

Shandong Weigao Group Medical Polymer Company Limited*

山東威高集團醫用高分子製品股份有限公司

(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(在中華人民共和國註冊成立的股份有限公司)
(Stock Code 股票號碼 : 1066)

* For identification purposes only
僅供識別

Environmental, Social and Governance Report 2021

環境、社會及管治報告

WEGO 威高

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I. ABOUT THIS REPORT

Overview

The board of directors (the "Board") of Shandong Weigao Group Medical Polymer Company Limited (the "Company") is pleased to present this Environmental, Social and Governance (hereinafter called "ESG") Report (the "Report") of the Company and its subsidiaries (collectively as the "Group") for the year ended 31 December 2021 (the "Reporting Period"). This Report outlines the policies, sustainability strategies, management approach and initiatives implemented by the Group in the environmental and social aspects of its business, and performance of the Group in this regard.

Reporting Scope

This Report covers the Group's manufacturing business of medical consumables, orthopedic products and equipment in the mainland China and the manufacturing business of interventional products at headquarters based in the United States, WW Medical and Healthcare Company Limited or its subsidiaries ("Argon Medical"). During the Reporting Period, there were no significant changes to the scope of reporting.

Reporting Basis

This Report discloses the required information under the "comply or explain" provisions of the ESG Reporting Guide set out in Appendix 27 to the Listing Rules. The relevant provisions and details are listed out at the end of the Report.

Reporting Principles

The Group adheres to the following reporting principles as the basis for the preparation of the Report.

一、關於本報告書

概述

山東威高集團醫用高分子製品股份有限公司（「本公司」）董事會（「董事會」）欣然發表本公司及其附屬公司（統稱「本集團」）截至二零二一年十二月三十一日止年度（「報告期內」）之環境、社會及管治（「ESG」）報告（「本報告書」）。本報告書概述了本集團在旗下業務之環境及社會範疇所實行的政策、可持續發展策略、管理方針及措施以及本集團在這方面之表現。

報告範圍

本報告書涵蓋本集團於中國經營醫療耗材、骨科材料及設備的製造業務及總部位於美國的WW Medical and Healthcare Company Limited或其附屬公司（「愛琅醫療」）的介入產品製造業務。報告期內的報告範圍沒有重大改變。

報告基準

本報告書披露載於上市規則附錄二十七的《環境、社會及管治報告指引》之「不遵守就解釋」條文所規定之資料。有關條文及詳情載於本報告書的結尾。

匯報原則

本集團遵循以下匯報原則，作為編製本報告書的基礎。

I. ABOUT THIS REPORT (continued)

Reporting Principles (continued)

1. Materiality

The threshold at which ESG issues determined by the Board are sufficiently important to investors and other stakeholders of the Group that they should be reported, details of which are set out in the sections headed “Stakeholders’ Engagement” and “Materiality Assessment” below for more details.

2. Quantitative

The quantified environmental and social key performance indicators are disclosed in the Report to give stakeholders of the Group a comprehensive picture of the Group’s ESG performance. The information is accompanied by a narrative, explaining its purposes and impacts.

3. Balance

Every effort has been made in the Report to reflect the performance of the Group’s ESG activities impartially and avoid selection, omission or presentation format that might inappropriately influence the decision or judgment of the readers of the Report.

4. Consistency

As far as is reasonably practicable, the Group has used consistent methodologies to allow for meaningful comparisons of ESG data over time.

一、關於本報告書 (續)

匯報原則 (續)

1. 重要性

當董事會釐定有關ESG事宜會對本集團的投資者及其他持份者產生重要影響時，本集團就應作出匯報，有關詳細內容已於「持份者參與」及「重要性評估」部分披露。

2. 量化

本報告中披露經量化的環境及社會關鍵績效指標，讓本集團的持份者全面了解本集團於ESG方面的表現。信息附有敘述，以解釋其目的和影響。

3. 平衡

本報告書已儘量不偏不倚地反映本集團於ESG方面的各項工作表現，並避免可能會不恰當地影響本報告書讀者的決策或判斷的選擇、遺漏或報告格式。

4. 一致性

本集團已在合理可行的情況下儘量使用一致的披露統計方法，使ESG數據日後可作有意義的比較。

II. ESG MANAGEMENT

Chairman's Statement

The Group is committed to corporate social responsibility and balancing environmental, social and economic benefits, and hopes to balance its business development with the interests of its key stakeholders and operates its business in a sustainable manner. To achieve this vision, the Group has set a sustainability framework that focuses on environmental protection, resource management, employee and community well-being and guides the Group's sustainability efforts to ensure that sustainability elements are integrated into our business processes and all business decisions.

Global warming is a major concern of governments worldwide. The Chinese government has developed more rigorous environmental laws and regulations. The Group takes the environmental protection policy of the Chinese government as the development blueprint, aligns with the strategy of safe, harmonious, green development and clean production, and instills the concept of environmental management into the core of its operating activities. In 2020, the Company issued a green bond. The Board considers that the Green Bonds will support the Company to implement resource and energy efficiency measures, and to research and development and introduce the first Electron Beam sterilization (E-beam) process in China to displace toxic gas-based process along its manufacturing process. At the same time, the Group pays attention to and loves nature, and makes joint efforts with employees to build an environment-friendly and resource-saving enterprise.

二、環境、社會及管治的管理

主席報告

本集團一直心繫企業社會責任，矢志兼顧環境、社會和經濟效益，以及希望在業務發展與主要持份者的利益之間取得平衡，並以可持續發展的方式經營業務。為實現這一願景，本集團建立了一個可持續發展框架，重點關注環境保護、資源管理、員工和社會福祉，並指引本集團可持續發展工作，以確保可持續發展要素融入各個營運環節和所有業務決策。

全球暖化是世界各國政府關注的主要問題，中國政府制定更嚴謹的環境法律法規，本集團以中國政府的環保政策作為發展藍圖，堅持安全、和諧、綠色發展及清潔生產的方針，把環境管理思想置入營運活動的核心。於2020年，本公司發行綠色債券，董事會認為，綠色債券將支持本集團實施資源及能源效益措施，以及研究及開發並在製造過程中引進中國首個電子束消毒程序，以取代有毒氣體程序。同時，本集團關注及愛護大自然，與員工共同努力構建環境友好型與資源節約型的企業。

II. ESG MANAGEMENT (continued)

Chairman's Statement (continued)

Under the COVID-19 pandemic, the employees of the Group show team spirit, rise to the challenge of the crisis and grab the chance, make use of corporate advantages and the accumulated rich industry experience over the years to enable the Group to stand from the severe epidemic. At the same time, the Group provides multi-pronged support to employees to protect them from infection and stop the spread of the COVID-19 in society. The prevention and control measures include implementing the COVID-19 control system, setting up the epidemic prevention and control team, and providing epidemic prevention materials to employees. Despite the severity of the pandemic, the Group still pays attention to the employee remuneration and benefits, career development opportunities and provides a safe working environment, so that employees can work proactively and enthusiastically. The Group strictly adheres to the initial aim of embracing corporate social responsibility, actively participates in public welfare undertakings, and carried out activities such as WEGO Bright Action, WEGO Love Project, WEGO Life Relay Project, etc., donated money and materials during COVID-19 epidemic. However, there might be a long way to fight against the pandemic. The Group hopes that all of the employees and society will continue to put unrelenting efforts in leading through the crisis and challenges and make continuous progress towards sustainable development.

二、環境、社會及管治的管理 (續)

主席報告 (續)

在2019冠狀病毒病疫情下，本集團員工展現了團隊精神，面對危機時仍能迎難而上，把握機遇，發揮企業優勢和多年豐富的行業經驗，使本集團能渡過嚴峻疫情的考驗。同時，本集團多管齊下，給予員工支援，保護員工不受感染，遏止2019冠狀病毒病在社會蔓延，防疫措施包括實施2019新型冠狀病毒病管控制度、設立疫情防控小組、提供防疫物資予員工等。無論疫情有多嚴重，本集團始終關注員工的薪酬福利、職業發展機會，提供安全的工作環境，讓員工積極地和熱情地工作。本集團堅守承擔企業社會責任的最初目標，積極支持社會公益和慈善事務，開展了威高光明行動、威高愛心工程、威高生命接力工程等活動，於2019冠狀病毒病疫情期間捐款、捐物等。然而，抗擊疫情任重道遠。本集團希望全體員工和全社會繼續努力不懈，引領企業度過危機和挑戰，在實現可持續發展方面不斷取得進展。

II. ESG MANAGEMENT (continued)

Chairman's Statement (continued)

There was a resurgence in health care services of medical institutions as the pandemic in mainland China was effectively contained. The Group's product and market diversification strategies and resource integration measures have demonstrated continuous anti-risk capabilities. Providing high-quality products and services is one of the core values of the Group. Therefore, the Group vigorously improves the innovation system, adheres to scientific management, improves the quality management system, and has passed a series of international accreditations. The Group adheres to product mix optimisation and adjustment strategy focusing on the introduction of foreign advanced production equipment, and enhances efforts on technological transformation to improve technological standards, production efficiency and product quality. In addition, the Group integrates marketing resources to improve efficiency of new product sales through the sharing of internal channel resources. Building an ecosystem with diversified products and a collaborative and efficient organisational system and through our platform strategy, the Company will provide an enriched product mix and holistic solutions to medical institutions and patients to improving efficiency and quality of service.

二、環境、社會及管治的管理 (續)

主席報告 (續)

隨著中國內地疫情得到有效控制，醫療機構診療服務出現恢復性增長，本集團產品與市場多元化策略及資源整合措施展現出持續抗風險能力。提供高質量產品與服務是本集團的核心價值之一，因此本集團大力完善創新體系，堅持科學管理，完善品質管理體系，並通過了一系列的國際認證。本集團堅持產品結構優化與調整的策略，重點引進國外先進生產設備，加大技術改造投入，提高工藝水準，提升生產效率，改善產品質量。此外，本集團整合營銷資源，通過內部管道資源共用，提升新產品銷售效率；構建產品多元的生態系統；構建協同、高效的組織體系；通過平台化戰略，向醫療機構和患者提供豐富產品組合與整體解決方案，提升服務效率和質量。

II. ESG MANAGEMENT (continued)

Chairman's Statement (continued)

To achieve the above vision, the Group has set a number of environmental and social key performance indicators ("KPI") and taken a top-down approach to disintegrate the KPIs into the functional departments. Not only has the Group improved the well-being of the employees, but it also urged the employees to make changes in different areas, such as reducing greenhouse gas emissions and making good use of resources. ESG matters that the stakeholders of the Group rate as priorities are tracked through the stakeholders' engagement exercise (Please refer to the section "Stakeholders' Engagement" below for details). During the Reporting Period, the Group has made achievements by actively supporting the Group's sustainable development strategies and objectives from the management team and all employees. The relevant scope, progress and achievements relating to the environmental and social KPIs are disclosed in the Report.

The Group has always adhered to the policy of "Pioneering and innovating, realistic and consolidating". By adhering to the mission of "creating a healthy future with white angels", establishing the core values of conscience, sincerity and loyalty, and sticking to the development strategy of "one centre and three adjustments", the Group is committed to building a global company, a world-class enterprise, entering into the ranks of the strongest enterprises of international medical devices, realising the vision of "being the number 1 in China, and a world-class and most respected innovative enterprise of medical devices and medicines". The Group hopes that its professional management team can commit to stable operation and prudent financial management policy, dare to rise to continuous challenges, implement sustainable business strategies and improve business performance, and create more meaningful long-term value for the company and our stakeholders.

二、環境、社會及管治的管理 (續)

主席報告 (續)

為實現上述願景，本集團已設定了一系列環境和社會關鍵績效指標，並採用自上而下的方法將關鍵績效指標分發到各職能部門。本集團不僅改善了員工的福利，而且還敦促本集團員工在減少溫室氣體排放和善用資源等不同領域作出改變。本集團透過持份者溝通活動，跟進持份者重視的ESG相關議題（詳細資料請參考下文「持份者參與」部分）。於報告期內，在管理層和全體員工對本集團可持續發展戰略和目標的積極支援下，本集團取得了一定的成績。環境和社會關鍵績效指標的範圍、進展和成果將在本報告中披露。

本集團始終堅持「開拓創新，求實鞏固」的方針，秉承「偕同白衣使者，開創健康未來」的使命，樹立良心、誠心、忠心的核心價值觀，堅持「一個中心、三個調整」的發展戰略，致力於打造全球化公司，打造國際一流企業，進入國際醫療器械強企行列，實現「中國最強、國際一流，最受人尊敬的醫療器械和醫藥創新型企業」的願景。本集團希望透過本集團的專業管理團隊，堅持穩健營運和審慎理財的方針，勇於迎接不斷的挑戰，實踐本集團的可持續發展策略，提升業務表現，為企業及持份者創造更多更有意義的長遠價值。

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Governance Structure

The Board believes that sound ESG strategies can create investment value for the Group and deliver long-term returns to its stakeholders. The establishment of appropriate governance framework is critical to the Group's successful implementation of ESG sustainability strategy. Therefore, the Group set up the ESG governance structure with clear duties and responsibilities. The Board sets long-term policies and strategies for all sustainability matters, reviews the implementation status and progress of ESG work annually and reports on its performance. The Board will also identify, review and evaluate the Group's corporate responsibility, sustainability and climate change response through internal meetings. The management team reports to the Board on a regular basis to assist the Board in assessing and determining whether the company has established an appropriate and effective internal control system to contain the ESG risks. At the operational level, functional units are responsible for ensuring the integration of sustainability strategies and practices into the Group's business operations and exploring new action plans or initiatives.

The Board
董事會

The Board members are responsible for:
由董事會成員負責：

- Developing long-term sustainable development policies and strategies
制定長遠的可持續發展方針及策略
- Assessing and identifying risks and opportunities associated with ESG
評估及釐定有關ESG風險及機遇
- Ensuring appropriate and effective ESG risk management and internal monitoring systems
確保合適及有效的ESG風險管理及內部監控系統
- Reviewing and approving policies, objectives and action plans or measures related to ESG
檢討及批准ESG相關的政策、目標及行動計劃或措施
- Reviewing and approving the ESG report
審批ESG報告書

管治架構

董事會相信完善的ESG策略能增加本集團的投資價值並為持份者帶來長遠回報。建立適當的管治框架，對本集團成功實施ESG方面的可持續發展策略至關重要，因此本集團建立了ESG治理架構，並制定明確的職責和責任。董事會針對所有可持續發展事宜制定長遠方針及策略，每年審視ESG相關工作的執行情況與進展，並匯報相關工作表現。董事會還會通過內部會議識別、審核、評估就本集團企業責任、可持續發展及氣候變化應對提出建議。管理團隊定期向董事會進行匯報，以協助董事會評估及釐定公司的內部監控系統是否合適及有效地控制ESG風險。於營運層面方面，各職能部門負責確保將可持續發展策略和實務融入本集團的業務營運中，同時探討新的行動計劃或措施。

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Governance Structure (continued)

管治架構 (續)

Management Team 管理團隊

The management team is responsible for:
由管理團隊負責：

- Developing and reviewing ESG-related policies, objectives and action plans or measures
制定與檢討ESG相關的政策、目標及行動計劃或措施
- Monitoring and reporting to the Board on the progress and quality of implementation of the action plan or measures
監督及向董事會匯報行動計劃或措施的執行進度與質素
- Identifying ESG risks and opportunities
識別ESG風險及機遇
- Reviewing the ESG report
審閱ESG報告書

Functional Department 職能部門

The functional departments are responsible for:
由職能部門負責：

- Identifying, assessing, formulating and reporting to management on significant ESG issues
識別、評估、釐定及向管理層匯報重大ESG議題
- Performing ESG risk management and internal monitoring
執行ESG風險管理及內部監控
- Ensuring ESG policies, objectives and action plans or measures are integrating into business operations
確保ESG政策、目標及行動計劃或措施融入業務營運中
- Reporting to management on the progress and quality of implementation of the action plan or measures
向管理層匯報行動計劃或措施的執行進度與質素

The Board has appointed an independent consultant to assist in collecting data and information on ESG matters and conduct various analysis, and to provide improvement recommendations on ESG performance. The Group has collected and analysed the views of key stakeholders on ESG matters and conducted a materiality assessment to identify important ESG issues for the Group, details of which are disclosed in the sections “Stakeholders’ Engagement” and “Materiality Assessment” below. To effectively lead the Group’s ESG process, the Board continuously monitors the work of all departments to ensure that they work closely together to achieve the sustainable development goals of operational compliance and social responsibility.

董事會已委聘獨立顧問公司為ESG事宜，進行數據和資料收集及分析工作，並就ESG績效表現提供改善建議。本集團已收集和分析主要持份者對ESG事宜的意見，並進行重要性評估以識別本集團的重要ESG議題，有關詳細內容已於下文「持份者參與」及「重要性評估」部份披露。為有效領導本集團的ESG進程，董事會持續監察各部門的工作，確保各部門之間緊密合作，共同達至合規營運和肩負社會責任的可持續發展目標。

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement

The Group is committed to maintaining the sustainable development of its business, provide support for environmental protection and the communities where the business is located. The Group maintains a close tie with its stakeholders, including government/regulatory organisations, shareholders/investors, employees, customers, suppliers, community, etc. and strives to balance their opinions and interests through constructive communications in order to determine the directions of its sustainable development. The Group assesses and determines its environmental, social and governance risks, and ensures that the relevant risk management measures and internal control systems are operating effectively. The following table shows the means of communication with the stakeholders and the management response to the stakeholders' expectations and concerns:

持份者參與

本集團致力維持業務的可持續發展，為環保及業務所在的社區提供支持。本集團與政府／監管組織、股東／投資者、員工、客戶、供應商、社區等持份者保持密切聯繫，力求透過建設性交流平衡意見與利益，從而確定本集團的可持續發展方向。本集團評估及釐定環境、社會及管治風險，確保相關風險管理及內部監察系統妥善及有效地運行。有關持份者的期望與要求、溝通渠道及管理層的回應如下表：

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Government/ regulatory organisations 政府／ 監管組織	<ul style="list-style-type: none"> Compliance with laws and regulations 遵守法律法規 Fulfill tax obligations 履行稅務責任 Joint anti-epidemic 共同抗疫 	<ul style="list-style-type: none"> Periodic report/ announcement 定期報告／臨時公告 Correspondence 往來函件 Handle official business through government affairs website or application 透過政府政務網站或 應用程序辦理公務 	<ul style="list-style-type: none"> Uphold integrity and compliance in operations 於營運中秉持誠信及合規 Pay tax on time to contribute to the society 按時繳稅以回饋社會 Establish comprehensive and effective internal control system 建立全面有效的內部控制體系 Cooperate with the government's epidemic prevention policies and guidelines 配合政府的防疫政策與方針

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Shareholders/ investors 股東／投資者	<ul style="list-style-type: none"> Return on investment 投資回報 Information transparency 資訊透明度 Corporate governance system 公司管治制度 Operation of risk management 經營風險管理 Joint anti-epidemic 共同抗疫 	<ul style="list-style-type: none"> Information disclosed on the HKEX website 於聯交所網站披露之信息 The Company's website 本公司網站 Annual general meeting and other shareholders' meetings 股東週年大會及其他股東會議 	<ul style="list-style-type: none"> Management possesses relevant experience and professional knowledge in business sustainability 管理層具有相關經驗和專業知識，確保業務的可持續性 Ensure transparency and efficient communications published in websites of HKEX and the Company 透過於聯交所及本公司網站定期發放資訊，確保透明度及有效溝通 Continuous improvement to internal control and focus on risk management 盡力改善內部監控及風險管理 Adopt effective preventive and control measures 採取有效防控措施 Actively penetrate the integration and product structure adjustments and other strategic means, continue to promote the product penetration rate of core customers, and seek to bring considerable revenue growth 積極透過渠道整合及產品結構調整等的策略手段，持續推進核心客戶的產品滲透率，尋求帶來可觀的收入增長

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Employees 員工	<ul style="list-style-type: none"> Labour rights 勞工權益 Career development 事業發展 Compensation and welfare 待遇和福利 Health and safety 健康及安全 Joint anti-epidemic 共同抗疫 	<ul style="list-style-type: none"> Staff activities 員工活動 Employee performance assessment 員工績效考核 Induction and on the job training 入職與在職培訓 Internal meetings and announcements 內部會議及通告 Contact via email, phone and communication application 通過電子郵件、員工郵箱、電話及溝通應用程序聯絡 	<ul style="list-style-type: none"> Set up contractual obligations to protect labour rights 制定合約責任以保護勞工權益 Encourage employees to participate in continuous education and professional training 鼓勵員工參與持續教育及專業培訓以提高能力 Establish a fair, reasonable and competitive remuneration scheme 建立公平、合理和具競爭力的薪酬體系 Pay attention to occupational health and safety 注重職業健康及安全 Organise employee activities to enhance cohesion 舉辦員工活動以增強凝聚力 Provide anti-epidemic supplies (such as face masks and alcohol) 提供防疫用品 (如口罩及酒精)
Customers 客戶	<ul style="list-style-type: none"> High quality products and services 優質產品與服務 Reasonable price 價格合理 Timely delivery 及時交貨 	<ul style="list-style-type: none"> Business visit 商務拜訪 Contact via email and phone call 通過電子郵件及電話聯絡 	<ul style="list-style-type: none"> Improve the quality of products and services continuously in order to maintain customer satisfaction 持續提供優質產品與服務以滿足客戶 Ensure proper contractual obligations are in place 確保履行合約責任

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Stakeholders' Engagement (continued)

持份者參與 (續)

Stakeholders 持份者	Expectations and concerns 期望與要求	Means of communication 溝通渠道	Management response 管理層回應
Suppliers 供應商	<ul style="list-style-type: none"> Stable demand 需求穩定 Good relationship with the Company 與公司保持良好關係 Corporate reputation 企業信譽 	<ul style="list-style-type: none"> Business visit 商務拜訪 Contact via email and phone call 通過電子郵件及電話聯絡 	<ul style="list-style-type: none"> Ensure proper contractual obligations are in place 確保履行合約責任 Establish and maintain strong and long-term relationship with suppliers 保持強大與長期的合作關係 Select suppliers with due care 嚴謹篩選供應商
Communities 社區	<ul style="list-style-type: none"> Environmental Protection 環境保護 Reduce greenhouse gas emissions 減少溫室氣體的排放 Reduce waste generation 減少廢棄物的產生 Effective resource utilisation 有效資源利用 Community contribution 社區參與 Economic development 經濟發展 Joint anti-epidemic 共同抗疫 	<ul style="list-style-type: none"> The Company's official website and information publicity website of government department 本公司網站及政府部門信息公示網站 Community activities 社區活動 	<ul style="list-style-type: none"> Pay attention to the problem of climate change and actively take various clean production measures to encourage employees to actively participate in charity activities and voluntary services 關注氣候變化並積極採取各項清潔生產措施鼓勵員工積極參與慈善活動和志願服務 Encourage employees to actively participate in charitable activities and voluntary services 鼓勵員工積極參與慈善活動和志願服務 Maintain good and stable financial performance and business growth 確保良好的財務業績和業務增長

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment

重要性評估

During the Reporting Period, the Group held discussions with the management and conducted materiality assessment through various channels to identify environmental, social and governance issues that their key stakeholders and the Group are both interested in; and assessed the level of concern as viewed by them; so as to select the relatively important ESG issues. For materiality assessment, the Group has adopted the following three processes:

於報告期內，本集團與管理層進行討論及透過不同渠道，進行重要性評估，列出主要持份者與本集團所關心的環境、社會及管治項目，再評估雙方對各項目的重視程度，從而選擇出相對重要的ESG議題。對於重要性評估，本集團已採取以下三個流程：

Identification 識別

- Through diverse channels and internal discussion
透過多元渠道及內部討論
- Examines and adopts the ESG issues of concern in the past stakeholders' engagement
檢視及採納過往持份者參與活動時所關注的ESG議題
- Draws attention to emerging ESG issues
注意新興的ESG議題

Prioritisation 訂立優先次序

- Synthesises, analyses and evaluates the views of all parties to identify and prioritise potential and important issues
綜合、分析及評估各方意見，以辨識潛在重要性議題，並為此等議題訂立優先次序
- Develops materiality matrix based on the importance of the issue to the Group and its key stakeholders
根據議題對本集團及主要持份者的重要程度編製重要性矩陣圖

Validation 驗證

- Interacts with the management team to validate the results of materiality assessment and ensure that these issues are aligned with the sustainable development direction sought by the Group
與管理團隊互動，以驗證重要性評估結果，確保這些議題與本集團尋求的可持續發展方向一致
- Reports the results of materiality assessment to the Board and makes the required disclosures in the ESG Report
將作出所需的重要性評估結果向董事會匯報，並於ESG報告書中作出所需的披露

II. ESG MANAGEMENT (continued)

二、環境、社會及管治的管理 (續)

Materiality Assessment (continued)

The materiality assessment will help the Group to ensure that business development meet the expectations and requirements of stakeholders. The matters of concern to the Group and stakeholders are set out in the following materiality matrix:

重要性評估 (續)

重要性評估有助本集團確保業務發展能夠滿足持份者的期望與要求，本集團和持份者所關心的事項均列載於以下的重要性矩陣圖內：

Materiality Matrix 重要性矩陣

Importance to stakeholders 對持份者的重要性	High 高	<ul style="list-style-type: none"> ◆ Anti-discrimination 反歧視 ◆ Labor rights protection 保障勞工權益 	<ul style="list-style-type: none"> ◆ Employee training and promotion 員工培訓與晉升 ◆ Employee compensation and benefits 員工報酬與福利 ▲ Customer satisfaction 客戶滿意度 	<ul style="list-style-type: none"> ● Generation of wastewater 廢水排放 ● Generation of non-hazardous wastes 無害廢棄物排放 ● Generation of hazardous wastes 有害廢棄物排放 ▲ Product quality and safety 產品質量與安全 ▲ Service quality 服務質素 ▲ Anti-epidemic 防疫抗疫
	Medium 中	<ul style="list-style-type: none"> ▲ Community involvement 社會參與 ● Exhaust gas emission 廢氣排放 	<ul style="list-style-type: none"> ● Emission of greenhouse gas 溫室氣體排放 ● Energy use 能源使用 ▲ Anti-corruption 反貪污 	<ul style="list-style-type: none"> ◆ Occupational health and safety 職業健康與安全 ▲ Operational compliance 營運合規
	Low 低	<ul style="list-style-type: none"> ▲ Protection of customer privacy 保護客戶私隱 ◆ Measures to prevent child labor and forced labor 預防童工及強制勞工的措施 	<ul style="list-style-type: none"> ● Water resources utilization 水資源使用 	<ul style="list-style-type: none"> ● Use of raw materials 原材料使用 ▲ Supplier management 供應商管理 ◆ Talents management 人才管理
		Low 低	Medium 中	High 高

Importance to the Group 對本集團的重要性

● Environment 環境方面 ◆ Employee 員工方面 ▲ Operation 營運方面

III. ENVIRONMENTAL PROTECTION

The Group strictly abides by the environmental protection laws and regulations of the People's Republic of China (the "State"), including the "Environmental Protection Law of the People's Republic of China", the "Air Pollution Prevention and Control Law of the People's Republic of China", the "Water Pollution Prevention and Control Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution", the "Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution", the "Energy Conservation Law of the People's Republic of China", laws and regulations of the local government of the United States and other applicable requirements and standards. The Group continues to reduce the carbon footprint through various policies, measures and actions to heighten all levels awareness of the importance of their impact on the environment, thus reducing the adverse effects on the environment caused by the business activities of enterprises and the personal life of employees. The relevant information will be represented in detail in the sections of "Management of Emissions" and "Management of Resource Utilisation" below.

三、環境保護

本集團嚴格遵守中華人民共和國（「國家」）環境保護的法律法規，包括《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》、《中華人民共和國水污染防治法》、《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噪聲污染防治法》、《中華人民共和國節約能源法》、美國當地政府的法律法規及其他適用的要求與標準。為了讓各個層面更加了解自己對環境影響的重要性，本集團不斷透過各種政策、措施和行動，以減少碳足跡，從而減低企業的營業活動與員工的個人生活對環境造成不良影響，有關資料將於下文「排放物的管理」與「資源使用的管理」部分中詳細描述。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions

The Group focuses on the research, development, production and selling of disposable medical supplies and devices for various medicinal uses. The Group understands that the waste gas, wastewater and solid waste, etc. generated in the operation process will have certain impact on the environment. Therefore, the Group includes environmental factors into our business development strategy, and set up safety technology department in the production plant to supervise the implementation of the Group's environmental protection policies by each department, and continuously optimise various environmental protection and pollution prevention measures and equipment, and regularly organise seminars to brainstorm aiming at solving major environmental issues. The Group keeps a close watch on the national environmental protection policy and development, and takes appropriate adjustment measures according to the national environmental protection requirements while conducting various production activities; the Group also refers to the local environmental laws and regulations and integrate the characteristics of different businesses to establish perfect internal rules and regulations, so that all levels of the Group can better understand their work in environmental protection. Moreover, the Group invests resources in effective environmental facilities and equipment to enhance the effectiveness of the Group's environmental protection policies, so as to reduce the generation of pollutants and avoid wasting resources, and accelerate the sustainable development strategy of the Group.

1. 排放物的管理

本集團主要研究、開發、生產及銷售用於多種醫療用途的一次性醫療用品及器械。本集團了解到於營運過程中所產生的廢氣、廢水及固體廢物等會為環境帶來一定的影響，因此本集團把環保因素加入業務發展策略中，於生產廠房設立安全技術部門，監督各部門對本集團環保政策的實施情況，持續優化各項環境保護和污染防治措施與設備，以及定期組織研討會集思廣益以解決重大的環保問題。本集團密切關注國家的環保政策與發展，在進行各種生產活動的同時，應國家的環保要求採取適當的調整措施；本集團亦參照當地的環保法律法規，綜合不同業務的特點，建立完善的內部規章制度，讓本集團各個層面更加了解自己於環境保護方面的工作，同時投入資源於有效的環境設施與設備，加強本集團環保政策的有效性，以減少產生污染物及避免浪費資源，從而加快本集團的可持續發展策略步伐。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Exhaust Gas Emission

廢氣排放的管理

The exhaust gas generated during the daily operation and production process of the Group mainly derives from the volatile organic compounds ("VOCs") in the injection molding, extrusion and printing and other processes, the dust in the carton production, powder, granulation and grinding processes, and waste gas generated during the electric welding process, oil fume waste gas during cooking in the canteen, and automobile exhaust generated due to the use of vehicles. The Group has established a rigorous management system for air pollution prevention and control, stipulating the responsibilities of each department in the aspect of waste gas prevention and control. The safety technology department is responsible for supervising and inspecting, and provides rewards and punishment opinions and technical guidance, so as to effectively manage various air pollutants. In addition, the Group sets up appropriate waste gas treatment equipment according to different production processes aiming at strictly complying with the applicable laws, regulations, requirements and standards of the State and various operation sites for the prevention and control of air pollution, and maintain waste gas treatment equipment based on the national and industrial emission standards to ensure that the operation of the equipment and facility is normal and the emission of waste gas is able to meet the standard. The Group has also formulated operating procedures for various types of exhaust gas treatment equipment to strictly prohibit employees from operating in violation of regulations, resulting in excessive emission of waste gas, and to ensure the safety and health of employees. The Group regularly repairs and maintains the equipment. If any abnormal situation is found, the employee must immediately report to the management department and take appropriate actions to prevent major environmental pollution accidents caused by waste gas leakage. The Group works from the source and strictly stipulate that the VOCs content of various raw and auxiliary materials used in the production process must meet the national standards and requirements, and it is strictly prohibited to purchase and use materials containing excessive VOCs, so as to ensure the VOCs pollutants in the exhaust gas is at normal level.

本集團在日常營運及生產過程中所產生的廢氣主要來自注塑、擠出及印刷等工序的揮發性有機化合物(「VOCs」)、紙箱生產、粉料、造粒及打磨等工序的粉塵、焊接過程中產生的電焊廢氣、食堂煮食時產生的油煙廢氣及因使用車輛而產生的汽車尾氣。本集團制定了嚴謹的大氣防治管理制度，規定各部門在廢氣防治方面的職責，由安全技術部進行監督檢查，並提出獎懲意見及進行技術指導，以有效地管理各種大氣污染物。此外，為了嚴格遵守國家與各營運地點對大氣污染防治相關的法律法規、要求與標準，本集團因應不同生產工序而設置適合的廢氣處理設備，以國家與行業的排放標準為目標，維護廢氣治理設備，確保設備施能正常運行及廢氣能達標排放。本集團亦制定各類廢氣治理設備的操作規程，嚴禁員工違規操作而導致廢氣超標排放的情況，同時亦能保障員工的安全與健康。本集團定期維修與保養設備，如發現任何異常狀況，員工必須立即向管理部門匯報並採取適當行動，以防止廢氣洩漏而引致重大的環境污染事故。本集團亦從源頭著手，嚴格規定於生產過程中使用的各種含有VOCs的原、輔材料的VOCs含量必須符合國家的標準與要求，嚴禁採購和使用含量超標的材料，從而確保廢氣中污染物的VOCs含量正常。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Exhaust Gas Emission (continued)

廢氣排放的管理 (續)

In addition to managing the exhaust gas generated during the production process, the Group's pollution prevention and control management system also covers the exhaust gas derived from daily office operations and employee activities. For details of emission reduction measures, please refer to the "Energy Conservation" section of "Management of Resource Utilisation" below.

除了管理生產過程中所產生的廢氣，本集團的污染防治管理制度亦涵蓋辦公室日常營運及員工活動時所產生的廢氣。有關減排措施的詳情請參考下文「資源使用的管理」中的「節約能源」部分。

Management of Wastewater Disposal

廢水處置的管理

The Group has established a management system for wastewater disposal based on the "Water Pollution Prevention and Control Law of the People's Republic of China". The Group assigns employees to be responsible for the treatment of industrial wastewater, monitoring and inspecting the discharge of the production department, and grasping and evaluating the environmental quality. The Group sets up a sewage treatment station within the factory. After multiple harmless treatment procedures, the wastewater is discharged to the local sewage treatment plant for further disposal. The Group also regularly cleans up the sediment in the wastewater pool, strictly prohibit dumping waste oil, chemicals or any material that may cause pipe blockage into the sewer, and cooperate in the regular repair and maintenance of sewage disposal facilities and pipes to ensure their normal and effective operation, so as to eliminate the running, emitting, dripping and leakage of sewage pipes and avoid the secondary pollution to the environment. In addition, the Group entrusts the storage and transportation company holding the "Hazardous Waste Operation Permits" to assist in the treatment of the hazardous wastewater that cannot be treated temporarily. During the Reporting Period, the Group produced about 65.49 tonnes of hazardous wastewater, increased by approximately 64.52 tonnes or 66.52 times compared with the previous year, and about 23,985,275.11 tonnes of non-hazardous wastewater, reduced by about 2,863,084.01 tonnes or 10.66% compared with the previous year.

本集團以《中華人民共和國水污染防治法》為基礎，制定廢水排放的管理制度。本集團指派員工專門負責工業廢水的治理工作，對生產部門排污進行監測及巡檢，掌握和評估環境質量狀況。本集團於廠區內設置污水處理站，經過多重無害化處理程序，將廢水排放到當地污水處理廠作進一步處理。本集團還定期清理廢水池中的沉澱物，嚴禁向下水道傾倒廢油、化學品或任何可能造成管道堵塞的物質，以及配合定期對污水處理設施及管道的維修與保養，能確保它們能正常及有效地運作，以防止污水管道出現跑、冒、滴、漏的狀況，從而避免對環境造成的二次污染。此外，本集團委託持有《危險廢物經營許可證》的儲運公司協助處理暫未能處理的有害廢水。於報告期內，本集團共產生有害廢水約65.49噸，較上年度增加約64.52噸或66.52倍，以及無害廢水約23,985,275.11噸，較上年度下跌約2,863,084.01噸或10.66%。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Wastewater Disposal
(continued)

廢水處置的管理 (續)

At the beginning of the Reporting Period, the Group sets targets to reduce the generation of both hazardous waste water and non-hazardous waste water in this year by 2% respectively when compared with the previous year. The target for the non-hazardous waste water generation intensity has been achieved this year. Waste phosphoric acid is hazardous waste. In the past, the wastewater was discharged to the local sewage treatment plant after multiple harmless treatment procedures at the sewage treatment station, and the cost was relatively high. Starting from this year, the waste phosphoric acid was replaced by a qualified supplier for hazardous wastewater treatment. The hazardous wastewater increased accordingly. In addition, some plants carried out large-scale maintenance of production equipment during the Reporting Period, resulting in a large amount of waste oil, so the hazardous wastewater production intensity increased this year. Please refer to the below table and the section headed "Summary of Environmental Data and Performance" below for the relevant data.

本集團於報告期初訂立目標，與上年度比較，將本年度的有害廢水及無害廢水產生量密度均減少2%，無害廢水產生量密度已於本年度達成目標。廢磷酸屬於危險廢物，以往是於污水處理站經過多重無害化處理程序，將廢水排放到當地污水處理廠，成本較高；從本年度開始將廢磷酸改為由合資質的供應商作危險廢水處，有害廢水因而增加；加上部分廠房於報告期內對生產設備進行大型維修，產生大量廢油，因此本年度的有害廢水產生量密度增加。有關數據請參閱下表及下文「環境數據表現摘要」一節。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Wastewater Disposal (continued)

廢水處置的管理 (續)

During the Reporting Period, the Group's generation of hazardous and non-hazardous wastewater are as follows:

於報告期內，本集團的有害與無害廢水的產生情況如下表：

		2021 2021年度 (Tonnes) (噸)	2020 ³ 2020年度 ³ (Tonnes) (噸)
Hazardous Wastewater	有害廢水		
Total	總量	65.49	0.97
Intensity ¹	密度 ¹	0.02	0.0003
Non-Hazardous Wastewater	無害廢水		
Total ²	總量 ²	23,985,275.11	26,848,359.12
Intensity ¹	密度 ¹	7,828.28	9,119.42

Notes:

附註：

- ¹ The intensity is calculated based on the production volume per million units.
- ² Some plants of the Group have not kept data of non-hazardous wastewater discharged, so they are calculated based on the actual water consumption.
- ³ The data for the previous year are restated to conform with the current year's presentation.

- ¹ 密度是以每一百萬件的生產量計算。
- ² 本集團的部分廠房沒有為無害廢水的排放量作出統計，故按照實際用水量計算。
- ³ 上年度數據需重列作為比較用途。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Solid Waste Disposal

固體廢物處置的管理

The solid waste generated by the Group in its daily operation mainly includes recyclable waste, non-recyclable waste and hazardous waste, which mainly derive from part of the production processes, daily life of employees, engineering construction, purchased materials, product development and testing, etc.

本集團在日常營運中產生的固體廢物主要包括可回收利用廢物、不可回收利用廢物和危險有害廢物，它們主要產生自部分生產工序、員工日常生活、工程建設、採購材料、產品研發與檢測等。

The Group has formulated relevant management systems to monitor and manage the process of collection, classification, storage and disposal of various solid waste, aiming at complying with the applicable laws, regulations, requirements and standards of the State and operation sites for the prevention and control of environmental pollution by solid waste, and following the principles of comprehensive utilisation and reasonable disposal of solid waste. In addition, the Group hopes to continuously reduce the generation of solid waste through different source waste reduction measures and training. For instance, the Group purchases and uses recyclable and reusable packaging materials as much as possible, properly store raw and auxiliary materials and take purchase restriction measures to avoid the generation of expired materials; we actively seek and develop green technology, and phase out the production process generating solid waste which will cause serious environmental pollution; strictly regulate the employees to operate the production equipment according to the regulations so as to avoid unnecessary waste; continuously educate employees about waste classification to enhance their awareness of environmental protection, thus effectively improving the effectiveness of waste management measures.

為了遵守國家與各營運地點對固體廢物污染環境防治相關的法律法規、要求與標準，以及遵循綜合利用和合理處置固體廢物的原則，本集團制定了相關的管理制度，以監察及管理各類固體廢物從收集、分類、存放至處置的流程。此外，本集團會透過不同的源頭減廢措施及培訓，希望能不斷削減固體廢物的產生，例如：本集團會盡量採購與使用可回收及可重複利用的包裝材料，妥善地儲存原、輔材料及採取限購措施，避免過期材料的產生；積極尋求和開發綠色生產工藝，逐步淘汰會產生嚴重污染環境的固體廢物的生產工藝；嚴格規範員工必須按照規程操作生產設備，避免產生不必要的廢物；持續教育員工廢物分類的知識，以加強他們的環保意識，從而有效地提高廢物管理措施的成效。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Solid Waste Disposal (continued)

固體廢物處置的管理 (續)

For the storage of all kinds of wastes, the Group implements the principle of class-based storage. Recyclable, non-recyclable and hazardous wastes are classified and stored, and the corresponding temporary storage areas are set for different categories of wastes. At the same time, it is forbidden to mix collection, storage, transportation, and disposal of hazardous wastes that are incompatible in nature but have not been safely disposed. In addition, it is strictly forbidden to mix hazardous waste with non-hazardous waste for storage, so as to curb any behavior that may pollute the environment. For the temporary storage area of hazardous waste, the Group have taken measures to prevent scattering, loss, leakage and corrosion in accordance with the "Pollution Control Standard for Hazardous Waste Storage". The containers of various hazardous waste are also labeled with marks, and the containers must be well sealed and free from spillage, so as to avoid any chance of secondary pollution to the environment.

針對各類廢物的存放，本集團實行分類存放的基本原則，將可回收利用、不可回收利用與危險廢物分類存放，為各類廢物設置相應的暫存區域，同時禁止混合收集、儲存、運輸、處置性質不相容而未經安全性處置的危險廢物，以及嚴禁將危險廢物混入非危險廢物中儲存，以遏止任何可能污染環境的行為。對於危險廢物的暫存區域，本集團均按照《危險廢物儲存污染控制標準》採取了防揚散、防流失、防滲漏、防腐的措施，而各類危險廢物的容器亦貼上危險廢物標籤，而容器必須保持密封良好及無溢散，以避免任何對環境造成二次污染的機會。

III. ENVIRONMENTAL PROTECTION (continued)

1. Management of Emissions (continued)

Management of Solid Waste Disposal (continued)

The Group has engaged professional consultants to assist in the disposal of various solid waste. The hazardous solid waste must be handled by licensed hazardous waste treatment service providers promulgated by the Central People's Government of China. The Group have signed contracts with hazardous waste treatment factories to report the transfer of hazardous wastes in real time and establish relevant information management records in accordance with the "Measures for the Management of Hazardous Waste Transfer", and it is not allowed to dump randomly and strictly prevent any improper disposal. For the general non-hazardous solid waste, the Group adopts various recycling methods to increase the utilisation rate of waste as much as possible; if disposal is necessary, the Group also entrusts collectors with local environmental certification for recycling. During the Reporting Period, the Group generated about 181.77 tonnes of hazardous solid waste, representing an increase of about 29.25 tonnes or 19.18% compared with the previous year, and about 1,314.67 tonnes of non-hazardous solid waste, representing an increase of about 495.52 tonnes or 60.49% compared with the previous year.

At the beginning of the Reporting Period, the Group sets targets to reduce the generation of both hazardous solid waste and non-hazardous solid waste in this year by 2% when compared with the previous year. However, due to the update of the hazardous waste list this year, the generation of hazardous waste has increased, so the increase in its intensity is higher than expected. Please refer to the below table and the section headed "Summary of Environmental Data and Performance" below for the relevant data.

三、環境保護 (續)

1. 排放物的管理 (續)

固體廢物處置的管理 (續)

本集團已委聘專業顧問協助處置各種固體廢物，有害的固態廢料必須由中國中央人民政府所頒佈的持牌有害廢料處理服務供應商負責，本集團與危廢處理廠家簽訂合同，按照《危險廢物轉移管理辦法》實時上報有害危險廢物的轉移情況，建立相關的信息管理記錄，絕不容許胡亂傾倒及嚴防經任何非正當途徑處置。而對於一般無害固體廢物，本集團盡量採取各種回收利用的手段，以增加廢物的利用率；如必須進行處置，本集團亦會委託符合當地環保認證的收集商進行回收處理。於報告期內，本集團共產生有害固體廢物約181.77噸，較上年度增加約29.25噸或19.18%，以及無害固體廢物約1,314.67噸，較上年度增加約495.52噸或60.49%。

本集團於報告期初訂立目標，與上年度比較，將本年度的有害固體廢物及無害固體廢物產生量密度增加2%，但由於本年度危廢名錄更新，增加有害廢物產生，因此其密度的增幅高於預期。有關數據請參閱下表及下文「環境數據表現摘要」一節。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Solid Waste Disposal (continued)

固體廢物處置的管理 (續)

During the Reporting Period, the generation of hazardous and non-hazardous solid waste by the Group are as follows:

於報告期內，本集團的有害及無害固體廢物的產生情況如下表：

		2021 2021年度 (Tonnes) (噸)	2020 ² 2020年度 ² (Tonnes) (噸)
Hazardous Solid Waste	有害固體廢物		
Total	總量	181.77	152.52
Intensity ¹	密度 ¹	0.06	0.05
Non-Hazardous Solid Waste	無害固體廢物		
Total	總量	1,314.67	819.15
Intensity ¹	密度 ¹	0.43	0.28

Notes:

附註：

¹ The intensity is calculated based on the production volume per million units.

¹ 密度是以每一百萬件的生產量計算。

² The data for the previous year are restated to conform with the current year's presentation.

² 上年度數據需重列作為比較用途。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

1. Management of Emissions (continued)

1. 排放物的管理 (續)

Management of Greenhouse Gas Emission

溫室氣體排放的管理

The greenhouse gas produced by the Group mainly derives from the use of electricity in offices and factories, and the fuel usage in company's vehicles. In view of more and more rigorous policy on air pollution control in China, the Group adopts low-carbon processes in the operation and production process, reduces the use of resources and maximises the effectiveness of resources to eliminate resource waste and decrease the production of greenhouse gas, aiming at implementing the "Environmental Protection Law of the People's Republic of China" and related laws and regulations. For details on various measures to effectively utilise resources, please refer to the "Energy Conservation" section of the "Management of Resource Utilisation" below.

本集團造成的溫室氣體主要來自辦公室及工廠的電力使用、公司車輛的燃料使用等。在國家對大氣污染日漸嚴謹的整治方針下，為貫徹執行《中華人民共和國環境保護法》及相關法律法規，本集團於營運與生產過程中採取低碳工序、減少資源使用及發揮資源的最大效能，務求杜絕資源浪費的現象，以及減少溫室氣體的產生。有關各種有效利用資源的措施詳情請參考下文「資源使用的管理」中的「節約能源」部分。

2. Management of Resources Utilisation

2. 資源使用的管理

The Group mainly applies gasoline, diesel, electricity, tap water, paper and other resources in business operations. With the aim of complying with the "Energy Conservation Law of the People's Republic of China", the "Urban Water Conservation Management Regulations" and related laws, regulations and policies regarding resource conservation, the Group has formulated relevant internal rules and regulations in each plant area, and continued to identify and review the implementation of various measures on energy conservation and emission reductions to reduce the impact of business activities on the environment. The Group ensures that every employee understands the importance of saving resources, and adopt a number of measures to make full use of resources, maximise their effectiveness, and avoid waste.

本集團於業務營運上主要使用汽油、柴油、電力、自來水及紙張等資源。為了遵守有關《中華人民共和國節約能源法》、《城市節約用水管理規定》及相關節約資源的法律法規與政策，本集團於各廠區制定了相關的內部規章制度，並持續辨識與審視各項節能減排措施的實施情況，以減少經營活動對環境造成的影響。為確保每位員工明白節約資源的重要性，本集團通過多項措施，以充分利用資源，發揮其最大效能，避免浪費。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy

節約能源

Conservation of Gasoline, Diesel, Natural Gas and Refrigerants

節約使用汽油、柴油、天然氣及製冷劑

Regarding the use of gasoline and diesel, the Group has taken a number of conservation measures to reduce the emissions of waste gas and greenhouse gas. For instance, the driver must apply and obtain approval before using the vehicle, and it is also necessary to plan the route in advance. If passengers go to the destinations which are the same or near to each other, they will be arranged to use the same vehicle to shorten the driving distance and reduce the consumption of gasoline and diesel; the driver must switch off idling vehicles to reduce energy consumption due to idling of the engine. The Group regularly repairs and maintains vehicles to improve the utilisation of energy and reduce fuel consumption and exhaust gas caused by component failures; we also replace old vehicles as needed to increase energy efficiency; we encourage employees to use public transportation or walk for commute. The Group also concerns the carbon emissions caused by business trips, and actively implements a number of measures. For instance, make good use of various communication tools to communicate with business partners to reduce the use of vehicles and the number of business trips, thereby reducing the generation of greenhouse gas and exhaust gas. During the Reporting Period, the Group consumed approximately 95,673.73 liters of gasoline, representing a decrease of approximately 134,444.75 tonnes or 58.42% compared with the previous year, and approximately 139,696.86 liters of diesel, representing an increase of approximately 14,435.16 tonnes or 11.52% compared with the previous year. Natural gas is mainly used for production, and the Group consumed approximately 963,382.31 cubic meters ("m³") of natural gas, representing an increase of approximately 172,099.56 m³ or 21.75% compared with the previous year.

對於使用汽油及柴油方面，本集團設有多項節約措施，從而減少廢氣及溫室氣體的排放，例如：使用汽車前司機必須先提出申請，獲得審批後才能使用，並需預先規劃路線，如乘客前往相同或接近的目的地，會安排他們使用同一車輛，以縮短行車路程及減少汽油及柴油的用量；司機必須停車熄匙，減少汽車引擎空轉而消耗能源；本集團定期維修及保養車輛，以提升能源利用效率，以及減少因零件故障而增加消耗燃油和廢氣；亦會因應需要而更換舊車輛，增加能源效益；鼓勵員工多使用公共交通工具或步行上下班等。本集團亦關注差旅帶來的碳排放，並積極推行多項措施，例如：善用各種通訊工具與業務夥伴進行溝通，以減少使用車輛及出差次數，藉此減少產生溫室氣體及廢氣。於報告期內，本集團共消耗汽油約95,673.73公升，較上年度下跌約134,444.75噸或58.42%。本集團於報告期內共使用柴油約139,696.86公升，較上年度增加約14,435.16噸或11.52%。而天然氣主要用於生產，本集團於本年度使用天然氣約963,382.31立方米，較上年度增加約172,099.56立方米或21.75%。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Gasoline, Diesel, Natural Gas and Refrigerants (continued)

節約使用汽油、柴油、天然氣及製冷劑 (續)

At the beginning of the Reporting Period, the Group sets targets to reduce both gasoline and diesel consumption intensity by 2% and increase natural gas consumption intensity by 15% in this year when compared with the previous year. In order to reduce costs and increase efficiency, the Group gradually changed the vehicle usage model, sold vehicles for functional departments and reception, and switched to car rental services. The intensity of gasoline consumption dropped significantly by approximately 60%. Due to the expansion of the new plant by the Group, the commissioning of new production equipment and the increase in the consumption of natural gas, its intensity has increased by approximately 18%. Please refer to the below table and the section headed "Summary of Environmental Data and Performance" below for the relevant data.

本集團於報告期初訂立目標，與上年度比較，將本年度的汽油、柴油及天然氣使用量密度分別減少2%、減少2%及增加15%。本集團為了降低成本及增加效益，便逐步改變用車模式，將職能部門及接待用的車輛出售，並改為使用租車服務，汽油用量密度大幅下降約60%。由於本集團擴建新廠房，需進行新生產設備調試，增加天然氣使用量，因此其密度增加約18%。有關數據請參閱下表及下文「環境數據表現摘要」一節。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Gasoline, Diesel, Natural Gas and Refrigerants (continued)

節約使用汽油、柴油、天然氣及製冷劑 (續)

During this Reporting Period, the Group's use of energy and Scope 1¹ greenhouse gas emitted are as follows:

於報告期內，本集團使用能源及所排放的範圍一¹溫室氣體的情況如下表：

		2021 2021年度	CO ₂ equivalent emissions 二氧化碳 當量排放量 (Tonnes) (噸)	2020 ³ 2020年度 ³	CO ₂ equivalent emissions 二氧化碳 當量排放量 (Tonnes) (噸)
		Consumption 使用量		Consumption 使用量	
Gasoline	汽油	95,673.73 litres 95,673.73公升	259.04	230,118.48 litres 230,118.48公升	623.07
Diesel	柴油	139,696.86 litres 139,696.86公升	370.79	125,261.70 litres 125,261.70公升	332.48
Natural Gas	天然氣	963,382.31 m ³ 963,382.31立方米	1,853.91	791,282.75 m ³ 791,282.75立方米	1,522.73
Refrigerants	製冷劑	47.62 kilograms 47.62公斤	78.13		
Group's Total Emission 集團排放總量			2,561.87		2,478.28
Group's Emission Intensity ² 集團排放量密度 ²			0.84		0.83

Notes:

附註：

¹ Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including combustion of gasoline, diesel, natural gas, etc..

¹ 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、天然氣等。

² The intensity is calculated based on the production volume per million units.

² 密度是以每一百萬件的生產量計算。

³ The data for the previous year are restated to conform with the current year's presentation.

³ 上年度數據需重列作為比較用途。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam

節約使用電力及蒸氣

The Group controls energy usage and enhances the efficiency of resource utilisation through daily management in the office area. The Group promotes the use of high-efficiency and energy-saving lamps. If the light during the day can meet the working requirements, the lamps must be turned off. Moreover, the Group requires employees to check and ensure that electrical appliances, computers and other electrical equipment used by themselves and their departments have been turned off when they are off duty, and that the dust screens of air conditioners are regularly cleaned to save electricity. LED lighting system is set up in each office to reduce electricity consumption. In addition, the Engineering Department actively carried out energy-saving reconstruction of various production and electrical equipment in the factory area, and implemented corrective measures of energy use based on the load or the equipment usage to control the electricity consumption effectiveness of the plant. The energy saving reconstruction of high-energy-consuming machine tools was performed for orthopedics business, and the Group actively checked for leakages in compressed air pipes and various joints and repaired them in time to prevent air compressors from operating under air leaks. Besides, the Group replaced some ordinary motors with permanent magnet motors during the year; installed power-saving transformers; in the off-season of electricity consumption, the transformers that are not in use were reported to be stopped; and the production plan was reasonably arranged to achieve the purpose of energy saving and consumption reduction. The Group also encourages employees to reduce incorrect use of equipment, thereby reducing unnecessary energy consumption. During the Reporting Period, the Group consumed approximately 142,916.35 megawatt hours ("MWh") of electricity, representing an increase of approximately 20,029.21 MWh or 16.30 % compared with the previous year.

本集團於辦公室區域透過日常管理，控制能源使用和提升資源使用效益。本集團推廣使用高效節能燈具，白天的光線如果能滿足工作要求，必須將照明燈關掉。本集團並要求員工下班時檢查及確保自己及其部門使用的電器、電腦等用電設備已關掉，定期清洗空調機的隔塵網，做到節約用電。於各辦事處，建立LED照明系統以減少耗電量。另外，工程部於工廠區域積極對各項生產及用電設備進行節能改造，根據設備的負載或使用狀況進行能源使用的改善措施，以控制廠房用電效益。骨科業務對高能耗的機床進行節能改造，而且積極對壓縮空氣管道及各接頭排查漏氣的情況並及時進行維修，以防止空壓機在漏氣的情況下操作。此外，本集團於本年度將部分普通電機更換為永磁電機；安裝了節電變壓器；於用電淡季，報停不使用的變壓器；合理安排生產計劃，以達政節能降耗之目的。本集團亦鼓勵員工減少不正確使用設備，從而降低不必要的耗能機會。於報告期內，本集團共消耗電力約142,916.35兆瓦時，較上年度增加約20,029.21噸或16.30%。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

Steam is mainly used in air conditioning and the sterilization process of prefilled syringes. The steam used by the Group is mainly purchased from suppliers. Although the use of steam does not produce any greenhouse gases, it is necessary to burn fuel to produce steam, resulting in greenhouse gas and exhaust gas emission. Therefore, the Group takes different measures to save the use of steam. For instance, limit the use air-conditioners according to seasonal and temperature change, adjust the temperature reasonably, and it is strictly prohibited to turn on the air-conditioners while opening the doors and windows; close the steam pipe valve when not using steam. During the Reporting Period, the Group used approximately 122,094.16 tonnes of steam, representing an increase of approximately 7,483.18 tonnes or 6.53 % compared with the previous year.

蒸氣主要用於推動空調機及預灌封注射器的滅菌程序，本集團所使用的蒸氣主要是向供應商購買的。雖然使用蒸氣本身不會產生任何溫室氣體，但需要燃燒燃料來產生蒸氣，導致溫室氣體及廢氣的排放；因此本集團採取不同措施，以節約使用蒸氣，例如：按季節及氣溫變化情況限時使用空調機，合理地調節溫度，嚴禁打開門窗開空調機；不使用蒸氣時，會關掉蒸氣管道閥門。於報告期內，本集團共使用蒸氣約122,094.16噸，較上年度增加約7,483.18噸或6.53%。

At the beginning of the Reporting Period, the Group sets a target to increase the consumption of electricity and steam in this year by 5% respectively when compared with the previous year. The targets have been achieved this year. Please refer to the below table and the section headed "Summary of Environmental Data and Performance" below for the relevant data.

本集團於報告期初訂立目標，與上年度比較，將本年度的電力及蒸氣使用量均增加5%，並已於本年度達成目標。有關數據請參閱下表及下文「環境數據表現摘要」一節。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Energy (continued)

節約能源 (續)

Conservation of Electricity and Steam (continued)

節約使用電力及蒸氣 (續)

During this Reporting Period, the Group's use of electricity and the Scope 2¹ greenhouse gas ("GHG") emitted are as follows:

於報告期內，本集團使用電力及所排放的範圍二¹溫室氣體的情況如下表：

		2021 2021年度	CO ₂ equivalent emissions 二氧化碳 當量排放量 (Tonnes) (噸)	2020 ⁴ 2020年度 ⁴	CO ₂ equivalent emissions 二氧化碳 當量排放量 (Tonnes) (噸)
		Consumption 使用量		Consumption 使用量	
Electricity	電力	142,916.35 MWh 142,916.35兆瓦時	85,708.66	122,887.14 MWh 122,887.14兆瓦時	93,645.66
Steam ²	蒸氣 ²	122,094.16 Tonnes 122,094.16噸	Not applicable 不適用	114,610.98 Tonnes 114,610.98噸	Not applicable 不適用
Group's Total Emission 集團排放總量			27.97		93,645.66
Group's Emission Intensity ³ 集團排放量密度 ³			27.97		31.46

Notes:

附註：

¹ Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity.

¹ 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。

² Steam is produced by burning wood, plant, biomass fuel or other energy sources in a boiler to provide heat energy, and the exhaust gas (such as sulfur dioxide, nitrogen oxide, dust, etc.) and greenhouse gas will be formed during the process of burning fuel. The Group purchases steam from suppliers. However, the suppliers fail to provide the type and composition of fuel used for steam production, and such information will affect the calculation of emission coefficient of exhaust gas and greenhouse gas, resulting in that the Group does not have reliable information on emission coefficient to calculate the emission of greenhouse gas and exhaust gas. Therefore, the Group has not disclosed the relevant data in this report.

² 蒸氣是於鍋爐中燃燒木材、植物、生物質燃料或其他能源提供熱能而產生的；而燃燒燃料過程中會產生廢氣（如二氧化硫、氮氧化物、粉塵等）及溫室氣體。本集團向供應商購買蒸氣，由於供應商未能提供其生產蒸氣所使用的燃料種類及組成，此等信息會影響計算廢氣及溫室氣體的排放係數；導致本集團暫未有可靠的排放係數資料用於計算溫室氣體及廢氣的排放量，因此本集團沒有於此報告中披露相關數據。

³ The intensity is calculated based on the production volume per million units.

³ 密度是以每一百萬件的生產量計算。

⁴ The data for the previous year are restated to conform with the current year's presentation.

⁴ 上年度數據需重列作為比較用途。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Water

節約用水

The Group mainly uses water sources supplied by the government. At present, the water supply can meet the needs of daily operation. Although the Group has not encountered any problems in obtaining applicable water sources during this Reporting Period, the Group is clearly aware of the importance of water resources to production, construction and living. Therefore, the Group actively implements different water use measures, attempt to develop water recycling technology, increase the reuse rate of water resources, improve the method of using water in operation and reduce the discharge of wastewater, aiming at reducing the Group's needs of water resources. All production departments and offices regularly check the water facilities, pipes, faucet, etc. within their area to prevent waste of water. The Group encourages our employees to develop good water use habits, improve their awareness of water conservation, and hope to conduct the most basic environmental education from the source. Once any employee finds that the pipeline and valve are damaged and leaking, he should immediately inform the Maintenance Department for repair. In addition, about 50% of the wastewater will be recycled to reduce the generation of various cleaning wastewater in the factory area. The condensed water produced by the chiller and heat exchanger in the Group's machine room is pumped to the cooling pool and the water treatment pool of the needle making workshop, and the actual water saving is calculated by two separate water meters equipped on the water delivery pipeline, so as to save the water cost. During the Reporting Period, the Group consumed about 24,292,077.28 tonnes of water resources, representing a decrease of about 3,032,990.96 tonnes or 11.10% compared with the previous year. Despite the increase in production volume, the Group has implemented various water-saving measures, including the recovery of primary concentrated water in the water production workshop; the recovery of cooling water from the distilled water machine; the maintenance of the leaking pipes found in the previous year; the recycling of reclaimed water for toilet flushing, etc.

本集團主要使用政府供應的水源，現時的水源供應能滿足日常營運的需求，本集團雖然於本報告期內沒有就求取適用水源上遇到任何問題，但本集團清楚知道水資源對於生產建設及生活需要的重要性，所以為了減少本集團對水資源的需求，本集團積極實施不同的用水措施，努力開發水循環利用技術，提高水資源的重複利用率，改善營運中用水的方法及減少廢水的排放。各生產部門及辦公室須定期檢查其範圍內的用水設施、管道、水龍頭等，以防止浪費用水。本集團讓員工培養良好的用水習慣，提高員工節約用水的意識，希望從源頭著手進行最基本的環保教育。任何員工一旦發現管道、閥門有損壞漏水的情況，應立即通知維修部門進行維修。此外，為減少於工廠區域產生的各類清洗廢水，約50%的廢水會循環使用。本集團的機房製冷機和換熱器產生的冷凝水通過水泵輸送到冷卻水池和製針車間水處理水池，通過輸水管道上兩塊單獨的水錶，計算實際的省水量，從而節省用水成本。於報告期內，本集團共使用水資源約24,292,077.28噸，較上年度下跌約3,032,990.96噸或11.10%。雖然生產量增加，但本集團實施了一些節水措施，包括製水車間一級濃水回收；蒸餾水機冷卻水回收；已維修上年度發現的漏水管；中水回收再利用沖廁所等。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation (continued)

2. 資源使用的管理 (續)

Conservation of Water (continued)

節約用水 (續)

At the beginning of the Reporting Period, the Group sets a target to reduce the consumption of water in this year by 2% when compared with the previous year. The target has been achieved this year. Please refer to the below table and the section headed "Summary of Environmental Data and Performance" below for the relevant data.

本集團於報告期初訂立目標，與上年度比較，將本年度的用水量減少2%，並已於本年度達成目標。有關數據請參閱下表及下文「環境數據表現摘要」一節。

During this Reporting Period, the Group's use of water resources are as follows:

於報告期內，本集團水資源的使用情況如下表：

		2021 2021年度 (Tonnes) (噸)	2020² 2020年度² (Tonnes) (噸)
Water Resources	水資源		
Total	總量	24,292,077.28	27,325,068.24
Intensity ¹	密度 ¹	7,928.42	9,178.51

Notes:

附註：

¹ The intensity is calculated based on the production volume per million units.

¹ 密度是以每一百萬件的生產量計算。

² The data for the previous year are restated to conform with the current year's presentation.

² 上年度數據需重列作為比較用途。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

2. Management of Resources Utilisation
(continued)

2. 資源使用的管理 (續)

Conservation of Paper

節約用紙

The Group actively promotes the “paperless office” and encourages employees to distribute information and documents in electronic format via the online office system so as to reduce photocopying and printing; encourages employees to implement the principle of “think clearly before print”, carefully choose the documents needs to be printed to reduce the use of paper. Employees are required to use double-sided printing and reuses paper as much as possible, puts the double-sided wasted paper into the recycled paper collection box. Moreover, the Group has established paper procurement and requisition procedures to effectively regulate and improve the paper-using habits of each department. During the Reporting Period, the Group consumed approximately 34.77 tonnes of paper, representing a decrease of approximately 1.33 tonnes or 3.68% compared with the previous year.

本集團積極推廣「無紙化辦公室」，主張充分利用網上辦公系統，鼓勵員工以電子檔案形式傳遞信息及文件，以減少影印及列印；鼓勵員工須貫徹「列印前想清楚」的原則，謹慎選擇所需要列印的文件，以減少使用紙張。在影印或打印文件時，員工須盡量雙面列印，循環使用單面列印的紙張，並將兩面都已使用過的廢紙放入再造紙收集箱。本集團亦透過建立紙張採購及領用程序，有效地規範及改善各部門的用紙習慣。於報告期內，本集團共消耗紙張約34.77噸，較上年度減少約1.33噸或3.68%。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

3. The Environment and Natural Resources

Being a socially responsible enterprise, protecting the nature and the environment has become an important part of the Group's corporate culture. The Group continuously identifies, evaluates, manages and reviews the implementation and effectiveness of the environmental management system to enable all levels of the Group to better understand the negative impact of resource use habits and the business activities on the environment. We have rooted environmental awareness in all levels of the Group through various policies, measures and actions, and we require employees to pay attention to their own behaviors and be responsible for the environment, improve the resource use habit, and strive to eliminate the Group's potential adverse effects on the environment (please refer to the "Management of Emissions" and "Management of Resource Utilisation" sections above for details.). In the future, the Group will continue to invest resources in appropriate environmental protection projects, and re-identify the source of waste generated in the operation process and the impact on the environment when using resources so as to establish an environmental management system in line with national standards. Moreover, the Group will also increase and improve various environmental protection facilities and ancillary equipment, hoping to fulfill social responsibilities and obligations during business development so as to realise the coordinated growth of enterprise, society and environment, and meanwhile meeting the customers' increasing concern for environmental protection and contributing to environmental protection.

3. 環境及天然資源

作為一家對社會負責任的企業，保護大自然與環境已成為本集團企業文化的重要環節。為了讓本集團的各個層面更加了解各人使用資源的習慣及營業活動對環境所造成的負面影響，本集團持續辨識、評估、管理及審視環境管理制度的實施情況與成效，不斷透過各種政策、措施和行動，將環保意識紮根於本集團的各個層面，提高員工的環保意識，要求員工注意自身的行為並對環境負責，改善員工使用資源的習慣，努力消除本集團對環境的潛在不利影響（詳細資料請參考上文「排放物的管理」與「資源使用的管理」部分）。本集團今後將不斷投放資源於合適的環保項目，並重新辨識作業流程中產生廢物的源頭及使用資源時對環境的影響，以建立符合國家標準的環境管理制度，此外，本集團還會增加及改善各項環保設施與配套設備，希望在經營發展過程中履行社會職責和義務，實現企業、社會及環境的協調發展，亦希望能夠同時滿足客戶對環保日益關注的要求及為保護環境出一分力。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

4. Climate change

Climate change is making extreme weather events more frequent and severe, often causing catastrophic damage. Climate change is also changing seasonal and annual patterns of temperature, precipitation and other weather phenomena, increasing heavy rainfall, rising tides and flooding risks, which may cause severe damage to assets such as buildings, warehouses and stored goods, resulting in economic losses. In the long term, climate change may lead to sea level rise, long-term changes in climate patterns of chronic heat waves (such as persistently higher temperatures, etc.). The unprecedented crisis from global spread of COVID-19 has created significant challenges around the world, the risks of climate change is still imminent. Understanding these trends and the relationship with our business can help the Group to prepare, analyse possible risks and opportunities, help seize the opportunities of potential benefits and establish the response capacity of the Group in the long run.

4. 氣候變化

氣候變化使各種極端天氣變得更頻繁，情況更為惡劣，經常造成災難性的損失；氣候變化還正在改變溫度、降水和其他天氣現象的季節性和年度模式，增加暴雨、潮位上升和洪水災害的風險，可能對建築物、倉庫和儲存貨物等資產造成嚴重破壞，從而造成經濟損失。長遠而言，氣候變化可能導致海平面上升、慢性熱浪的氣候模式的長期變化（如持續較高的溫度等）。正當前所未有的2019冠狀病毒病危機在全球造成重大的挑戰時，氣候變化的風險仍迫在眉睫，通過了解這些趨勢與自身業務的關連，有助本集團作好準備，分析可能出現的風險和機遇，長遠而言有助把握機遇的潛在得益及建立本集團的應對能力。

III. ENVIRONMENTAL PROTECTION (continued)

三、環境保護 (續)

4. Climate change (continued)

Climate change is a major concern of governments around the world. Governments may change relevant policies, laws and regulations to deal with climate change. Therefore, the Group needs to change internal policies and measures, increasing the risk of facing relevant laws and regulations, which may increase operating costs and affect product demand. Both enterprises and society focus on energy conservation and emission reduction, so the Group is committed to reducing carbon emissions and waste generated by each production plant and office. The Group reduces the consumption of electricity, water, paper and gasoline used by vehicles from the source and follows the principle of Use Less, Fully Exploit, Seek Alternatives, Fix and Reuse, Rethink, through daily management and strengthens education and publicity, and actively takes technically feasible and economically reasonable measures, so as to reduce operating costs, reduce carbon emissions and waste, and actively explore new models of low carbon development. At the same time, the Group has formulated scientific reasonable and realistic goals, indicating that the Company has a directional and purposeful plan for reducing greenhouse gas emissions, and is prepared in advance to respond to national-level regulatory policies of climate change. Besides, the ESG targets of the Group provide benchmarks and future directions for the annual review of progress in greenhouse gas reduction and energy transition, and motivate more efficient actions to address climate change.

4. 氣候變化 (續)

氣候變化是世界各國政府關注的主要問題，各國政府可能改變相關政策、法律法規以應對氣候變化，本集團因而需改變內部政策及措施，增加面對相關法律法規的風險，這可能增加營運成本及影響產品需求。企業與社會皆著重節能減排，因此本集團致力減少各生產廠房及辦公室的碳排放及廢物的產生。本集團從源頭著手，降低電力、水、紙張以及公司車用燃料的消耗，並遵循減少使用、物盡其用、替代使用、修復再用、重新思考的原則，透過日常管理及加強教育與宣傳，強化能源節約與能效提升理念，積極採取技術上可行與經濟上合理的措施，於降低營運成本之餘，減少碳排放及廢物的產生，積極探索低碳發展新模式。同時，本集團制定科學合理與現實可行的目標，說明企業有方向性和目的地規劃溫室氣體減排路徑，提前做好應對國家層面的氣候變化監管政策的準備。此外，本集團的ESG目標為每年檢討溫室氣體減排和能源轉型進展提供參考的基準和未來的發展方向，並激勵採取更有效率的應對氣候變化的行動。

IV. EMPLOYMENT AND LABOUR PRACTICES

四、僱傭及勞工常規

Employees are the Group's most valuable assets. The Group strives to provide a non-discrimination, equal, harmonious and safe workplace. The human resources strategies are formulated for the long-term benefit of the Group and take into account the sustainability strategies in setting commensurate salary and benefits, providing staff training for personal and career development, establishing an equal and competitive mechanism to regulate the process for employees' promotion and advancement, so as to create incentives to attract, develop, retain and reward talents. Besides, the Group cares about the work, life, physical and mental health of its employees, and encourage employees to build harmonious interpersonal relationships. The Group organises leisure activities and training programs to enrich its employees' leisure time, enhance their technical skills, and build tacit understanding among employees and promote team cohesion. The Group's human resources policies vary by locations to comply with the local labour laws and regulations.

1. Employment

In order to strictly comply with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, and applicable laws and regulations in other regions, the Group has established an internal management system which specifies the requirements for recruitment, promotion, dismissal, working hours, rest periods, compensation, welfare and other benefits.

本集團一直視員工為最寶貴的資產，努力締造非歧視、平等、和諧及安全的工作環境。人力資源政策以本集團的整體長遠利益為依歸，並配合可持續發展策略，本集團訂定相稱的薪酬與福利、提供個人與職業發展培訓，於內部建立平等的競爭機制，規範員工晉升與晉級的流程，以創造有利條件吸引、發展、挽留和獎勵人才。此外，本集團關注員工的工作、生活和身心健康，以及鼓勵員工建立融洽和諧的人際關係，本集團希望透過組織工餘活動和培訓課程，豐富員工的生活，提升員工的工作技能，以及建立員工之間的默契與團隊凝聚力。本集團因應各地不同的勞工法律、法規而調整和制定適合當地企業的政策。

1. 僱傭

為了嚴格遵守中華人民共和國勞動法、中華人民共和國勞動合同法、中華人民共和國社會保險法及其他地區適用的法律法規，本集團制定了內部管理制度，並對招聘、晉升、解僱、工作時數、假期、薪酬、福利及其他待遇等方面作出明確要求。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

***Recruitment, promotion, dismissal,
equal opportunity, diversity and anti-
discrimination***

The Group has always advocated equal job opportunities and respects personal privacy. The Group always insists “talent-oriented” in its recruitment process, and has formulated relevant management policy to regulate the recruitment process and selected talents from multiple channels in accordance with applicable laws and regulations of each business location. These laws and regulations make clear requirements for employees’ remuneration, dismissal, recruitment, vacation, diversity, anti-discrimination, benefits and other benefit. The department head defines the job responsibilities and requirements of each position, and the human resources department will screen applicants according to the requirements. The appropriate candidates would be selected based on their work experience, professional knowledge, academic background, communication skill to provide equal job opportunities, and regardless of their race, gender, age, nationality, religion or marital status. The policy applies to all phases of the employment relationship, including but not limited to hiring, promotion, performance appraisal, training, personal development and termination. The Group handles the dismissal of employees and compensates them in accordance with the local laws and regulations.

1. 僱傭 (續)

***招聘、晉升、解僱、平等機會、
多元化及反歧視***

本集團一向提倡平等工作機會及尊重個人私隱。於招聘過程中一直堅持「擇優錄用」的理念，本集團制定了相關管理制度規範員工聘用流程，並根據各營業地點的適用法律法規，從多個渠道選拔人才。該等法律法規對員工的薪酬、解僱、招聘、假期、多元化、反歧視、福利及其他待遇作出明確要求。部門主管為各個職位確定工作責任與要求，人力資源部門會按照要求篩選合適的應聘者。各個職位均以工作經驗、專業知識、學歷、溝通技巧及表達能力等因素作為僱傭標準，為不同種族、性別、年齡、國籍、宗教信仰或婚姻狀況的人士提供平等的工作機會。此等政策適用於不同階段的僱傭關係，包括但不限於招聘、晉升、績效考核、培訓、個人發展及終止聘用。如因解僱員工而須作出賠償，本集團均按照當地的法律法規執行。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

***Recruitment, promotion, dismissal,
equal opportunity, diversity and anti-
discrimination*** (continued)

In order to enhance employees' work quality and efficiencies, the Group conducts periodic and systematic performance appraisal and fairly assesses the level of awards, salary increment and/or promotion recommendations based on a number of criteria, including working experience, seniority, knowledge and skills, performance, contributions, etc. During the performance appraisal process, the department head communicates and discusses with the employees and sets up work goals and self-development plan for the coming year, and arranges appropriate training programs for employees to develop their potential.

On the basis of equality, the Group hopes to identify talents who are committed and dedicated to work. The Group has confidence and high hopes on those employees who are willing to take responsibility, keep learning, continuously improving their abilities and willing to move forward with the Group.

1. 僱傭 (續)

***招聘、晉升、解僱、平等機會、
多元化及反歧視*** (續)

為了提升員工的工作質素與辦事效率，本集團定期進行系統化的績效考核並按照多項標準作出評估，包括工作經驗、年資、知識技能、表現及貢獻等，以使公平地發放員工獎金、調整薪酬及／或考慮晉升建議。於績效考核的過程中，部門主管與下屬員工溝通與討論，為員工制訂來年的工作目標及發展計劃，安排適當的培訓活動，引發員工潛能。

在工作平等的基礎上，本集團期望發掘能投入工作、敬業及勇於承擔責任的人才，並且對不斷學習、持續改善自身能力及願意與本集團一同向前發展的員工寄予信心和厚望。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Recruitment, promotion, dismissal, equal opportunity, diversity and anti-discrimination (continued)

At the end of the Reporting Period, the number of the Group's employees was 11,123 (2020: 10,433) and its distribution is as follows:

1. 僱傭 (續)

招聘、晉升、解僱、平等機會、多元化及反歧視 (續)

於報告期末，本集團的僱員人數為11,123名（2020：10,433名），其分佈情況如下表：

		2021 2021年度	2020 2020年度
Gender	性別		
Male	男性	56.21%	56.63%
Female	女性	43.79%	43.37%
Employment Type	僱傭類別		
Full-time	全職	92.55%	90.27%
Disabled (Full-time)	殘疾人士 (全職)	6.55%	8.14%
Re-employed retiree (Full-time)	退休返聘人士 (全職)	0.34%	0.54%
Outsource	外判	—	0.56%
Short-term contract	短期合約	0.56%	0.49%
Age Group	年齡組別		
18-30	18-30	35.04%	34.50%
31-45	31-45	50.67%	50.19%
46-60	46-60	13.23%	14.02%
>60	>60	1.06%	1.29%
Geographical Region	地區		
Mainland China	中國內地	93.32%	93.04%
The United States	美國	6.66%	6.96%
Japan	日本	0.02%	—

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Recruitment, promotion, dismissal, equal opportunity, diversity and anti-discrimination (continued)

During the Reporting Period, the Group's average monthly employee turnover rate is as follows:

1. 僱傭 (續)

招聘、晉升、解僱、平等機會、多元化及反歧視 (續)

於報告期內，本集團僱員平均每月流失率如下表：

		2021 2021年度	2020 2020年度
Gender	性別		
Male	男性	1.97%	1.37%
Female	女性	2.10%	1.31%
Age Group	年齡組別		
18-30	18-30	2.68%	2.32%
31-45	31-45	1.60%	0.76%
46-60	46-60	1.99%	1.01%
>60	>60	1.83%	1.63%
Geographical Region	地區		
Mainland China	中國內地	2.01%	1.33%
The United States	美國	2.27%	1.45%

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Remuneration, welfare and other compensation

The Group conducts internal reviews on all levels of employee remuneration on a regular basis, and endeavors to establish a fair, reasonable and competitive remuneration system based on the latest compensation data in the industry. The staff remuneration level is determined based on each position's requirements in terms of knowledge, skills, experience and education background. All production plants and offices determine employee benefits according to the situation at their locations, and some production plants and offices implement remuneration system that provides both salaries and performance-based bonuses.

The basic remuneration of employees includes salaries, overtime pay and bonuses. The employees in the mainland China also enjoy other benefits, including employee dormitories, canteens, employee shuttle service, festive lucky money packets and gifts, and Women's Day gifts, etc.. In addition to providing basic medical insurance and life insurance for American employees, Argon Medical also provides educational assistance and employee assistance programs to subsidise employees' continuous learning and provide problem assessment and professional consulting services for them and their immediate family members.

1. 僱傭 (續)

薪酬、福利及其他待遇

本集團定期對內考察員工各級薪酬水平，並以行業內最新的薪酬數據為基準，力求建立公平、合理及極具競爭力的薪酬體系。員工的薪酬是按照每個職位所要求的知識、技能、經驗和教育程度等因素而釐定。各生產廠房和辦公室按當地情況釐定員工待遇，部分地區的生產廠房和辦公室實行崗位工資和績效獎金相結合的薪酬制度。

員工的基本待遇包括工資、加班費及獎金等。中國內地員工還享有其他福利，包括員工宿舍、食堂、員工廠車接送服務、節日利是與禮品、三八婦女節禮品等。愛琅醫療除了為美國員工提供基本醫療保險及人壽保險外，還提供教育援助及員工援助計劃，資助員工不斷學習及為他們和其直系親屬提供問題評估和專業諮詢服務。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Remuneration, welfare and other compensation (continued)

The Group has been supporting the rehabilitation program for the disabled. During the Reporting Period, it hired more than 700 employees with physical disabilities to arrange jobs suitable for their abilities and skills, hoping that they would be able to support themselves. The Group will send condolences to disabled employees who have difficulties in life every year to reduce the burden on the family and society. It has established a special office for disabled employees to be responsible for the daily management of disabled employees, as well as a psychological counseling room to provide psychological counseling to disabled employees. Besides, the Group has established free meal reception windows and dormitories for disabled employees in the canteen. The dormitories are equipped with televisions, wireless internet, heating, fans and other facilities. The Group pays attention to the travel issues of disabled employees, and provides them with free shuttles, builds barrier-free passages in production workshops, dormitories, canteens and other places, and installs handrails on stairs to allow them to travel "barrier-free". In May 2021, the Group organized the 32nd National Day for the Disabled with the theme of "Promoting Self-improvement and Sharing Warm Sunshine", and planned a unique dining experience for disabled employees, hoping to improve the happiness of disabled employees.

1. 僱傭 (續)

薪酬、福利及其他待遇 (續)

本集團一直支持殘疾人士康復計劃，於報告期內聘請了700多名身體殘障的員工，安排適合他們能力和技術的工作，希望他們能自食其力。本集團每年會送慰問金予有生活困難的殘障員工，減輕家庭和社會的負擔，並專門建立了殘疾員工工作辦公室，負責殘疾員工的日常管理，以及配置心理諮詢室，對殘疾員工進行心理諮詢。此外，本集團於食堂建立了殘疾員工免費領飯窗口及宿舍，宿舍配置了電視、無線網路、暖氣、風扇等設施，本集團關注殘疾員工的出行問題，為他們提供免費班車，並在生產車間、宿舍、食堂等地方建設無障礙通道，在樓梯安裝扶手，讓他們「無障礙出行」。於2021年5月，本集團組織以「弘揚自強精神，共享溫暖陽光」為主題的第三十二次全國助殘日活動，為殘疾員工策劃了一次別開生面的就餐體驗，希望提高殘疾員工們的幸福感。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

1. Employment (continued)

Remuneration, welfare and other compensation (continued)

In accordance with the local labour laws and social security laws and regulations, the Group provides social security benefits for all employees. For example, the Group contributes to various social security scheme (including endowment insurance, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for the employees in mainland China and contributes to the Mandatory Provident Fund Scheme for Hong Kong employees.

The Group attaches importance to employees' health and encourages work-life balance, and protects their rights of rest days and holidays in accordance with the local labour laws. In order to strengthen the cohesion among employees, enhance their sense of belonging and reduce their work stress, the Group organises various types of leisure activities, including basketball, table tennis, badminton, football competition, staff gathering, etc.

Working Hours and Rest Periods

The Group attaches importance to employees' health and work-life balance and protects the employees' entitlement to rest days and holidays. Employees' work hours are set in compliance with local labour laws. All employees are entitled to rest days and holidays, for example, annual leaves, marriage leaves, maternity leaves, funeral leaves and work injury leaves.

四、僱傭及勞工常規 (續)

1. 僱傭 (續)

薪酬、福利及其他待遇 (續)

本集團按照當地的勞動法及社會保障的法律法規，為員工提供社會保險福利項目，例如：為內地業務員工繳納各項社會保險費（包括養老保險、醫療保險、失業保險、工傷保險及生育保險）和住房公積金，以及為香港員工繳納強積金計劃供款。

本集團重視員工的健康，提倡工作與生活平衡的概念，並依照當地的勞動法訂立員工工作時數及保障員工休息日及休假的權利。為了增強員工之間的凝聚力、提升歸屬感及減輕工作壓力，本集團組織不同類型的工餘活動，如籃球、乒乓球、羽毛球、足球等球類比賽、員工聚餐等。

工作時數及假期

本集團重視員工的健康，鼓勵大家維持工作與生活平衡，並依照當地的勞動法訂立員工工作時數及保障員工休息休假的權利，所有員工均享有休息日及法定假日（如年假、婚假、產假、喪假、工傷假等）。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

1. Employment (continued)

Impact of COVID-19 pandemic

The Group did not reduce the employee benefits or lay off employees during the COVID-19 pandemic outbreak in 2021. For the sake of employees' health and safety, the Group has formulated an emergency plan for epidemic prevention and control, and has adopted a number of epidemic prevention measures. Please refer to the "Health and Safety" section below for details.

2. Health and Safety

The Group always cares about its employees' health and their working environment safety in order to prevent occupational hazards, and protect the Group's precious human capital. To comply with the relevant local safety production laws and regulations, the Group has formulated relevant safety management systems and emergency incident plans with reference to the production environment of each plant, and provide effective safety management mechanisms and incident handling guidelines to prevent, control and eliminate the loss caused by the emergency incidents and ensure the safety of the employees.

In order to comply with the Production Safety Law of the People's Republic of China and the applicable local laws and regulations, the companies in the mainland China have formulated safety production target management system, safety production responsibility system, etc., established safety management department, and set safety production goals. Supervisors and employees at all levels must clearly understand their safety responsibilities and sign the respective safety responsibility statement and strictly perform their duty in accordance with the requirements as stated in the statement.

1. 僱傭 (續)

2019冠狀病毒病的影響

本集團於二零二一年的2019冠狀病毒病爆發期間沒有削減員工待遇或裁減員工。為了員工健康及生命安全著想，本集團制定了防疫防控的應急預案，並採取了多項防疫措施，詳細資料請參考下文「健康與安全」部分。

2. 健康與安全

本集團一向著重員工的健康及其工作環境的安全，預防及避免員工受到職業性的危害，保障本集團寶貴的人才資本。為了符合當地有關安全生產的法律法規，本集團就各廠房的生產環境制定了相關的安全管理制度及緊急事故應急預案，提供有效的安全管理機制及事故處理指引，以預防、控制及消除突發事件所造成的損失及保障員工的安全。

為了符合《中華人民共和國安全生產法》及當地相關法律法規，中國內地公司制定了安全生產目標管理制度、安全生產責任制度等，建立安全管理部門，以及制定安全生產目標。各級管理層及員工必須清楚了解自身的安全職責，逐級簽訂安全生產責任書，並嚴格按照安全生產責任書履行安全職責。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

Training is closely related to safe workplace and occupational health. The Group prepares an annual safety training plan based on the actual situation of each department. The Group enhances the employee's awareness on occupational health and safety, raises their consciousness and improves their professional skills, especially for those job positions with significant potential safety hazards, and enable them to perform their duties in a safe environment, by providing an all-round safety training program and explaining to their employees about the enterprise development strategy. Employees have to report to the management immediately when incident occurs or be aware of any potential hazards. Employees are required to undergo various types of machine operation training, understand the production process and guidelines of the production department, the operation technology of each facility, and accept safety education from the production department and team. In order to strengthen employees' occupational safety awareness, the Group regularly organises job technical training to ensure that employees can meet the safety standards in terms of thinking, knowledge and technology. During the Reporting Period, the Group organised various safety training programs, which include water use in production process training, introduction of external fixing bracket products training, electrolysis training, electroplating operation and safety training, welding training, training on the nature, use, handling, storage, disposal of hazardous chemicals and emergency handling, fire extinguisher practical training, etc.. Staff of special work types (e.g. electricians, welders, etc.), must receive relevant professional safety training and possess valid license from the government authority before they are put to work. The Group will continue to provide training to minimise occupational health and safety risks during the production process.

2. 健康與安全 (續)

培訓工作與安全工作環境、職業健康有著密不可分的關係，本集團結合各部門的實際情況，編製年度安全培訓計劃。本集團透過全面的安全培訓計劃及向員工講解企業方針，提升員工的職業健康與安全意識教育，增強員工的自覺性及提高員工的專業技能，尤其是負責存在重大安全隱患崗位的員工，使其能於安全的環境下履行職責；如發現事故及安全隱患，需立即向管理層報告。員工需接受各類型的機器操作訓練，了解生產部門的工作流程和指引、各項設施的操作技術，並接受生產部門及班組的安全教育。為了加強員工的職業安全意識，本集團定期組織崗位技術培訓，確保員工於思想上、知識上和技術上均能達到安全標準履行其職責。於報告期內，本集團組織了多項安全培訓課程，包括工藝用水培訓、外固定支架產品介紹、電解培訓、電鍍操作及安全培訓、焊接培訓、危化品性質、使用、搬運、存放、廢棄、應急處置培訓、滅火器實操培訓等。特殊工種員工（如電工、焊工等）必須接受相關的專業安全知識培訓及獲得由政府部門發出的資格證，才能擔任此等職務。本集團將繼續提供各種培訓，以減低生產過程中對職業健康與安全構成風險。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

The safety department is responsible for monitoring and management of hazards to ensure that safety hazards in the production workshop can be identified in a timely manner, take appropriate measures to eliminate or control risks, and post occupational hazard notification cards in the production plants to remind and warn employees of various sources of hazards and related preventive measures, so as to ensure the employees are working in a safe environment. The engineering department is responsible for maintenance of production machines. In case of fault, it is necessary to report for repair immediately to ensure that the employees work in a safe environment. In order to ensure that the machinery and equipment are in good condition to reduce the risk of safety accidents, the engineering department regularly inspects the production machinery and equipment and fire-fighting facilities (including fire extinguishers, fire hoses, etc.). If abnormal conditions are found, immediate repairs must be arranged. In accordance with the applicable local laws and regulations related to safety production and prevention and control of occupational diseases, the Group established management policies related to occupational health, labour protective supplies, etc., and constantly improve it to protect the health and rights of workers. The Group provides employees with labour protective supplies (such as masks, protective gloves, protective clothing, goggles, earmuffs, safety shoes, etc.) that meet national standards, supervise and educate employees to wear and use the same according to regulations, and set up strict safety work and fire safety guidelines. Since the production process involves chemical substances and noise that can affect the employee's health, the companies in mainland China engage qualified agencies to inspect the occupational hazards of each job position periodically. The inspection covers benzene, toluene, xylene, ethylene oxide, noise, etc.. The inspection results of occupational disease hazards in the relevant job positions and work sites meet the requirements of occupational exposure limits.

2. 健康與安全 (續)

安全部門負責危害因素的監督管理工作，確保能及時辨識生產廠房內的安全隱患，採取適當的措施消除或控制風險，以及於生產廠房張貼職業病危害告知卡，時刻提醒及警告員工各類危害源及相關的防範措施，務求讓員工能在安全的環境下工作。工程部負責生產機器的維護，如果有故障，需馬上上報維修，確保員工在安全的環境下工作。為確保機器設備處於良好的狀態，以減少發生安全事故的風險，工程部定期檢查生產機器設備及消防設備（包括滅火筒、滅火喉等），如發現異常情況，須立即進行檢修。按照當地安全生產、職業病防治的相關法律法規，本集團建立職業健康、勞動防護用品等管理制度，並不斷加以完善，以保護勞動者健康及其權益。本集團為員工提供符合國家標準的勞動防護用品（如口罩、防護手套、防護衣、眼罩、耳罩、安全鞋等），監督及教育員工按照規定佩戴及使用，並且設立嚴謹的安全工作及消防指引。由於生產過程涉及影響員工健康的化學物質及噪音，中國內地公司定期委託持證資質單位檢測各個工作崗位的職業病危害因素，檢測內容包括苯、甲苯、二甲苯、環氧乙烷、噪音等，有關崗位及作業地點的職業病危害因素檢測結果均符合職業接觸限值的要求。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

Argon Medical sets up the accident reporting mechanism. In the case that accidents occur on employees during work, relevant employees are required to complete the medical authorisation form, and the employees will be sent to medical institutions for treatment immediately. The employees' supervisors and those who witness the accidents are required to complete the relevant forms to record the process of the accident and to provide relevant measures to prevent similar accident from happening in the future, so as to ensure the safety of employees. In April 2020, Argon Medical kept a record of zero accident with lost working days for 2.75 years. The company organises barbecue lunches for employees as rewards for their employees' contribution in creating a safe working environment, and also shows the company's commitment to safe production. Besides, in order to provide their employees with a drug-free, alcohol-free, smokefree and anti-violent working environment, Argon Medical sets out in the employee handbook about the work rules policies and disciplinary actions for violations of the rules.

2. 健康與安全 (續)

愛琅醫療設有意外報告機制，如員工於工作期間發生意外，相關員工需要填寫醫療授權書，並會立刻送去認可的醫療機構接受治療，而主管及目擊意外的員工需要填寫相關表格記錄意外發生過程及日後防範同類型意外再發生的相關措施，以保障員工安全。於2020年4月，愛琅醫療達到員工能維持2.75年沒有發生導致損失工作日的意外，公司為員工組織燒烤午餐，獎勵各員工為創造一個安全工作環境作出貢獻，亦顯示公司對安全生產的重視。此外，為了讓員工於無毒品、無酒精、無煙及反暴力的環境工作，愛琅醫療於員工手冊列明工作守則及違反守則的紀律處分。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

In respect of the outbreak of COVID-19, for the sake of employees' health and safety, the Group has implemented various preventive measures according to the actual situation of different business locations, and details are as follows:

- Launched COVID-19 prevention and control policy, and set up epidemic prevention and control team to cope with the situation of possible spread of the COVID-19 in the offices, production plants, dormitories and canteens;
- Conducted sterilization in the entire factory area, including offices, production workshops, dormitories, canteens, washrooms, etc. and keep sterilization record;
- Strictly controlled the access of personnel to the production plant area. All employees and visitors must wear masks, measure body temperature, fill in personal health conditions form and sanitize their hands and ensure those personnel access to the production plant area do not have any suspected symptoms of infection;
- Ensured sufficient stock of the COVID-19 prevention materials such as thermometers, disinfection sprayers, hand sanitizers, masks, medical gloves, ultraviolet lamps for disinfection;

2. 健康與安全 (續)

對於2019冠狀病毒病，為了員工健康及安全著想，本集團按照不同營業所在地的實際情況，採取不同的防疫措施，詳情如下：

- 制定2019新型冠狀病毒病管控制度及設立疫情防控小組，以應對於辦公室、生產廠房、宿舍及食堂有可能引致2019冠狀病毒病擴散的情況；
- 每天於整個生產廠區，包括辦公室、生產車間、宿舍、食堂、洗手間等地方進行全面消毒，並作出消毒記錄；
- 嚴格管控人員進出生產廠區，所有員工及到訪人員必須佩戴口罩、量度體溫、填寫個人健康狀況表格及消毒雙手，並確定沒有任何疑似感染徵狀方可進入生產廠區；
- 確保體溫計、消毒噴霧器、消毒洗手液、口罩、醫用手套、消毒用紫外線燈具等預防2019冠狀病毒病物資儲備充足；

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

- Employees must wear mask at work and be aware of hand hygiene;
- Distributed mask user manual to employees to ensure that employees use masks correctly in order to effectively prevent the spread of epidemic;
- Cancelled all gatherings and reduce the time of staying outside during the severe period of epidemic; and
- Tried not to hold meetings, tried to use cloud office, WeChat, telephone, SMS and other electronic communication methods, and reminded employees to maintain safe distance from others.

During the Reporting Period, the number of lost working days due to work injury is as follows:

2. 健康與安全 (續)

- 員工於上班時必須佩戴口罩，注意雙手衛生；
- 向員工分發口罩使用手冊，確保員工正確地使用口罩，才能有效地防止疫情擴散；
- 於疫情嚴重期間，取消所有聚會，減少在外逗留時間；及
- 盡量不召開會議，盡量使用雲辦公、微信、電話、短信等電子方式溝通，提醒員工保持安全的社交距離。

於報告期內，本集團僱員因工傷損失工作日數如下表：

	2021 2021年度	2020 2020年度
Lost Working Days due to 因工傷損失工作日數 Work Injury	468 days 468天	1,258 days 1,258天

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

2. Health and Safety (continued)

During the Reporting Period, the number and rate of work-related fatalities are as follows:

2. 健康與安全 (續)

於報告期內，本集團因工亡故的人數及比率如下表：

		2021 2021年度	2020 2020年度	2019 2019年度
Work-related fatalities:	因工亡故的員工：			
– No. of staff	– 人數	–	1 person 1人	–
– Rate	– 比率	–	0.01%	–

3. Development and Training

An excellent corporate team is the most important to the sustainable and long-term business development of the Group. Therefore, we discover and cultivate professional talents through strict recruitment system, standards and procedures, and introduced competition mechanism. We also encourage employees to continue their education and lifelong learning. In addition to meeting the needs of business development, the Group also improves the quality, professional skills and knowledge of its employees through continuous training.

3. 發展及培訓

優秀的企業團隊對本集團的可持續及長遠業務發展最為重要，因此通過嚴格的聘任制度、標準和程序，引入競爭機制，藉此發掘和培育專業人才，並鼓勵員工持續進修及終身學習。除配合業務發展需要外，本集團還通過持續培訓提升員工的質素、職業技能和知識。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

3. Development and Training (continued)

Newly recruited employees in the mainland China must participate in induction training. The training aims to introduce the Group's background and business, corporate culture and operation model, industry knowledge, organisational structure, employee handbook, rules and regulations, and operational safety, etc.. They must pass an assessment before they can be put to work. In addition to basic training, the Group also provides employees with skills training, professional training and management training according to the requirements of different positions. Senior management personnel are provided with training covering legal knowledge and management skills. Middle management personnel are provided with training in the fields of engineering technology and quality control. General salesperson are provided with training on product knowledge, sales knowledge and legal training related to work risks. For production employees, the main focus of the training content is production operation skills and safety training. The training is mainly in the form of lectures and online self-study. In addition, employees must also participate in three-level safety training to enable employees to understand the relevant production safety laws and regulations of the state, learn safety knowledge, acquaint themselves with the key safety production work of each position (please refer to the "Health and Safety" section below for details of workplace safety training). The Group hopes to lay a solid foundation for the long-term development of employees by enabling employees to master professional theories and possess professional knowledge and new knowledge for overcoming challenges ahead. Argon Medical provides employees with hazard reporting training, which includes employee responsibilities, different components of the hazard reporting plan, understanding of various hazard reporting labels and where to find relevant materials for hazard reporting, etc., and the purpose is to enhance the employees' safety awareness.

3. 發展及培訓 (續)

中國內地新入職員工必須參加入職培訓，該培訓旨在介紹集團背景與業務、企業文化與運作模式、行業知識、組織架構、員工手冊、規章制度、營運安全等，他們須通過考核才能上任。除了基礎培訓，本集團還針對不同崗位，為員工提供技能培訓、專業培訓及管理培訓。高級管理人員獲提供涵蓋法律領域、管理技能的培訓，中層管理人員參加工程技術及質量控制領域的培訓，一般銷售員工獲提供產品知識、銷售知識及與工作風險相關的法律培訓。對於生產員工，培訓內容的主要重點在於生產操作技能及安全培訓。培訓以課堂講授及網上平台自學方式為主。此外，員工還須參加三級安全培訓，讓員工了解國家安全生產的相關法律法規、學習安全知識、熟習各崗位的安全生產工作及掌握安全生產重點（有關安全工作培訓的詳情，請參閱下文「健康與安全」一節）。本集團希望透過使員工掌握專業理論，具備專業知識和迎接挑戰所需的新知識，為員工及集團的長遠發展打好基礎。愛琅醫療為員工提供危害通報培訓，內容包括員工的責任、危害通報計劃的組成部分、認識各種危害通報標籤及如何尋找危害通報的相關資料等，目的是為了提高員工的安全意識。

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

3. Development and Training (continued)

During the Reporting Period, the companies in the mainland China provided employees with new hire induction training, 5S management training, target management training, corporate staff crime and prevention training, outreach training, quality management training, and production safety management training (please refer to the “Health and Safety” section below for details), etc. Argon Medical provides employees with training on leadership and development training, etc.

During the Reporting Period, the percentage of the Group’s employees trained is as follows:

3. 發展及培訓 (續)

於報告期內，中國內地公司為員工提供新入職員工培訓、5S管理培訓、目標管理培訓、企業工作人員職務犯罪及預防培訓、拓展訓練、品質管理培訓、安全生產管理培訓（詳情請參閱下文「健康與安全」一節）等。而愛琅醫療為員工提供有關領導能力與發展培訓等。

於報告期內，本集團的受訓員工百分比如下表：

		2021 2021年度	2020 2020年度
Gender	性別		
Male	男性	62.38%	60.31%
Female	女性	81.58%	83.85%
Employee Category	職級組別		
Senior management	高級管理層	67.59%	44.38%
Middle management	中級管理層	65.72%	48.76%
Primary Management	基層管理層	58.65%	42.18%
Ordinary staff	普通員工	72.58%	75.04%

IV. EMPLOYMENT AND LABOUR PRACTICES (continued)

四、僱傭及勞工常規 (續)

3. Development and Training (continued)

During the Reporting Period, the average training hours¹ per the Group's employee are as follows:

		2021 2021年度	2020 2020年度
Gender	性別		
Male	男性	10.68	8.63
Female	女性	13.19	9.74
Employee Category	職級組別		
Senior management	高級管理層	21.52	5.57
Middle management	中級管理層	20.04	6.63
Management	基層管理層	10.91	6.94
Ordinary staff	普通員工	11.56	9.54

Notes:

¹ The average training hours refers to the number of training hours provided by the Group to the employees within the Reporting Period divided by the total number of employees of the Group at the end of the year.

3. 發展及培訓 (續)

於報告期內，本集團的平均受訓時數¹如下表：

附註：

¹ 「平均受訓時數」是指本集團於報告期內為員工提供培訓的總時數除以本集團年底員工總數。

4. Labour Standards

The Group cherishes human rights and protects labour rights and interests. During the hiring process, the Group strictly abides by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, and applicable laws and regulations in other regions, and do not allow to hire child labour and forced labour.

4. 勞工準則

本集團重視人權及保護勞工權益，本集團於招聘及僱用員工過程中，嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他地區適用的法律與規例，不容許僱用童工及強制勞工。

IV. EMPLOYMENT AND LABOUR PRACTICES
(continued)

四、僱傭及勞工常規 (續)

4. Labour Standards (continued)

The human resources department of the Group examines the identification documents of the candidates in the hiring process to prevent employment of child labour. The Group also strictly implements various measures to prevent any form of forced labour; for example, labour contract is signed by the employee on a fair and voluntary basis, ensure employees do not need to bear any onboarding costs, never deduct wages, benefits or property of employees, detention of employee's identity card or other identification documents is strictly prohibited, any form of physical abuse, assault, body search or insult, or forcing an employee to work by means of violence, threat or unlawful restriction of personal freedom are all forbidden. Employees' consent for working overtime is required to avoid involuntary overtime work, and the employees are compensated as appropriate in accordance with the applicable labour laws and regulations. In addition, the legal affairs department regularly reviews employment regulations to ensure that the Group's human resources management policies comply with the relevant labour laws and regulations. During this reporting period, the Group did not involve in any violation of the laws and regulations related to child and forced labour.

Compliance

During the Reporting Period, there were no confirmed violations of laws and regulations related to employment, labour practices, health and safety and labour standards with significant impact on the Group.

4. 勞工準則 (續)

本集團人力資源部在招聘過程中核對應聘者的身份證明文件，以防止聘用童工。本集團還嚴格執行各種措施，以防止任何形式的強制勞工，例如：在平等自願的基礎上與員工簽訂勞動合同；確保員工入職時不需承擔任何僱傭費用；絕不剋扣員工的工資、福利或財產；絕不扣留身份證或其他身份證明文件；嚴禁暴力、威脅或非法限制人身自由等手段強迫員工勞動。為了避免非自願性加班，任何加班安排必須獲得員工同意，並按照適用法律法規給予員工補償。此外，法律事務部定期審核僱傭條例，確保本集團的人事管理制度符合相關勞動法律法規。於報告期內，本集團沒有違反任何與童工和強制勞工有關的法律法規。

合規性

於報告期內，並無涉及與僱傭、勞工措施、健康與安全及勞工準則相關並對本集團有重大影響的已確認違法、違規事件。

V. OPERATING PRACTICES

1. Supply Chain Management

The Group hopes to establish long-term and stable strategic partnership with competent suppliers; and develop together with suppliers on an equal and win-win basis. Before the Group concludes contracts with our major business partners, the Group insists on performing an assessment about the quality and ethical standards of our business partners based on different criteria. The Group has developed strict internal rules and regulations, an evaluation system for new supplier selection, alternative suppliers selection and relationship continuity; and a “list of qualified suppliers” is established. When selecting new suppliers, the Group needs to assess the suppliers’ qualifications, management systems, production equipment, etc.. After the trial use of the new raw materials found acceptable, the Group will select the best suppliers to continue the relationship; and we will require the suppliers to have accredited qualification and good internal management system, stable quality, punctual delivery, legal compliance, possess the required professional technical competence/quality, etc.. This is to ensure that suppliers are competitive and the products and services provided by them are of good quality. We enter into annual contracts and long-term quality standard agreements with critical suppliers in order to ensure stable quality of materials.

Argon Medical also maintains the list of qualified suppliers and the policy on supplier qualifications and selection. The list of qualified suppliers is reviewed and assessed at least once every year and to decide whether to keep the supplier on the list. The assessment criteria included the quality of products, and the punctuality of supplies delivery, etc.. Besides, Argon Medical conducts on-site vendor visits and inspect the raw materials and products. The number of onsite visits will be increased if the supplier is new to the company.

五、營運慣例

1. 供應鏈管理

本集團希望與有實力的供應商建立長期、穩定的戰略合作關係；在平等、雙贏的基礎上，與供應商共同發展。本集團堅持與主要業務夥伴訂立合約之前，本集團會根據不同方面的標準評估業務夥伴的質素及道德標準，本集團制訂了嚴謹的內部規章制度，對供應商的初選、備選和續用設有評審制度，並編製了合格供應商名單。於挑選新供應商時，本集團需考核供應商的資質、管理系統、生產設備等方面；當新原材料經過試用合格後，本集團會選擇與最優質的供應商合作，要求供應商具認可資格、有良好的內部管理制度、品質穩定、準時交貨、合法合規、具應有專業技術／質素等，確保供應商具競爭性和其提供的產品和服務具高質素。為確保材料質量的穩定性，對主要供應商簽訂年度合同及長期的質量協議。

愛琅醫療亦設有合格供應商名單和供應商資格及採納政策，每年最少一次審視該名單上的供應商是否仍然合乎資格，並根據供應商的產品質量及能否按時交貨等準則來評分。此外，愛琅醫療還需實地考察供應商的原材料及產品，如是新供應商的話，實地考察的次數會相應增加。

V. OPERATING PRACTICES (continued)

五、營運慣例 (續)

1. Supply Chain Management (continued)

During the Reporting Period, the number and geographical distribution of the suppliers that have business with the Group are as follows:

		2021 2021年度	2020 2020年度
Country	國家		
China	中國	2,581	2,281
The United States	美國	979	987
Other countries	其他國家	102	93

2. Product Responsibility

"Self-improvement, Innovation and Development, Keep Improving, and Pursuit of Excellence" are the corporate spirit of the Group. The Group adheres to the quality policy of "Meeting and Striving to Exceed the Greatest Needs of Customers", and by monitoring the process of product quality and customer service, it maintains a good relationship with customers, communicate to ensure that customer needs and expectations are understood and met, and hopefully to customer satisfaction, and to make continuous improvements to its products and services.

1. 供應鏈管理 (續)

於報告期內，與本集團有業務往來的供應商數量及地理分佈如下表：

2. 產品責任

「自強不息、創新發展，精益求精、追求卓越」是本集團的企業精神，本集團本著「滿足並努力超越顧客的最大需求」的品質方針，通過監察產品質量與顧客服務的過程，保持與顧客的溝通，確理解理解和滿足顧客的需求和期望，並希望了解客戶的滿意情況，對我們的產品和服務不斷作出改進。

V. OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Management of Product Quality

The Group is committed to satisfying customers with quality products. With technological advancement and improved living standards, customers are increasingly demanding for product quality. Therefore, the Group implements effective quality control and keeps improving product quality. Employees themselves are experts in their jobs, and their wisdom, valuable experience, and advice on quality improvement play a significant role for products. The Group holds monthly quality meetings attended by middle management personnel to review and study the problems the Group encountered during the production and operation process. Through the internal review or invitation of external review for departments of production, research and development, quality, sales and other departments, the Group will develop relevant improvement measures for the problems found. The Group does not conduct animal testing for its products.

Argon Medical has a quality management system, prepares the relevant quality control manual and index for the product production processes and different stages in accordance with the requirements under ISO 13485 and the standards of the U.S. Food and Drug Administration and the Public Health Agency of Canada to design, develop and manufacture products in compliance with the requirements of such standards, so as to ensure that the quality of products is in line with the international standards. The corporate management team of Argon Medical sets out the quality policy for the company and communicates with employees at all levels on a regular basis. The quality policy emphasises on how employees collaborate closely with their customers and understand the customers' requirements on products, so as to provide better products, and deliver and fulfill the orders punctually. The customer satisfaction stems from each employee's persistence on product quality.

五、營運慣例 (續)

2. 產品責任 (續)

產品質量管理

本集團承諾以優質的產品滿足客戶。隨著科技水平與生活水準的不斷提高，客戶對產品的品質要求日益嚴謹，因此本集團實施有效的品質管理和持續的品質改善。員工本身是工作崗位上的專家，他們的智慧、寶貴經驗、以及對品質改良所提出來的意見，對產品起著極大的作用。本集團每月會召開中層管理人員以上參加的質量會議，檢討和研究本集團在生產與經營過程中遇到的問題，通過本集團內部審查或邀請外部審查部門對生產、研發、質量、銷售等多部門進行定期審核，發現問題後會制定相關改善措施。本集團沒有為產品進行動物測試。

愛琅醫療設有品質管理系統，在產品的生產過程和各範疇根據ISO 13485、美國食品藥品監督管理局和加拿大衛生部標準對這些程序的索引來訂立相關的品質控制手冊，根據其規定的標準進行設計、開發和生產，以確保產品的品質符合國際標準。愛琅醫療的企業管理團隊為公司制定了質量政策，並定期與各級員工進行溝通，此質量政策強調了員工如何與客戶努力緊密合作，了解客戶對產品要求，從而提供更優質的產品，並按時交付訂單，客戶的滿意度源於每位員工對產品質量的堅持。

V. OPERATING PRACTICES (continued)

五、營運慣例 (續)

2. Product Responsibility (continued)

2. 產品責任 (續)

Management of Customer Service

客戶服務管理

If a customer finds that there is a problem with the quality of the product or the product does not meet its needs, the customer can process their request through our after-sales service mechanism and the problematic product could be returned to us according to the Product Returns Process. Besides, when we receive customer complaints about our products, we will follow the Feedback and Compliant Processing Procedures to improve the quality of our products.

如果客戶發現產品質量出現問題或產品不符合其需求，客戶可透過本集團的售後服務機制處理，根據所制定的程序回收有問題的產品。另外，如接獲客戶投訴本集團的產品，本集團會根據所制定的反饋及投訴程序，改善產品的質素。

During the Reporting Period, the number of products and service-related complaints received by the Group is as follows:

於報告期內，本集團接獲關於產品及服務的投訴數目如下表：

		2021 2021年度	2020 2020年度
Products and service-related complaints received	接獲關於產品及服務的投訴	6,753	6,523

Recall of Products

回收產品

During the Reporting Period, the percentage of goods sold or shipped by the Group that need to be recalled for safety and health reasons is as follows:

於報告期內，本集團已售或已運送商品中因安全與健康理由而須回收商品的數量如下表：

		2021 2021年度	2020 2020年度
Percentage of goods that need to be recalled for safety and health reasons	因安全與健康理由而須回收產品的百分比	—	0.001%

V. OPERATING PRACTICES (continued)

2. Product Responsibility (continued)

Customer Data Protection and Privacy Policies

Privacy and confidentiality is one of the core values of the Group. Customer information will be handled with due care and confidentially. As far as any confidential information obtained through business relationships is concerned, unless required by law or professional authority or duty, employees cannot disclose any information to third parties without prior appropriate authorisation.

Maintenance and Protection of Intellectual Property Rights

The Group respects intellectual property rights, and employees are not allowed to own or use copyrighted materials without the permission of the copyright owner.

Compliance

During the Reporting Period, there was no identified violations related to goods and services with a significant impact on the Group, and we have not received any complaints about violations of customer privacy, loss of customer information and breach of intellectual property rights.

五、營運慣例 (續)

2. 產品責任 (續)

客戶資料保障及私隱政策

私隱保密是本集團的核心價值之一，客戶資料會嚴謹及機密處理，就透過業務關係獲取的任何機密資料而言，除非擁有法律或專業權限或職責需要，在未獲適當授權下，員工不會向第三方披露任何資料。

維護及保障知識產權

本集團尊重知識產權，未經版權擁有者的允許，員工不得擁有或使用受版權保護的材料。

合規性

於報告期內，本集團沒有涉及與商品及服務責任相關並對本集團有重大影響之已確認違法、違規事件，亦沒有收到關於違反顧客私隱、遺失顧客資料、知識產權的投訴。

V. OPERATING PRACTICES (continued)

五、營運慣例 (續)

3. Anti-corruption

Maintaining high ethical standards is one of the core values of the Group. The Group adopts a zero-tolerance attitude towards all kinds of corruption, bribery and extortion. In order to comply with the relevant laws and regulations of each operating location, the Group has formulated an employee handbook or related rules and regulations to strictly regulate the behavior of employees, and stipulate the improper solicitation, acceptance of bribes or other illegal benefits (such as property, banquet activities), etc., and stated clearly the severe penalties in case of violations. The Group demands all employees to build a habit of strictly abiding by the rules and regulations, and eliminate all bribery and/or corruption offences. For employees who violate the company's code of conduct, the company will impose disciplinary action or punishment of dismissal. During the Reporting Period, the Group organized "Reshaping Responsibility Missions and Practicing the Three-Hearted Culture" for employees, implemented the Group's political, ideological and work spirit, further strengthened corporate governance, standardized employee behavior, and avoided various risks. Ten Articles", which includes anti-bribery, preventing illegal transactions and other violations; and the Group requires employees to sign the "WEGO Ten Articles" commitment letter. These measures show the Group's determination to combat corruption and uphold integrity. We hope to contribute to building a clean and honest social environment.

Compliance

During the Reporting Period, there was no legal litigation involving corruption of the Group or its employees.

3. 反貪污

維持高道德標準是本集團核心價值之一，本集團對各種貪污、賄賂及勒索情況採取零容忍態度。為了符合各營運所在地相關的法律法規，本集團制定員工手冊或相關的規章制度，對員工的行為作出嚴格規範，對於不當索取、收受賄賂或其他非法利益（如財物、宴請活動）等，訂明嚴厲的罰則。本集團要求所有員工養成嚴格遵守規章制度的習慣，杜絕一切行賄及／或受賄行為，對於違反公司守則的員工，公司會作出紀律處分或辭退作為懲罰。於報告期內，本集團為員工組織「重塑責任使命、踐行三心文化」，貫徹本集團政治思想工作精神，進一步加強企業治理，規範員工行為，規避各類風險，內容包括《威高十條》，其中的內容有反行賄受賄行為、杜絕不正當交易等違規行為；而且本集團要求員工簽署《威高十條》承諾書，此等舉措證明本集團反腐倡廉的決心，希望為構建清廉的社會環境盡一分力。

合規性

於報告期內，並沒有涉及指控本集團或本集團員工貪污的訴訟案件。

VI. COMMUNITY INVESTMENT

As a good corporate citizen, the Group proactively participates in social welfare and donation activities. During the Reporting Period, Argon Medical sponsored a number of funds or charity activities, such as sponsoring horse riding activities for children on the "Canton Trail Riders"; fire safety education activities, sports competitions, history museums, etc. Domestic business in China donated approximately RMB40 million to the education foundations of two universities in China to support the development of education and the construction of medical research talent training bases.

The Group has always operated and paid taxes in accordance with the law, and spared no effort to help resolve local employment pressures. The Group prepares for employees to plan well after retirement and provide social insurance benefits for all employees. The Group has always maintained a good operating environment and development order, and have made certain contributions to maintaining social stability and building a harmonious community.

六、社區投資

作為良好的企業公民，本集團積極參與社會公益及捐款活動。於報告期內，愛琅醫療贊助多個基金或公益活動，例如：贊助「廣東步道」的兒童騎馬活動、消防安全教育活動、運動比賽、歷史博物館等。中國國內業務捐款約人民幣4,000萬元予中國兩所大學之教育基金會，用以支持教育事業發展及醫學科研人才培養基地建設項目。

本集團向來依法經營納稅，不遺餘力地協助解決當地的就業壓力。本集團為員工好好計劃退休生活後的生活作準備，為所有員工提供社會保險福利項目。本集團一直保持良好的營運環境及發展秩序，在保持社會穩定及建設和諧社區方面，有一定的貢獻。

VII. ENVIRONMENTAL PERFORMANCE DATA
SUMMARY

七、環境數據表現摘要

	Unit 單位	2021 2021年度	2020 ⁵ 2020年度 ⁵
Greenhouse Gas Emission³ 溫室氣體排放量³			
Scope 1 ¹ : 範圍一 ¹ :			
Total 總量	Tonnes 噸	2,561.87	2,478.28
Intensity ⁴ 密度 ⁴	Tonnes 噸	0.84	0.83
Scope 2 ² : 範圍二 ² :			
Total 總量	Tonnes 噸	85,708.66	93,645.66
Intensity ⁴ 密度 ⁴	Tonnes 噸	27.97	31.46
Air Emission 廢氣排放量			
Nitrogen oxides 氮氧化物	Kilograms 公斤	2,601.82	3,843.15
Sulfur oxides 硫氧化物	Kilograms 公斤	3.66	5.40
Particulate matters 顆粒物	Kilograms 公斤	188.44	273.08
Hazardous Waste Generated 有害廢物產生量			
Wastewater: 廢水:			
Total 總量	Tonnes 噸	65.49	0.97
Intensity ⁴ 密度 ⁴	Tonnes 噸	0.02	0.0003
Solid Waste: 固體廢物:			
Total 總量	Tonnes 噸	181.77	152.52
Intensity ⁴ 密度 ⁴	Tonnes 噸	0.06	0.05

VII. ENVIRONMENTAL PERFORMANCE DATA SUMMARY (continued)

七、環境數據表現摘要 (續)

	Unit 單位	2021 2021年度	2020 ⁵ 2020年度 ⁵
Non-Hazardous Waste Generated			
無害廢物產生量			
Wastewater:			
廢水：			
Total	Tonnes	23,985,275.11	26,848,359.12
總量	噸		
Intensity ⁴	Tonnes	7,828.28	9,119.42
密度 ⁴	噸		
Solid Waste:			
固體廢物：			
Total	Tonnes	1,314.67	819.15
總量	噸		
Intensity ⁴	Tonnes	0.43	0.28
密度 ⁴	噸		
Packaging Materials Used for Finished Products			
製成品所用包裝材料使用量			
Total	Tonnes	24,700.90	20,646.80
總量	噸		
Intensity ⁴	Tonnes	8.06	6.94
密度 ⁴	噸		

VII. ENVIRONMENTAL PERFORMANCE DATA SUMMARY (continued)

七、環境數據表現摘要 (續)

	Unit 單位	2021 2021年度	2020 ⁵ 2020年度 ⁵
Energy and Water Resources			
Consumption			
能源及水資源使用量			
Electricity:			
電力：			
Total	MWh	142,916.35	122,887.14
總量	兆瓦時		
Intensity ⁴	MWh	46.64	41.28
密度 ⁴	兆瓦時		
Steam:			
蒸氣：			
Total	Tonnes	122,094.16	114,610.98
總量	噸		
Intensity ⁴	Tonnes	39.85	38.50
密度 ⁴	噸		
Gasoline:			
汽油：			
Total	litres	95,673.73	230,118.48
總量	公升		
Intensity ⁴	litres	31.23	77.30
密度 ⁴	公升		
Diesel:			
柴油：			
Total	litres	139,696.86	125,261.70
總量	公升		
Intensity ⁴	litres	45.59	42.08
密度 ⁴	公升		
Natural Gas:			
天然氣：			
Total	m ³	963,382.31	791,282.75
總量	立方米		
Intensity ⁴	m ³	314.43	265.79
密度 ⁴	立方米		
Refrigerants:			
製冷劑：			
Total	Tonnes	47.62	—
總量	噸		
Intensity ⁴	Tonnes	0.02	—
密度 ⁴	噸		
Water Resources:			
水資源：			
Total	Kilograms	24,292,077.28	27,325,068.24
總量	公斤		
Intensity ⁴	Kilograms	7,928.42	9,178.51
密度 ⁴	公斤		

VII. ENVIRONMENTAL PERFORMANCE DATA SUMMARY (continued)

七、環境數據表現摘要 (續)

Note:

- ¹ Scope 1 refers to the greenhouse gas emissions directly generated by the Group's business, including combustion of gasoline, diesel, natural gas, etc..
- ² Scope 2 refers to the Group's business indirect GHG emissions, including consumption of purchased electricity.
- ³ The abovementioned carbon emissions are calculated with reference to the emission factors published by the "China Regional Grid Baseline Emission Factors" issued by the Climate Change Department of the Ministry of Ecology and Environment of the PRC and the "Reporting Guidance on Environmental Key Performance Indicators" issued by The Stock Exchange of Hong Kong Limited.
- ⁴ The intensity is calculated based on the production volume per million units.
- ⁵ The data for the previous year are restated to conform with the current year's presentation.

附註：

- ¹ 範圍一是指本集團業務直接產生的溫室氣體排放，包括燃燒汽油、柴油、天然氣等。
- ² 範圍二是指本集團業務內部消耗購回來的電力所引致的「間接能源」溫室氣體排放。
- ³ 上述碳排放之計算參照中國生態環境部應對氣候變化司公佈之《中國區域電網基準線排放因子》及香港聯合交易所有限公司《環境關鍵績效指標匯報指引》的排放系數。
- ⁴ 密度是以每一百萬件的生產量計算。
- ⁵ 上年度數據需重列作為比較用途。

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED

八、香港聯合交易所有限公司的《環境、社會及管治報告指引》

General Disclosure/KPIs 一般披露／ 關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
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A. Environmental
A. 環境

Aspect A1 層面A1	Emissions 排放物	
General Disclosure 一般披露	Information on: 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	16-26
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。	21, 25, 29, 32, 65-66
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)。	29, 32, 65
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)。	21, 25, 65

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

八、香港聯合交易所有限公司的《環境、社會及管治報告指引》(續)

General Disclosure/KPIs 一般披露／ 關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
A. Environmental (continued) A. 環境 (續)		
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)。	21, 25, 66
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。	17-26
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。	19-25
Aspect A2 層面A2	Use of Resources 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	26-35
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (MWh) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以兆瓦時計算)及密度(如以每產量單位、每項設施計算)。	29, 32

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

八、香港聯合交易所有限公司的《環境、社會及管治報告指引》(續)

General Disclosure/ 一般披露／ 關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
A. Environmental (continued) A. 環境 (續)		
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)。	34, 67
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。	27-32
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。	33-34
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) 每生產單位佔量。	66

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

八、香港聯合交易所有限公司的《環境、社會及管治報告指引》(續)

General Disclosure/KPIs 一般披露／ 關鍵績效指標	Reporting Guideline 報告指引	Page 頁數
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A. Environmental (continued)
A. 環境 (續)

Aspect A3 層面A3	The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露	Policies on minimizing the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	36
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。	36
Aspect A4 層面A4	Climate Change 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	37-38
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。	37-38

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

八、香港聯合交易所有限公司的《環境、社會及管治報告指引》(續)

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B. Social
B. 社會

Aspect B1 層面B1	Employment and Labor Practices 僱傭	
General Disclosure 一般披露	Information on: 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	39-47
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	42
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	43

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B. Social (continued)
B. 社會 (續)

Aspect B2 層面B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: 有關提供安全工作環境及保障僱員避免職業性危害的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to providing a safe working environment and protecting employees from occupational hazards.	47-53
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。	53
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。	52
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	47-53

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

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B. Social (continued)

B. 社會 (續)

Aspect B3 層面B3	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	53-56
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別 (如高級管理層、中級管理層) 劃分的受訓僱員百分比。	55
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	56

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B. Social (continued)

B. 社會 (續)

Aspect B4 層面B4	Labor Standards 勞工準則	
General Disclosure 一般披露	Information on: 有關防止童工或強制勞工的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to preventing child and forced labor.	56-57
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labor. 描述檢討招聘慣例的措施以避免童工及強制勞工。	56-57
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	56-57

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B. Social (continued)
B. 社會 (續)

Aspect B5 層面B5	Supply Chain Management 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	58
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。	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, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	58
KPI B5.3 關鍵績效指標B5.3	Description of practices used to identify environmental and social risks. 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。	58
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。	58

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

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B. Social (continued)
B. 社會 (續)

Aspect B6 層面B6	Product Responsibility 產品責任	
General Disclosure 一般披露	Information on: 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	59-62
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。	61
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。	61

VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

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B. Social (continued)
B. 社會 (續)

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。	62
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。	60
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	62

Aspect B7
層面B7

Anti-corruption
反貪污

General Disclosure 一般披露	Information on: 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) the policies; and (a) 政策；及 (b) compliance with relevant laws and regulations that have a significant impact on the issuer (b) 遵守對發行人有重大影響的相關法律及規例的資料。 relating to bribery, extortion, fraud and money laundering.	63
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VIII. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE" BY THE STOCK EXCHANGE OF HONG KONG LIMITED (continued)

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B. Social (continued)
B. 社會 (續)

KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	63
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	63
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	63
Aspect B8 層面B8	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	64
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor 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)。	64
KPI B8.2 關鍵績效指標B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	64

***WEGO* 威高**