氣

本集團的不同生產過程中，例如印刷和噴塗工序，都會產生有機廢氣。為盡量減少無組織廢氣的排放，東莞太洋和湖州大洋均會收集並處理有機廢氣。

東莞太洋妥善處理收集後的廢氣，以達廣東省《大氣污染物排放限值》(DB44/27-2001)、廣東省《傢俱製造行業揮發性有機化合物排放標準》(DB44/814-2010)及《印刷行業揮發性有機化合物排放標準》(DB44/815-2010)的標準要求。噴塗廢氣需經過水噴淋、UV光解及活性炭吸附處理，確保廢氣達標後才會高空排放。

湖州大洋會將含硫及不含硫的有機廢氣分開收集，採用不同技術處理兩種廢氣，提高廢氣處理率，以達《橡膠製品工業污染物排放標準》(GB27632-2011)、《惡臭污染物排放標準》(GB14554-93)及《大氣污染物綜合排放標準》(GB16297-1996)的標準要求。廢氣經處理後，硫化氫及非甲烷總烴的去除率高達80%。

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Hazardous and non-hazardous waste

Non-hazardous waste includes general industrial solid waste and domestic garbage. Non-hazardous waste such as plastic, silicone rubber trimmings and disposed packaging materials, are generated in the production process, are collected and recycled by qualified collectors.

Domestic garbage from the staff is gathered up and then transported by a particular unit. The garbage produced is cleared up on a daily basis to reduce the spread of odour. Various hazardous waste such as waste lubricating oil, waste ink residues and waste cloths are classified into different categories upon collection and stored separately according to the applicable national and local requirements before collected by qualified units for further treatment.

Resource Conservation

The Group places great emphasis on resource conservation and strives to enhance the energy efficiency of equipment by strengthening the maintenance of factory equipment, optimising operation standards and adopting energy-saving measures. Moreover, we have adopted the following measures to enhance efficiency in the use of resources:

- **Enhancing the efficiency in the use of raw materials**

Silicone rubber, major raw material of our products, is an eco-friendly material. We reduce the amount of waste by better production planning and cooperate with qualified factories in recycling silicone rubber trimmings generated in the production process.

- **Minimising packaging**

Packaging materials are reused to avoid secondary pollution and recyclable and eco-friendly packaging materials are used as much as possible.

有害和無害廢物

無害廢物包括一般工業固體廢物和生活垃圾。在生產過程中產生的塑膠、矽膠邊角料、廢棄包裝材料等無害廢物，由合資格的收集商進行收集和回收。

員工的生活垃圾則經集中收集後，由特定單位統一運走，對產生的垃圾進行日產日清，以減少異味的擴散。廢潤滑油、廢油墨殘渣及廢布等各種有害廢物在收集後按不同類別分類，並按國家和地方適用要求分類存放，然後由合資格的單位收集，進一步處理。

節約資源

本集團重視節約資源，通過加強維護廠房設備、優化操作水準和節能措施，以提高設備的能源效益。此外，我們採取了下列措施，以提高資源使用效益：

- **提高原材料的使用效率**

矽橡膠是我們產品的主要原料，是一種環保材料。我們通過完善的生產計劃，與合規格的工廠合作，對生產過程中產生的矽橡膠邊角料進行回收利用，減少廢棄物的數量。

- **儘量減少包裝**

包裝材料重複利用，避免二次污染，儘量使用可回收、環保的包裝材料。



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- **Raising environmental awareness**

The Group raises environmental awareness and standards of the staff through strengthening management and providing training. During the reporting period, Dongguan Tai Yang and Huzhou Ta Yang provided ISO14001:2015-related training courses for employees on the knowledge of waste classification and recycling, water and energy conservation, etc. Meanwhile, we have set strict operation standards for the staff to reduce the amount of exhaust gas generated.

- **The strategic location of factories**

As the production cycles of most of our customers are relatively short, the production facilities of the Group are strategically located in close proximity to our major clients' factories, in order to deliver products to our customers on time while reducing carbon emissions from transportation.

- **Reduce, recycle and reuse**

We switch off idle electrical appliances and maintain the room temperature at an optimal level. The Group promotes electronic communication, both internal and external, to reduce the needs of printings and encourage duplex printing. The Group also places paper recycling bins in the office to collect and reuse single-sided used paper.

We acknowledge that sustainability is tied to business resiliency and growth and that our size and influential scale can drive change for betterment of the environment. To accelerate our sustainability commitments, we will conduct a review of our past environmental performance and to develop a series of environmental targets in the financial year 2022.

- **提高環保意識**

本集團通過加強管理及提供員工培訓，增強員工的環保意識及標準。於報告期間，東莞太洋及湖州大洋提供了ISO14001:2015相關的培訓課程予員工，豐富員工有關垃圾分類回收、節水節電等知識。同時我們已嚴格規範員工操作水準，以減少廢氣產生。

- **廠房選址**

由於本集團大部分客戶生產工序所需的週期較短，為求準時向客戶交貨，同時減少交通運輸過程中的碳排放，本集團的生產設施坐擁策略性的地理位置，鄰近主要客戶的廠房。

- **減少、回收和再利用**

我們關掉閒置的電器，將室溫保持在最佳水準。本集團促進內部和外部的電子通信，以減少列印需求，鼓勵雙面列印。本集團亦在辦公室內放置廢紙回收箱，收集單面廢紙並再利用。

我們承認可持續性與業務彈性及增長密切相關及我們的規模及影響力度可推動環境改善。為促進實現我們的可持續發展承諾，我們將審查我們的過往環境表現，並於二零二二年財年制定一系列環境目標。

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Climate changes

We take a holistic view on the impact, risk and associated potentials associated with climate change and sustainability. In our industry, we regard ourselves as a participant in these issues with due regard to our scale of operation and the degree of participation in the product design, usage and maintenance. Our raw material was the products of silicone and rubber, which have conventionally been regarded as some of the key stakeholders in sustainability. Therefore, due diligence in terms of adhering to the ideals and principles of sustainability had been embedded in our sourcing process. Through constant communications, regular negotiations and reviews, our teams strive to meet the objectives set forth by the Board. Our products are required to meet the often stringent and demanding standards and specifications. These requirements were subject to both national and internal dimensions, such as the local safety regulations and international standards such as ISO. Abide these limitations, we believe our effort has a positive influence on the overall management of climate risks.

氣候變化

我們對與氣候變化及可持續性相關的影響、風險及相關潛在因素採取整體看法。在我們的行業中，我們將自己視為該等問題的參與者，並適當考慮我們的營運規模及參與產品設計、使用及維護的程度。我們的原材料是矽膠和橡膠的產品，該等產品通常被視為可持續發展的若干關鍵利益相關者。因此，在堅持可持續發展的理念及原則方面的盡職調查已融入我們的採購流程。通過不斷的溝通、定期談判及審查，我們的團隊努力實現董事會制定的目標。我們的產品需要滿足通常嚴格且苛刻的標準及規範。該等要求受限於國家及內部維度，例如當地安全法規及ISO等國際標準。遵守該等限制，我們相信我們的努力對氣候風險的整體管理產生了積極影響。



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KEY ENVIRONMENTAL PERFORMANCE INDICATORS

關鍵環境績效指標

				2021
		Unit	單位	二零二一年
Environmental Indicator	環境指標			
Air pollutants emissions	空氣污染物排放			
Nitrogen oxides	氮氧化物	Kg	公斤	123
Sulphur oxides	氧化硫	Kg	公斤	1
Particulate matters	顆粒物	Kg	公斤	11
Greenhouse gas emissions	溫室氣體排放	tCO ₂ e	噸二氧化碳當量	9,110
Direct emissions (Scope 1)	直接排放(範圍1)	tCO ₂ e	噸二氧化碳當量	217
Energy indirect emissions (Scope 2)	能源間接排放(範圍2)	tCO ₂ e	噸二氧化碳當量	8,893
Intensity of greenhouse gas emissions	溫室氣體排放強度	tCO ₂ e/HK\$ million revenue	噸二氧化碳當量/百萬港元收益	25
Waste	廢物			
Total hazardous waste	有害廢物總量	Tonne	噸	10
Intensity of hazardous waste	有害廢物的密度	Tonne/HK\$ million revenue	噸/百萬港元收益	0.03
Total non-hazardous waste	無害廢物總量	Tonne	噸	122
Intensity of non-hazardous waste	無害廢物的密度	Tonne/HK\$ million revenue	噸/百萬港元收益	0.3
Sewage discharged	污水排放	m ³	立方米	91,914
Intensity of sewage discharged	污水排放強度	m ³ /HK\$ million revenue	立方米/百萬港元收益	254
Use of resources	資源的使用			
Diesel	柴油	L	公升	23,444
Petrol	汽油	L	公升	64,349
Electricity	電力	MWh	千瓦時	14,576
Intensity of electricity consumption	用電強度	MWh/HK\$ million revenue	千瓦時/百萬港元收益	40
Steam	蒸汽	m ³	立方米	4,535
Intensity of steam consumption	蒸汽消耗強度	m ³ /HK\$ million revenue	立方米/百萬港元收益	13
Water	水	m ³	立方米	18,887
Intensity of water consumption	用水強度	m ³ /HK\$ million revenue	立方米/百萬港元收益	521
Packaging material consumption	包裝材料消耗	Tonne	噸	172,578
Intensity of packaging material consumption	包裝材料的消耗強度	Tonne/HK\$ million revenue	噸/百萬港元收益	476

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EMPLOYEES AND LABOUR PRACTICES

Employment

The Group has been able to establish its presence in the manufacturing industry of silicone rubber products for years riding on staff commitment and contribution. We strongly believe that good employment policy is the bedrock to promote the Group's sustainable development and maintain long-term stability, enabling the Group to continue to stand out in the industry.

Rights and interests of employees

The Group has established a set of sound human resource procedures to regulate and manage recruitment activities, and carries out its recruitment process in a fair and just manner to recruit suitable talent in strict compliance with relevant laws and regulations, including the Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China. Our recruitment process, which is mainly conducted by the human resource department centrally, strives to attract talents through different recruitment channels. Job candidates are free from any discrimination, such as ethnicity, races, age, gender, religion, marital status or fertility status. Candidates are selected as long as they satisfy the job requirements during the recruitment.

Benefits of employees

In accordance with laws and regulations, the Group ensures that the working hours of our employees meet the relevant requirements, and they are entitled to rest days and statutory paid holidays with wages in line with local minimum wage standards.

The Group hosts a variety of activities regularly, promotes the cultural concept of work-life balance and creates a harmonious working environment. During the summer holiday, Dongguan Tai Yang arranged 6-8 weeks children-caring campaign for employees, so that the children of the worker would not be left at home alone and unattended. The Group also organises various recreational activities regularly, for example, short term interest classes, festival celebrations or banquet, sports day and birthday celebrations.

員工及勞工慣例

僱傭

本集團在矽膠產品製造業得以屹立多年，全賴於員工的投入及貢獻。我們堅信良好的僱傭政策是推動本集團的持續發展及長遠穩定的基石，讓本集團得以繼續在業內脫穎而出。

員工權益

本集團制定了一套完善的人力資源程式，以規範及管理招聘活動，並嚴格遵從相關法律法規，包括《中華人民共和國勞動法》和《中華人民共和國勞動合同法》，以公平公正的方式招聘合適人才。我們的招聘工作主要由人力資源部統一負責，透過不同招聘管道，務求多方面吸納人才。應聘者不受任何歧視，如民族、種族、年齡、性別、宗教、婚姻狀況或生育狀況。只要候選人在招聘期間滿足工作要求，就會被選中。

員工福利

按照法律法規，本集團確保員工的工時符合相關要求，並可享有休息日及法定有薪假期，工資亦符合當地最低工資標準。

本集團定期組織不同類型的活動，倡導工作與生活平衡的文化理念，締造和諧的工作環境。暑假期間，東莞太洋為員工安排了6至8周的關愛兒童活動，讓職工子女不至於獨自在家無人照顧。本集團亦定期組織各種文娛活動，如短期興趣班、節日慶典或宴會、運動會、生日慶典等。



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In addition to basic remuneration and leave, the Group also pays social insurance fees for our staff, such as endowment, medical care, unemployment, employment injury and maternity, and provides them with long service payment, rewards and allowances to commend for their dedication. For departing employees, the Group pays the outstanding wages on time as required by relevant laws and regulations.

Compliance with laws and regulations

During the reporting period, the Group adheres to the labour laws and regulations, including but not limited to the following:

- the Labour Law of the People's Republic of China;
- the Labour Contract Law of the People's Republic of China; and
- the Social Insurance Law of the People's Republic of China.

除基本薪酬和假期外，本集團亦為員工繳納養老、醫療、失業、工傷、生育等社會保險費用，並為員工提供長期服務金、獎勵和津貼，以表彰員工的奉獻精神。對於離職員工，本集團按照相關法律法規的要求及時支付所拖欠的工資。

遵守法律及法規

於報告期間，本集團遵守勞動法律及法規，包括但不限於以下各項：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；及
- 《中華人民共和國社會保險法》。

Employment	僱員	Staff distribution 員工分佈	Turnover rate 流失率
Total number of staff	員工總數	1,164	29%
By gender	按性別劃分		
Male	男性	629	24%
Female	女性	535	35%
By age	按年齡劃分		
18 to 30	18歲至30歲	313	47%
31 to 50	31歲至50歲	790	23%
51 or above	51歲或以上	61	22%
By employment type	按僱傭類別劃分		
Full-time	全職	913	17%
Part-time	兼職	251	75%

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Health and Safety

Maintaining occupational health and safety is not only the main responsibilities of the Group but also beneficial to promote long-term development. The Group has established a comprehensive work safety system, which covers a range of work safety tasks, whereby we can prepare for predictable sudden incidents. In order to implement the "Safety First, Prevention Oriented" approach, we set up comprehensive precautionary measures and emergency plans to protect the staff's safety dedicatedly and mitigate the impact of incidents. The Group has adopted a series of strict measures to ensure work operation procedures complying with regulatory requirements and to facilitate the enforcement of work safety while strictly complying with relevant laws and regulations such as the Work Safety Law of the People's Republic of China. Under the safety reward scheme, employees and departments with outstanding performance in workplace safety are rewarded.

To enhance health and safety against the COVID-19 outbreak, the Group provided staff with surgical masks to protect their health.

Work safety system

Huzhou Ta Yang has established a comprehensive work safety management system and unequivocally sets out work safety management accountability, ensuring each department will enforce relevant laws, regulations and standards diligently. The work safety management system includes safety inspection, safety education training, occupational disease prevention and control and safety protection equipment.

In addition, Dongguan Tai Yang adopts a clearly defined top-down work safety accountability system, under which the staff at each level bear the responsibility to comply with safety policies. Dongguan Tai Yang has established the Work Safety Committee ("WSC") which is responsible for work safety management and implementing the principle of "Regulate Work and Maintain Safety". WSC's responsibilities include researching and devising work safety technical measures and labour protection schemes, arranging and monitoring work safety inspections as well as handling safety-related incidents. WSC carries out work safety inspections, including at least two safety inspections of the factories quarterly, at least two safety inspections of each production unit monthly and daily inspections of all special jobs and equipment, to ensure the smooth running and safety of production.

健康與安全

維護職業健康和安全是本集團的重要責任之一，且有助推動長遠發展。本集團建立了完善的安全生產體系，涵蓋一系列安全生產工作，為可預見的突發事件做好準備。為貫徹「安全第一，預防為主」的方針，我們建立了完善的預防措施和應急預案竭盡全力地保護員工的安全，減輕事故的影響。本集團在嚴格遵守《中華人民共和國安全生產法》等相關法律法規的同時，採取了一系列嚴格的措施，確保工作操作程式符合規範要求，促進安全生產工作的開展。根據安全獎勵辦法，在安全生產工作中表現突出的員工和部門會被獎勵。

為在新冠疫情下加強健康與安全，本集團為員工提供外科口罩，以保障彼等的健康。

安全生產體系

湖州大洋設有完善的安全生產管理制度，清楚列明安全生產管理職責，確保負責單位認真執行有關法律法規及標準。安全生產管理制度涵蓋的內容包括安全檢查、安全教育培訓、職業病防治及安全防護設備等。

此外，東莞太洋的安全生產責任制職權分明，由上而下，各級別員工均有責任履行安全方針。東莞太洋已成立安全生產委員會（「安委會」），負責公司安全生產管理工作，貫徹「管生產必須管安全」的原則。安委會的職責包括研究並制定安全生產技術措施和勞動保護計劃、組織並監督安全生產檢查以及處理安全事故等工作。安委會組織不同類型的安全生產檢查，包括工廠每季至少兩次的安全檢查、各生產單位每月至少兩次的安全檢查、所有特殊工種和設備的每日檢查等，以確保生產工作運行正常且安全。

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Under the work safety accountability system, each production unit has to set up a work safety task force that is responsible for providing work safety education, formulating implementation details and operation procedures for work safety and carrying out the instructions of WSC to ensure workplace safety. All machine rooms and production teams have safety personnel in place to oversee the production process. According to the work safety system of Dongguan Tai Yang, machine operators, as well as employees in special positions who handle dangerous materials, must go through professional safety skills training, pass assessment tests and obtain relevant licences before becoming eligible to carry out duties independently. New employees, temporary employees, interns and redeployed employees will be qualified to work only when they complete three levels of safety training, including production unit training, machine room team training and production position training.

Prevention and handling of accidents

The Group strictly abides by laws and regulations, such as the Fire Protection Law of the People's Republic of China and Law of the People's Republic of China on Prevention and Control of Occupational Diseases, and has established a system to prevent and handle emergencies. To prevent accidents, the Group has formulated precautionary and strengthened safety training to enhance corporate safety management technical knowledge and safety operation skills. The Group has set out detailed solutions and a clear list of emergency personnel with the division of labour to address emergencies such as fire, flood and chemical leakage to reduce casualties and losses arising from accidents.

The Group also takes safety education seriously. For example, Dongguan Tai Yang has a wide range of safety education measures, including posting slogans and distributing leaflets in all departments, workshops and teams, as well as hosting activities like "Work Safety Month" and "Walk for Work Safety", to promote national work safety approaches, policies and relevant laws and regulations to employees for the purpose of raising their awareness of workplace safety.

在安全生產責任制下，各生產單位須成立安全生產領導小組，負責提供安全生產教育、制定安全生產實施細則和操作規程、執行安委會的指令，以確保生產安全。各機房及生產班組亦設置安全員，負責監督生產過程。按照東莞太洋的安全生產制度，機器操作員及處理危險物品的特殊工種員工須進行專業安全技術培訓，並通過考核取得相關執照後，方可獨立執行工作。新員工、臨時工、實習人員和調職員工則須完成三級安全培訓，包括生產單位、機房班組和生產崗位的培訓，方可上崗。

事故預防及處理

本集團嚴格遵守《中華人民共和國消防法》及《中華人民共和國職業病防治法》等法律法規，亦建立突發事件預防和處理制度。為了預防事故發生，本集團已制定各種預防措施，並透過加強安全培訓，提高企業的安全管理技術知識和安全操作技能。本集團訂立詳盡對策及制定清晰的應急人員分工名單，應對火警、水浸、化學品洩漏等緊急情況，以減低事故造成的傷亡和損失。

本集團亦十分重視安全教育。以東莞太洋為例，其安全教育工作類型廣泛，包括在各部門、車間及班組張貼標語及派發宣傳單張，並組織「安全生產月」及「安全生產萬裏行」等活動，藉此向員工推廣國家安全生產方針、政策及相關法律法規，提高員工在工作場所的安全生產意識。

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Moreover, during the process of manufacturing silicone rubber products, employees may be exposed to chemicals. As such, apart from strengthening professional training in actual operation for these employees, Dongguan Tai Yang has strengthened ventilation equipment to ensure that the air quality in the workshop meets the standard of Occupational Exposure Limits for Hazardous Chemical Agents (GBZ2.1-2007). We also provide sufficient protective gear, such as protective masks and gloves, for our workers to reduce the impact of chemicals on employees' health. In order to safeguard employees' health, regular assessment by third-parties on the working environment of factories and free annual medical check-up is provided for employees working in the factories.

The Group attaches great importance to fire emergency safety management and formulates a comprehensive fire emergency management system. Fire emergency safety inspection is the daily routine, and potential dangers would be rectified once found. An evacuation drill is conducted quarterly to raise the staff's capacity to cope with emergencies.

另外，在製造矽膠產品的過程中，員工有機會接觸到化學物品。為此，東莞太洋除加強接觸人員專業實操培訓外，亦加強車間排風設備，以確保車間空氣質量達到《工作場所有害因素職業接觸限值：化學有害因素》(GBZ2.1-2007)。我們亦為工人提供足夠的防護工具，包括防護口罩和防護手套等，以減低化學品對員工健康的影響。為保障員工健康，安排第三方定期評估廠房工作環境，並為在廠房工作的員工提供免費的年度身體檢查。

本集團重視消防安全管理，並制定了完善的消防管理制度。消防安全檢查為日常工作，一旦發現隱患會立刻整改。每季度進行一次疏散演練，以提升員工緊急應變能力。

Occupational health and safety

職業健康與安全

Number of work-related fatalities	因工作關係而死亡的人數
Number of work-related injuries	因工作關係而受傷的人數
Lost days due to work-related injury	因工傷損失工作日數

2021 二零二一年	2020 二零二零年	2019 二零一九年
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0	0	0
2	18	13
57	642	272

Compliance with laws and regulations

The Group adheres to the laws and regulations relating to health and safety, which mainly include the following:

- the Production Safety Law of the People's Republic of China;
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases;
- Measures for the Supervision and Administration of Employers' Occupational Health Surveillance; and
- the regulation of Insurance for Labour Injury.

遵守法律及法規

本集團遵守有關健康與安全的法律法規，主要包括以下各項：

- 《中華人民共和國安全生產法》；
- 《中華人民共和國職業病防治法》；
- 《用人單位職業健康監護監督管理辦法》；及
- 《工傷保險條例》。

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Labour standard

To cater to the needs of different positions, factory in Dongguan has adopted shift working systems to maintain productivity while promoting the importance of work-life balance. Overtime work is not in practice unless there are urgent production needs. The Group provides overtime pay or compensatory leave in accordance with relevant regulations and prohibits any behaviour of forced labour.

The Group does not hire child labour below the relevant legal threshold of the respective markets. At the time of the interview, the human resource department requests the job applicants to provide valid identity documents for the verification of their real age of the applicants. Furthermore, the employment contracts state clearly the employment terms and conditions in accordance with essential legal requirements.

Child labour remediation measures

Upon discovery of any child labour, the human resource department will immediately remove the child from the workplace and arrange for the child to have a special labour health check to make sure the health condition is not affected. Further, the human resource department will contact the family and send the child home. All expenses related to medical and transportation will be covered by the Group.

Compliance with laws and regulations

The Group adhered to the laws and regulations prohibiting child labour and forced labour, which mainly includes the following:

- Labour Law of the People's Republic of China;
- Labour Contract Law of the People's Republic of China;
- Law on Protection of Minors of the People's Republic of China; and
- Provisions on the Prohibition of Using Child Labour of the People's Republic of China

勞工標準

為適應不同崗位的需要，東莞廠房採用了輪班制來保持生產力，同時提倡工作與生活平衡的重要性。除非有迫切的生產需要，否則實際上不加班。本集團按照相關規定提供加班費或補休，禁止任何強迫勞動的行為。

本集團並無僱用低於各市場相關法律規定年齡的童工。於面試時，人力資源部門要求求職者提供有效的身份證明文件以核實求職者的實際年齡。此外，僱傭合約根據基本法律規定清楚列明了僱傭條款及條件。

童工補救措施

倘發現任何童工，人力資源部會即時將童工帶離工作場所，並安排童工進行專門的勞動健康檢查，以確保健康狀況並無受影響。此外，人力資源部門將聯繫該童工的家人並將其送回家。與醫療及交通有關的所有費用將由本集團承擔。

遵守法律及法規

本集團遵守禁止使用童工及強迫勞動的法律及法規，主要包括以下各項：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國未成年人保護法》；及
- 《中華人民共和國禁止使用童工規定》

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Training and Development

The Group is dedicated to providing fair and just promotion opportunities, striving to build a leading work team in the industry. Therefore, we offer outstanding employees promotion opportunities based on employees' work capability, experience and performance.

Moreover, given that the expertise and knowledge of our staff are the keys to the success of the Group, we have invested resources in providing quality training commensurate with the staff at each level to cope with our operation policies and future development needs, as well as to enrich their knowledge, enhance their efficiency, and unleash their potential.

Dongguan Tai Yang and Huzhou Ta Yang design annual training plan regularly and arrange internal and external training for employees based on the needs of each department and in line with future corporate development schemes. The Group provides orientation and training for new staff to help them gain some basic knowledge in the corporate profile, corporate culture and management system. New employees also participate in induction training arranged by their respective units according to the needs of their positions, which mainly covers job-related operational skills and management systems regarding quality, safety and environment.

Training about the necessary skills and knowledge for the new positions are provided for redeployed staff. In addition, Dongguan Tai Yang will provide at least one on-the-job training semi-annually, offering basic required courses related to the management system, quality standard, etc.

Annual corporate training relating to job-related knowledge, skills and professional qualifications are provided on a regular basis for staff. Furthermore, we also encourage the staff to receive external training. Dongguan Tai Yang provides training subsidies to encourage staff to participate in external training sessions, seminars and professional qualifications assessments, etc.

員工培訓及發展

本集團致力提供公平公正的晉升機會，務求打造一個領先業界的工作團隊。因此，我們以員工的工作能力、經驗及表現為基礎，予以表現優異的員工晉升機會。

另外，員工的專業技能及知識是本集團賴以成功的關鍵，因此本集團投放資源為各級別員工提供相應的高質素培訓，以配合我們的營運方針及未來發展需要，增進員工知識及提高工作效率，激發員工潛能。

按照各部門需要，並綜合公司未來發展規劃，東莞太洋及湖州大洋會定期設計年度培訓計劃，為員工安排內部及外部培訓。本集團為新進員工提供入職培訓，以協助新員工熟悉公司概况、企業文化及管理制度的基本知識。根據不同崗位需要，新員工亦須參與所屬單位組織的上崗培訓，內容主要包括有關的操作技能及品質、安全及環境管理制度等。

我們亦為調職員工提供轉崗培訓，協助其掌握新職位所需的技術和知識。此外，東莞太洋每半年會進行至少一次的在職培訓，為員工提供有關管理體系、品質標準等基礎必修課程。

我們定期為員工提供與崗位知識、技能及專業資格等相關的課程。另外，我們亦鼓勵員工接受外部培訓。東莞太洋會為員工提供培訓資助，支持員工參與外部機構培訓、研討會及專業資格考核等。

2021
二零二一年
Number of staff
who have
taken training
已受訓員工人數

By gender
Male
Female

按性別劃分
男性
女性

433
402

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OPERATING PRACTICES

Supply chain management

The Group has always been placing great emphasis on product quality to protect the interests of customers. We stringently manage suppliers to avoid any impact of raw materials on products and adopt strict quality control over the production process.

The Group has established policy and procedure for selecting new suppliers and reviewing the performance of current suppliers, including the following:

- conduct risk assessments on candidate suppliers' production capability, delivery capacity, financial position and environmental compliance, and obtain sample materials for assessment;
- conduct an on-site assessment as necessary in order to ensure that the supplier meets the production requirements;
- the specifications of raw materials have to be in compliance with the requirement of international environmental standards, such as, REACH Regulation of the European Union and Toxic Substances Control Act (TSCA) Compliance of the United State;
- review and update the List of Qualified Suppliers regularly; and
- conducts regular assessment on the quality of raw materials on existing suppliers, etc.

Suppliers and potential suppliers who hold certificates on quality control such as ISO9001 or IATF16949 would be more preferable. Suppliers with unsatisfied ratings and no improvement actions would be directly disqualified.

As at 31 December 2021, the Group has 87 raw materials and packaging materials suppliers, while 86 suppliers are located in mainland China and one supplier is located in Hong Kong.

營運慣例

供應鏈管理

本集團一向重視產品品質，保障客戶權益。我們嚴格管理供應商，避免產品受原材料影響，並對生產過程採取嚴謹的品質監控。

本集團已制定政策及程式，以選擇新供應商及檢討現有供應商的表現，包括以下各項：

- 對候選供應商的生產能力、交貨能力、財務狀況及環保法規進行風險評估，並取得物料樣本進行評估；
- 必要時進行現場評估，以確保供應商符合生產要求；
- 原材料的規格必須符合國際環境標準的要求，例如歐盟的REACH（化學品的註冊、評估、授權許可及限制）法規及美國的《有毒物質控制法案》（TSCA）合規性；
- 定期審查和更新合格供應商名單；及
- 定期對現有供應商進行原材料品質評估等。

我們會優先考慮持有ISO9001或IATF16949等品質控制證書的供應商和潛在供應商。對評價較差且無改進措施的供應商，將直接取消其資格。

於二零二一年十二月三十一日，本集團有87名原材料及包裝材料供應商，其中86名供應商位於中國內地及1名供應商位於香港。

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Product Quality Management

The Group attaches great importance to product quality. In addition to compliance with relevant laws and regulations, including the Product Quality Law of the People's Republic of China and Production Safety Law of the People's Republic of China, we have also established detailed quality management procedures. For the whole process from the receipt of raw materials to the dispatch of products, we carry out strict quality control on every process to maintain stable product quality in accordance with the requirement of ISO9001:2015 and ISO/TS 16949:2009 certification in Quality Management System.

Our quality control team is responsible for the quality control of raw materials and finished products as well as the quality control during production. In addition, we have various testing equipment to facilitate our quality control measures, such as examining the evenness of coating materials of the aluminum aerosol cans as well as the internal pressure tolerance of the cans. We implement the following quality control measures:

- **Quality control on suppliers and raw materials**

Raw materials are only sourced from the list of suppliers approved by our procurement department. Our quality control team performs random and sample checking of the raw materials upon receipt of raw materials.

For raw materials which fail to pass the preliminary check, the quality control team would follow-up with the suppliers.

As for storage, "No Smoking and Fire Making" signs are placed prominently displayed at the storage areas to prevent accidents. At the same time, by taking measures such as monitoring the temperature and humidity of the warehouse, Dongguan Tai Yang ensures that the storage management meets the requirements of ISO14001 environmental management system and the products are properly stored.

- **Quality control during production**

We carry out quality control on our semi-finished products at various stages along our production lines to ensure their quality complies with all internal benchmarks. In each of the production processes, inspectors carry out quality checks. Only products which have passed the inspection processes would go through the next process.

產品質量管理

本集團十分重視產品質量，除了遵守相關法律法規，包括《中華人民共和國產品質量法》及《中華人民共和國安全生產法》，我們已制定詳細的質量管理程式。從接收原材料到產品出庫的整個過程，我們按照ISO9001:2015和ISO/TS 16949:2009品質管理體系認證的要求，對每一道工序進行嚴格的質量控制，保持產品質量穩定。

我們的質量控制團隊負責原材料及成品的質量控制以及生產過程中的質量控制。此外，我們擁有各種檢驗設備，以便實施我們的質量控制措施，例如檢查鋁質氣霧罐塗層材料的均勻性以及罐的內部壓力耐受性。我們實施以下質量控制措施：

- **對供應商及原材料的質量控制**

原材料僅來自我們採購部門批准的供應商名單。我們的質量控制團隊在收到原材料後對原材料進行隨機抽樣檢查。

對於未能通過初步檢查的原材料，質量控制團隊將與供應商進行跟進。

在儲存方面，在儲存區顯眼處張貼「嚴禁煙火」告示，以避免意外發生。同時，東莞太洋會透過控制倉庫溫度和濕度等措施，確保儲存管理符合ISO14001環境管理體系要求及產品得以妥善保存。

- **生產過程中的質量控制**

我們在生產線的各階段對我們的半成品進行質量控制，以確保其質量符合所有內部基準。於各生產過程中，檢驗員進行質量檢驗。惟通過檢驗流程的產品方可轉入下一工序。



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- **Testing before delivery**

Before dispatching finished goods, the quality control team would carry out the final inspection of the products. Unqualified products detected in the product inspection are set aside to avoid being mixed up, and inspectors will take a record of the unqualified products. After unqualified products are reworked, inspectors will carry out the inspection in accordance with stricter standards.

- **Recall procedures**

If products are found that is below standard, the quality control department will track the shipments, while products with serious quality problems would be recalled. In order to ensure effective implementation of product recall procedures in the event of an emergency, a product recall simulation exercise is conducted at least once a year.

Customer-oriented

The Group always adheres the customer-oriented approach and provides quality products and services to customers. The Group conducts surveys and analyses on client satisfaction regularly and formulates corresponding measures to enhance product and service quality. The scope of the survey can be broadly divided into two aspects, (i) products and (ii) services. The product aspect covers the opinions and suggestions of customers towards the quality, price, appearance or package of our products, while service concerns about the response on handling enquiries and complaints and our delivery capacity. When customer satisfaction is lower than expected, we will raise the issues for improvements and follow up on the implementation of the improvement measures. For unsatisfactory improvement measures, we will redevelop measures until the improvements are completed. Through sorting out and conducting analyses on the opinions and suggestions of customers, the Group can have a better understanding of customers' needs in order to provide services with higher quality. Customers may also file complaints against our products by means of phone, fax or mail. The Group will take every complaint seriously and reply as quickly as possible.

During the reporting period, no product was returned due to safety or health problems nor complaint was received from customers.

- **交付前測試**

成品出庫前，質量控制團隊會對產品進行最終檢驗。在質檢過程中發現的不合格產品會被分開存放，以防止混用，檢驗員亦會記錄不合格產品。不合格產品經過重新加工後，檢驗員會根據更嚴格標準進行檢驗。

- **召回程式**

如果發現產品不符合標準，品管部門會對出貨量進行跟蹤，對質量問題嚴重的產品進行召回。為確保在緊急情況下有效執行產品召回程式，每年至少進行一次產品召回模擬演習。

客戶至上

本集團一向以客為尊，致力為客戶提供優質產品和服務。本集團定期對客戶滿意度進行調查分析，並制定相應的措施，提升產品和服務品質。調查範圍大致可分為兩個方面，(i)產品和(ii)服務。產品方面包括客戶對我們產品的品質、價格、外觀或包裝的意見和建議，而服務方面則關注客戶對處理查詢和投訴的反應以及我們的送貨能力。針對客戶滿意度較低的範疇，我們會提出需改進的事項，並跟進實施改進措施後的情況。對未如理想的改進措施，我們亦會重新制定對策，直至完成。通過整理及分析客戶的意見和建議，本集團將更瞭解客戶需求，以冀提供更優質的服務。客戶亦可透過電話、傳真、郵遞等途徑就產品作出投訴。本集團會嚴肅認真對待所有投訴，並會盡快回覆。

於報告期間，並無產品因安全或健康問題而遭退回，亦未接獲客戶投訴。

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Privacy data protection and intellectual property rights

To safeguard customer data and the confidential information of the Group, we specifically request our senior management and senior technicians to undertake confidentiality obligations and comply with the non-compete clause within two years after the termination of their employment contracts. If customers request for extra measures to protect their intellectual property, the Group will also enter into confidentiality agreements with them in full respect for their privacy.

Compliance with laws and regulations

During the reporting period, the Group adhered to the laws and regulations relating to consumer rights and privacy, including, but not limited to the following:

- Law of the People's Republic of China on the Protection of Consumer Rights and Interests; and
- Personal Information Protection Law of the People's Republic of China.

Anti-corruption

A system with good moral integrity and the anti-corruption mechanism is the cornerstone for sustainable and healthy development and therefore, the Group provides clear guidance on employees' behaviours, for example, the acceptance of gifts and conflict of interests, to further enhance the awareness of employees. Unethical behaviours are strictly prohibited in the Group. A whistleblowing policy is also in place to encourage employees reporting on any unethical behaviours and suspicious practices of corruption to the general manager directly. The Board would report the cases to the relevant authorities if the case is found to be sufficiently supported with evidence.

隱私保護和知識產權

為了保障客戶資料及本集團機密資料，我們特別要求高級管理人員、高級技術人員等履行保密義務。在合約完結的兩年內，員工仍需遵守競業限制。若客戶要求額外措施保障知識產權，本集團亦會與其簽定保密協議，充分尊重客戶私隱。

遵守法律及法規

於報告期間，本集團遵守有關消費者權利及私隱的法律及法規，包括但不限於以下各項：

- 《中華人民共和國消費者權益保護法》；及
- 《中華人民共和國個人信息保護法》。

反腐倡廉

建立具有良好道德誠信及反腐機制的系統乃可持續健康發展之基石，因此，本集團就員工行為提供明確的指引，例如收受禮物及利益衝突，以進一步加強僱員的警覺性。本集團嚴禁不道德行為。本集團亦實施舉報政策，以鼓勵員工直接向總經理舉報任何不道德行為及可疑的腐敗行為。倘發現案例有充分證據支持，董事會將向有關當局呈報案例。



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Compliance with laws and regulations

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations of bribery, extortion, fraud, and money laundering, including, but not limited to the following:

- Company Law of the People's Republic of China;
- Anti-Unfair Competition Law of the People's Republic of China; and
- Criminal Law of the People's Republic of China.

COMMUNITY ENGAGEMENT

As a socially responsible corporation, the Group has all along been engaging in community activities while expanding its footprint, with an aim to pay back to society. The Group always encourages employees to actively participate in community and voluntary work to benefit the local communities and render assistance to the needy.

During the reporting period, the Group donated over RMB600,000 to Hu Zhou Charity Federation and the local government of Guangdong Province for poverty alleviation.

遵守法律及法規

於報告期間，本集團未發現任何違反賄賂、敲詐勒索、欺詐及洗錢相關法律及法規的情況，包括但不限於以下各項：

- 《中華人民共和國公司法》；
- 《中華人民共和國反不正當競爭法》；及
- 《中華人民共和國刑法》。

社區參與

作為肩負社會責任的企業，本集團在發展業務時，亦致力參與社會活動，回饋社會。本集團一直鼓勵員工積極參與社會公益事務，以惠澤當地社區及幫助有需要的人士。

於報告期間，本集團向湖州慈善總會及廣東省地方政府捐款逾人民幣600,000元用於扶貧。

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