



KIDZTECH HOLDINGS LIMITED

奇士達控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

STOCK CODE 股份代號 : 6918



Environmental, Social and
Governance Report

環境、社會及管治報告

2021

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Board (the “**Board**”) of directors of Kidztech Holdings Limited (the “**Company**”) is pleased to present the environmental, social and governance (“**ESG**”) report (the “**Report**”) of the Company and its subsidiaries (the “**Group**”) for the year ended 31 December 2021 (the “**Year 2021**”), which aims to provide details of policies and performance of the Group on sustainable developments to both internal and external stakeholders.

The Report, which was prepared in accordance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“**HKEx ESG Reporting Guide**”), highlights the environmental and social measures and activities of the Group for the Year 2021. For details regarding the Group’s compliance with the requirements for corporate governance, please refer to the Corporate Governance Report.

GOVERNANCE STRUCTURE

The Board’s oversight of ESG issues

The Board plays a key role in overseeing the ESG aspects of the Group. The Board and management assess the impact of ESG-related risks on operations from time to time, and set the development direction of the Group’s ESG strategy and formulate relevant policies to address the risks. The Board ensures that the management has all appropriate tools and resources to check and evaluate the performance of the Group in different aspects such as environment, health and safety, labor standards and product liability in the context of environment, society and governance.

關於本環境、社會及管治報告

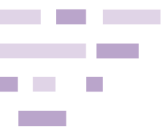
奇士達控股有限公司(「本公司」)董事會(「董事會」)欣然提呈本公司及其附屬公司(「本集團」)截至2021年12月31日止年度(「2021年度」)之環境、社會及管治(下稱「環境、社會及管治」)報告(「本報告」)，旨在向內部及外部持份者提供本集團於可持續發展方面的政策及表現之詳情。

本報告按照香港聯合交易所有限公司證券上市規則附錄27所載環境、社會及管治報告指引(「環境、社會及報告指引」)之規定編製。本報告重點描述本集團於2021年度之環境及社會措施和活動。有關本集團遵守企業管治規定的詳情，請參閱企業管治報告。

管治架構

董事會對環境、社會及管治事宜的監督

董事會於監督本集團的環境、社會及管治事宜方面擔當主要角色。董事會與管理層不時評估環境、社會及管治相關風險對營運的影響，並設定本集團環境、社會及管治戰略上的發展方向及制定相關政策以處理相關風險。董事會確保管理層擁有一切合適的工具及資源，以檢查和評估本集團在環境、社會及管治範疇內環境、健康與安全、勞工標準、產品責任等不同方面的表現。



The Board's ESG management approach and strategy on material ESG-related issues

The Group conducts materiality assessment annually, to better understand the views and expectations of different stakeholders on ESG matters. The Group ensures that it uses various platforms and communication channels to reach, listen and respond to its key stakeholders. Through comprehensive communication with stakeholders, the Group is able to understand their expectations and concerns. The feedback received enables the Group to make more informed decisions and to better assess and manage the impacts of those business decisions.

The Group has assessed the materiality of ESG issues through the following steps: (i) the Group identifies ESG issues; (ii) prioritizes key ESG areas with stakeholder engagement; and (iii) checks and determines material ESG issues based on communication outcome with stakeholders.

These steps enhance the understanding of the importance attached to each ESG issue by the Group's stakeholders and enable the Board to plan more comprehensively for the sustainable development.

董事會對重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略

為更好地了解不同持份者對環境、社會及管治事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解彼等的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估環境、社會及管治方面的重要性：(i) 本集團識別環境、社會及管治事宜；(ii) 在持份者參與下，排列關鍵環境、社會及管治範疇優先順序；及 (iii) 根據與持份者的溝通結果驗證及釐定重大環境、社會及管治事宜。

進行這些步驟可加強了解本集團持份者對各環境、社會及管治事宜的重視程度，並使董事會可對未來的可持續發展方向作出更為全面的規劃。



Board's reviews progress made against ESG-related goals and targets

The progress of implementation and the performance of the ESG-related goals and targets will be closely reviewed by the Group from time to time. If the progress falls short of expectation or the business operations change, it may be necessary to make changes and communicate the goals and targets with key stakeholders.

The Board has set future strategic goals to enable the Group to develop a realistic path with the focus on achieving its visions. The management will carefully examine the attainability of the targets which should be weighed against the Group's philosophy and goals.

Reporting Principles

This Report complies with four reporting principles outlined in the ESG Reporting Guide, which include (i) Materiality: The Group has identified a number of issues covering environment, society and governance, and has invited stakeholders to assess the importance of these issues for the Year 2021. For details, please refer to the section "Materiality Matrix" in this Report; (ii) Quantitative: This report details the criteria, methodologies and sources of conversion factors used for key performance indicators on emissions and energy consumption; (iii) Balance: The positive and negative impacts of the business are presented with high transparency; and (iv) Consistency: Unless otherwise specified, this Report adopted consistent statistical methodologies and key performance indicators with those in previous ESG Reports to facilitate ready comparisons.

董事會對環境、社會及管治相關目的與目標的檢討進度

本集團會不時仔細檢討環境、社會及管治相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者就目的與目標進行溝通。

董事會已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。管理層會就本集團的理念和目的作出權衡，仔細審視能否達成有關目標。

報告原則

本報告遵循環境、社會及管治報告指引所述的四個報告原則，包括(i)重要性：本集團已識別多項涵蓋環境、社會及管治的議題，並已邀請持份者評估該等議題於2021年度的重要性，詳細請參閱本報告中「重要性矩陣」的章節；(ii)量化：本報告已詳細說明有關排放及能源耗的關鍵績效指標所用的標準、方法及所使用的轉換系數的來源；(iii)平衡性：業務所帶來的正面及負面影響均以高透明度呈列；及(iv)一致性：除另有說明外，本報告均使用與本集團以往環境、社會及管治報告一致的統計方法及關鍵績效指標，以便隨時進行比較。

Reporting Scope

The Group is mainly engaged in manufacturing and sales of toys. This Report will focus on disclosure of policies and key performance indicators on four environmental aspects and eight social aspects for the Group's production facilities located in the People's Republic of China (the "PRC") and the business in Hong Kong. The Group will continue to collect information mainly regarding environment, society and governance so as to disclose information in relation to the sustainable development when applicable.

Stakeholder Engagement

The Group is committed to maintaining long-term sustainable development of its business, while improving environmental protection and providing support to the community where it operates. The Group also carefully manages its business and provides customers with quality products and services in accordance with reasonable decision-making procedures.

The Group maintains close contact with its stakeholders (including shareholders, government, employees, customers, suppliers, society and the public) and strives to hear dissenting views from stakeholders through constructive communication and to balance the interests between them so as to determine the long-term direction of business development. The Board is responsible for assessing the ESG risks of the Group, and ensuring that the relevant risk management and internal monitoring system operates properly and effectively.

報告範圍

本集團主要從事玩具的製造及銷售。本報告著重披露本集團於中華人民共和國(「中國」)的生產設施及於香港的業務在四個環境層面及八個社會層面的政策及關鍵績效指標。本集團將繼續收集主要環境、社會及管治方面的資料，以備適用時披露有關可持續發展的資料。

持份者參與

本集團致力維持業務的長遠可持續發展之餘，同時提高對環境的保護並對其營運所在地的社區提供支援。本集團亦審慎管理其業務，並根據合理的決策程序為客戶提供優質的產品和服務。

本集團與持份者(包括股東、政府、僱員、客戶、供應商、社會及公眾等)保持緊密聯繫，並透過具建設性的溝通，努力聽取持份者所給予的不同意見，並平衡彼等之間的利益，從而釐定長遠的業務發展方向。董事會負責評估本集團的環境、社會及管治風險，並確保相關風險管理及內部監控系統能適當以及有效地運作。



The Group discusses with stakeholders through various channels for their expectations and concerns, and provides the stakeholders with the following feedback:

本集團透過多種渠道與持份者討論並了解彼等的期望與訴求，給予持份者的相關反饋如下：

| Stakeholders 持份者 | Expectations and concerns 期望與訴求 | Communication and response 溝通與回應 |
|------------------------|---|---|
| Shareholders 股東 | <ul style="list-style-type: none"> Financial results Corporate transparency Sound risk control | <ul style="list-style-type: none"> Improving financial performance through Expanding production capacity and improving production efficiency Daily information disclosure Optimization of risk management and internal control |
| Governments 政府 | <ul style="list-style-type: none"> 財務業績 企業透明度 完善風險控制 | <ul style="list-style-type: none"> 擴大生產能力及提高生產效率，以提升財務表現 日常信息披露 優化風險管理及內部監控 |
| Governments 政府 | <ul style="list-style-type: none"> Compliance with laws and regulations Tax payment in accordance with laws Compliance with product safety and relevant laws and regulations | <ul style="list-style-type: none"> Operation in compliance with the law Tax payment in full and on time Compliance with all applicable laws and regulations |
| Employees 僱員 | <ul style="list-style-type: none"> 遵守法紀 依法納稅 遵守產品安全和法律法規 | <ul style="list-style-type: none"> 合規經營 按時足額納稅 確保遵守所有適用的法律與法規 |
| Employees 僱員 | <ul style="list-style-type: none"> Career development platform Remuneration and benefit Safe working environment | <ul style="list-style-type: none"> Promotion mechanism Provision of attractive remuneration packages Provision of training to staff and enhancing their safety awareness |
| Employees 僱員 | <ul style="list-style-type: none"> 職業發展平台 薪酬福利 安全工作環境 | <ul style="list-style-type: none"> 晉升機制 提供吸引力的薪酬待遇 為員工提供培訓，加強員工安全防範意識 |

| Stakeholders 持份者 | Expectations and concerns 期望與訴求 | Communication and response 溝通與回應 |
|----------------------------|---|---|
| Customers | <ul style="list-style-type: none"> • Customer information security • Customer interest protection • Joint brand products | <ul style="list-style-type: none"> • Customer privacy protection • Marketing in compliance with the law • Obtaining concession of famous toys and entertainment characters |
| 客戶 | <ul style="list-style-type: none"> • 客戶信息安全 • 客戶權益保障 • 聯合品牌的產品 | <ul style="list-style-type: none"> • 保障客戶私隱 • 合規營銷 • 獲得知名玩具及娛樂角色品牌的許可權 |
| Suppliers | <ul style="list-style-type: none"> • Collaboration integrity • Business ethics and creditworthiness | <ul style="list-style-type: none"> • Building a responsible supply chain • Performing the contract according to law |
| 供應商 | <ul style="list-style-type: none"> • 誠信合作 • 商業道德與信譽 | <ul style="list-style-type: none"> • 打造責任供應鏈 • 依法履行合同 |
| The society and the public | <ul style="list-style-type: none"> • Environment friendliness • Employment opportunities | <ul style="list-style-type: none"> • Measures for Eco Office • Provision of employment opportunities |
| 社會及公眾 | <ul style="list-style-type: none"> • 綠色環保 • 就業機會 | <ul style="list-style-type: none"> • 綠色辦公室措施 • 提供就業崗位 |

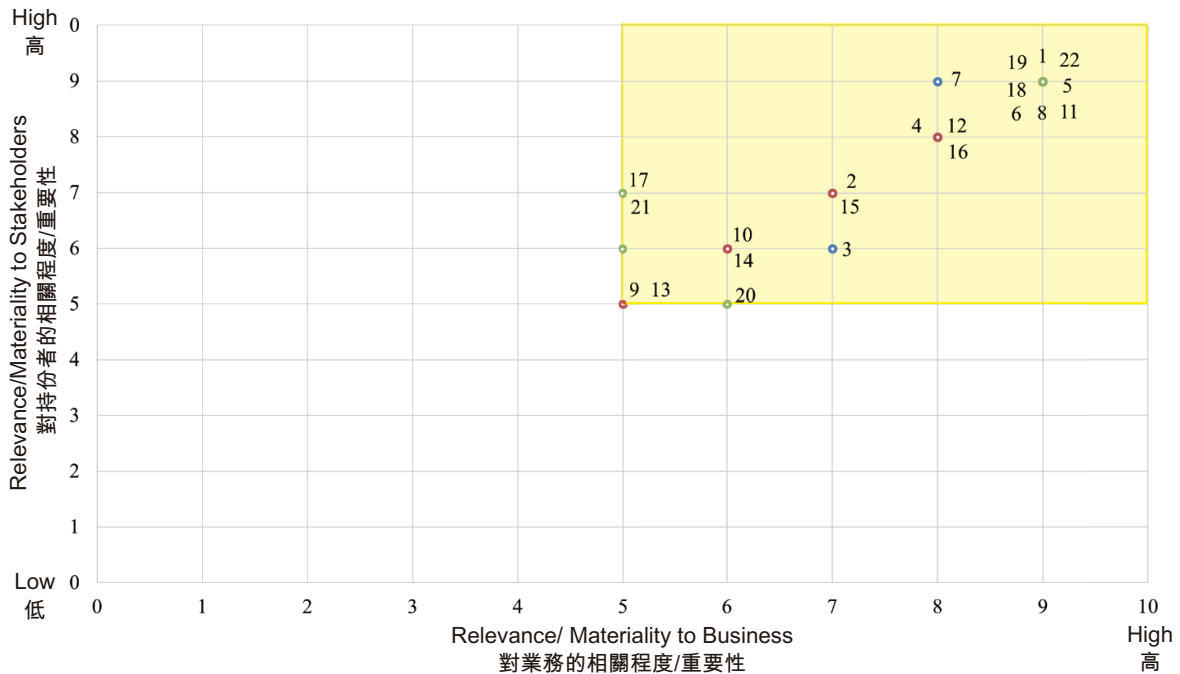
Materiality Matrix

In the Year 2021, the Group conducted materiality assessment on various ESG issues to identify which issues are the most significant towards the Group's business and attract most concerns from the stakeholders. Such assessment is helpful to align its business practices with the expectations of the stakeholders. The Group has identified 22 issues, which cover environmental, social and operating, and invited internal and external stakeholders to assess the materiality of the ESG issues through scoring tools and interviews. The management of the Group has reviewed the ranking of materiality of ESG issues, and disclosed the results subsequently in this Report. The materiality assessment results can rank the significance of the opinions of the stakeholders, so that the Group can report and act on those with a high priority.

重要性矩陣

於2021年度，本集團對多項環境、社會及管治事宜進行重要性評估，以識別對本集團業務最重要及持份者最關注的事宜。該評估有助本集團確保其業務發展能符合持份者的期望及訴求。本集團已識別22項涵蓋環境、社會及營運的事宜，並邀請內部及外部持份者透過評分工具及面談，評估環境、社會及管治事宜的重要性。本集團管理層已審閱環境、社會及管治事宜的重要性級別，其後於本報告內披露結果。重要性評估的結果能對持份者的意見進行重要性排序，使本集團可優先對較重要的事宜採取行動及匯報。

Materiality matrix of ESG issues of the Group in the Year 2021
本集團2021年環境、社會及管治重要性矩陣圖



Environmental issues
 環境議題

1. Greenhouse gas emissions
溫室氣體排放
2. Energy consumption
能源消耗
3. Water consumption
耗水量
4. Waste
廢棄物
5. Environmental impact created
by our business
業務造成的環境影響
6. Green building certification
綠色建築認證
7. Engagement with customers
on environmental issues
環境議題的客戶參與
8. Use of chemicals
使用化學品

Social issues
 社會議題

9. Engagement with local community
當地社區參與
10. Community investment
社區投資
11. Occupational health and safety
職業健康及安全
12. Labor standards in supply chain
供應鏈勞工準則
13. Training and development
培訓及發展
14. Employee benefit
僱員福利
15. Inclusion and equal opportunity
共融及平等機會
16. Talent attraction and retention
吸引及挽留人才

Governance issues
 管治議題

17. Economic value generated
產生的經濟價值
18. Corporate governance
企業管治
19. Anti-corruption
反貪污
20. Supply chain management
供應鏈管理
21. Customer satisfaction
客戶滿意度
22. Customer privacy
客戶私隱

Based on the participation of the stakeholders, the Group has identified issues with material environmental and social impacts and matters concerned by stakeholders.

基於持份者參與，本集團已識別具有重大環境及社會影響的事項及持份者關注的事項。

Emissions

The Group is committed to minimizing its environmental impact and complying with the evolving laws and regulations on environmental protection of the PRC and Hong Kong. The Group approaches its environmental management in a systematic and comprehensive manner to review and update its environmental policies periodically, to comply with the latest requirements of the applicable laws and regulations that have a significant impact on the Group.

The Group has developed procedures for the management of environmental health and safety and established a healthy and safe working environment, to minimize the security risks at work and the environmental impact of production activities. Every year, the Group conducts water quality testing and air quality testing for employees in the production and living areas of the plant.

Fully aware of the importance of environmental protection, the Group has adopted regular measures to manage emissions and wastes.

排放物

本集團竭盡全力減少其業務對環境的影響，並遵守中國及香港不斷改變的環保法律及法規。本集團採取系統全面的環境管理方針，確保環境政策得到定期檢討和更新，以符合對本集團有重大影響的法律及法規之最新要求。

本集團已制定環境健康安全管理程序，建立一個健康及安全的工作環境，盡可能減少工作中存在的各種安全危險以及減少各種生產活動對環境的影響。本集團每年定期對廠房生產及生活區域的員工飲用水進行水質測試及對生產車間空氣質量進行測試。

本集團充分認知環境保護的重要性，並已定期採取措施，以管理排放物和廢棄物。

Exhaust Gas Emission

The Group's exhaust gas emissions are mainly from the combustion of gasoline by motor vehicles. The exhaust gases emitted from the combustion of relevant fossil fuels mainly include nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matters (PM).

The key performance indicators of the Group's emission in the Year 2021 are set out in the table below:

| Air pollutant (Note 1) | Unit | Total emissions for 2021 2021年度排放量 | Total emissions for 2020 2020年度排放量 |
|--|----------|---------------------------------------|---------------------------------------|
| 空氣污染物(附註一) | 單位 | | |
| Nitrogen oxides (NO _x) 氮氧化物(NO _x) | Kg 千克 | 432.61 | 537.49 |
| Sulphur oxides (SO _x) 硫氧化物(SO _x) | Kg 千克 | 0.41 | 0.69 |
| Particulate matter (PM) 顆粒物(PM) | Kg 千克 | 39.75 | 49.96 |

Note 1: The emission coefficient for the calculation of the air pollutant is calculated according to the vehicle emission calculation model of the Hong Kong Environmental Protection Agency and the vehicle emission model software of the United States Environmental Protection Agency. Such coefficient is calculated under the assumption that the relative humidity is 80%, the temperature is 25 degrees Celsius, the average speed is 30 kilometers per hour and only the gases emitted during the driving are included.

廢氣排放

本集團廢氣排放主要產生自車輛燃燒汽油。相關化石燃料燃燒所排放的廢氣主要包括氮氧化物(NO_x)、硫氧化物(SO_x)及顆粒物(PM)等污染物。

於2021年度，本集團排放物的關鍵績效指標載列於下表：

附註一：用以計算空氣污染物的排放系數乃按照香港環境保護署汽車排放計算模型及美國環境保護署(United States Environmental Protection Agency)的汽車排放模型軟件計算。該等系數乃假設相對濕度為80%，溫度為攝氏25度，平均行駛速度為每小時30公里計算，並只包括行駛中排放的氣體。

Greenhouse gases emissions

The Group's greenhouse gas emissions are mainly from the combustion of gasoline by motor vehicles and the use of electricity. The emissions of greenhouse gases include direct and indirect emissions.

The following table sets out the key performance indicators of the Group's greenhouse gases for the Year 2021:

| Greenhouse gases emissions | Unit | Total emissions for 2021 | Total emissions for 2020 |
|--|---|--------------------------|--------------------------|
| 溫室氣體排放 | 單位 | 2021年度排放量 | 2020年度排放量 |
| Direct emission (Scope 1) 直接排放(範圍一) | Kg CO ₂ e 千克二氧化碳當量 | 70,592 | 123,800 |
| Indirect emission (Scope 2) (Note 1 and 2) 間接排放(範圍二)(附註一及二) | Kg CO ₂ e 千克二氧化碳當量 | 745,354 | 2,037,427 |
| Total Greenhouse Gas Emissions (Note 2) 溫室氣體排放總量(附註二) | Kg CO ₂ e 千克二氧化碳當量 | 815,946 | 2,161,227 |
| Greenhouse gas emission intensity (Note 2) 溫室氣體排放密度(附註二) | Kg CO ₂ e/Revenue of RMB'000 千克二氧化碳當量/ 人民幣千元收益 | 2.87 | 7.30 |

Scope 1: Direct emissions of greenhouse gases from the business owned or controlled by the Group including emissions of greenhouse gases from the use of motor vehicles by the Company.

範圍一：由本集團所擁有或控制的業務直接產生的溫室氣體排放，包括來自本公司使用汽車的溫室氣體排放。

Scope 2: Indirect emissions of greenhouse gases from electricity purchased and gas consumed.

範圍二：由本集團購買電力及消耗燃氣間接產生的溫室氣體排放。

Note 1: The indirect emissions of greenhouse gases generated from the electricity purchased by the Group are calculated in accordance with the baseline emission factor of China's regional power grid of the reduction project in the Year 2019.

附註一：本集團消耗購買電力所產生的間接溫室氣體排放乃按照2019年度減排項目中國區域電網基準線排放因子計算。

Note 2: Emission data in the Year 2020 have been relisted to reflect the actual emissions.

附註二：2020年度的排放量數據已經重列，以反映實際排放量。

The Group's five year plan is to, by the Year 2026, reduce the intensity of the exhaust gas emission and greenhouse gas emissions by 5% based on the benchmark of the Year 2021.

本集團的5年期目標是於2026年度前根據2021年度的基準將廢氣排放及溫室氣體排放密度分別減少5%。

溫室氣體排放

本集團產生的溫室氣體主要來自車輛燃燒汽油及用電。溫室氣體排放包括直接排放及間接排放。

於2021年度，本集團溫室氣體的關鍵績效指標載列於下表：

| Environmental key performance indicators 環境關鍵績效指標 | Emission reduction target 減排目標 | Benchmark year 基準年 | Status 狀態 |
|--|---|-----------------------|--------------------|
| Nitrogen oxides (NO _x) emissions intensity NO _x 排放密度 | 5% reduction by Year 2026 於2026年度前減少5% | 2021 2021年度 | In progress 進行中 |
| Sulphur oxides (SO _x) emissions intensity SO _x 排放密度 | 5% reduction by Year 2026 於2026年度前減少5% | 2021 2021年度 | In progress 進行中 |
| Particulate matter (PM) emissions intensity PM排放密度 | 5% reduction by Year 2026 於2026年度前減少5% | 2021 2021年度 | In progress 進行中 |
| Greenhouse gases emissions intensity 溫室氣體排放密度 | 5% reduction by Year 2026 於2026年度前減少5% | 2021 2021年度 | In progress 進行中 |

Waste Management

Hazardous waste is generated in toy manufacturing. The hazardous waste mainly includes pollutants such as hydrocarbons (C_xH_x). The following table sets out the key performance indicators of hazardous wastes of the Group for the Year 2021:

廢棄物管理

本集團在玩具製造過程中產生有害廢棄物，主要包括碳氫化合物(C_xH_x)等污染物。本集團於2021年度產生的有害廢棄物的關鍵績效指標載列於下表：

| Type of waste 廢棄物類型 | Unit 單位 | Total emissions for 2021 2021年度排放量 | Total emissions for 2020 2020年度排放量 |
|--|---|---------------------------------------|---------------------------------------|
| Hazardous waste 有害廢棄物 | | | |
| Total hazardous waste 有害廢棄物總量 | Kg 千克 | 1,431 | 1,811 |
| Hazardous waste intensity 有害廢棄物密度 | Kg/ Revenue of RMB'000 千克/ 人民幣千元收益 | 0.005 | 0.006 |
| Non-hazardous waste 無害廢棄物 | | | |
| Total non-hazardous waste 無害廢棄物總量 | Kg 千克 | N/A 不適用 | N/A 不適用 |
| Non-hazardous waste intensity 無害廢棄物密度 | Kg/ Revenue of RMB'000 千克/ 人民幣千元收益 | N/A 不適用 | N/A 不適用 |

The Group has specific measures for the discharge of hazardous waste. For instance, paint suppliers must comply with (i) regulations regarding Polycyclic Aromatic Hydrocarbons (PAHs) and other substances in paint and (ii) Toy Paint Regulations issued by the United States and European countries. Suppliers must also perform pre-production inspections for hazardous substances before beginning mass production. All post-production volatilization resulting from paint spraying and the pad printing process must be filtered before being discharged into the environment, thus minimizing the potential risk to human health. All wastewater must be filtered and converted for reuse. Hazardous pollutants are only discharged after purification and filtration, conforming to national regulations on the discharge of atmospheric pollutants.

To better manage the Group's major issues and their performance on environmental aspects, the Group proposes the following five-year target on waste reduction by the Year 2026:

本集團已制訂有害廢棄物排放的具體措施與實施步驟。如塗漆供應商須遵守(i)有關塗漆中所含多環芳烴(PAH)和其他物質的法規;及(ii)美國與歐洲國家頒佈的玩具漆法規。供應商亦須在開始批量生產之前對有害物質進行生產前檢查。由塗漆噴塗與轉印工藝引起的所有生產後揮發均須在排放到環境中之前進行過濾,從而最小化對人體健康的潛在風險。所有廢水須進行過濾和轉化後以重新使用。有害廢棄物僅可經過淨化和過濾後排放,並符合國家有關大氣廢棄物排放的規定。

為更好地管理本集團的重大議題及其在環境方面的表現,本集團的5年期目標是於2026年度前減廢如下:

| Environmental key performance indicators 環境關鍵績效指標 | Waste reduction target 減廢目標 | Benchmark year 基準年 | Status 狀態 |
|---|---|------------------------------|---------------------|
| Intensity of hazardous waste generated 所產生有害廢棄物密度 | 5% reduction by the Year 2026 於2026年度前減少5% | 2021 2021年度 | In progress 進行中 |
| Intensity of non-hazardous waste generated 所產生無害廢棄物密度 | Zero 維持零產生 | 2021 2021年度 | In progress 進行中 |

The Group will continue to assess, record and disclose its greenhouse gas emissions and other environmental data annually, and evaluate the effectiveness of existing measures to further draw targets and work up plans for greenhouse gas and hazardous waste reduction.

本集團將繼續評估、記錄及披露每年溫室氣體排放及其他環境數據,並不時評估現有措施的成效,以進一步制定減排溫室氣體及減少有害物目標及工作計劃。

The Group is not aware of any material non-compliance with relevant laws and regulations including the Environmental Protection Law of the People's Republic of China, Atmospheric Pollution Prevention and Control Law of the People's Republic of China, Law of the People's Republic of China on Prevention and Control of Water Pollution, and Air Pollution Control Ordinance (Chapter 311 of the Laws of Hong Kong) relating to its air and greenhouse gas emissions, discharging into water and land, and generation of hazardous and non-hazardous waste during the Year 2021. In addition, the Group did not receive any material fines or sanctions for non-compliance with the relevant laws and regulations in the Year 2021.

USE OF RESOURCES

The Group is committed to minimizing the impact of its manufacturing process on the environment to conserve the environment. The Group strives to improve the efficient use of natural resources, such as minimizing waste/emissions and implementing a recycling program. Measures are detailed as follows:

- Switch off lights and turn off unnecessary energy-consuming devices when they are not in use;
- Promote environmental protection such as saving water and electricity by slogan or poster in office;
- Encourage printing or photocopying on both sides of paper, where applicable;
- Regular maintenance of vehicles to ensure good condition of such vehicles for operational efficiency;
- Adopt the use of electric cars; and
- Focus on quality management so as to reduce wastage and scrap for less pollution resulted.

於2021年度，本集團並不知悉任何有關其於空氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生方面在相關法律法規下有任何重大違規情況，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》及《空氣污染管制條例》(香港法例第311章)。此外，2021年度亦未有接獲因未能遵守有關法律法規而遭受大額罰款或制裁的情況。

資源使用

本集團將其製造過程對環境的影響減至最小，並一直致力於環境保護。本集團致力提高天然資源的使用效益，例如盡量減少廢棄物／排放及實施有效的回收計劃，相關具體措施如下：

- 在不使用時，關閉電燈及不必要的耗能設備；
- 宣傳環保，例如在辦公室張貼倡導節約水電的標語或海報；
- 鼓勵雙面打印或影印(如適用)，有效使用紙張；
- 定期保養車輛，確保車輛狀況良好，以提高運行效率；
- 使用電動車；及
- 注重質量管理，減少浪費及廢料，從而減少污染。

The following table sets out the key performance indicators for the Group's use of resources in the Year 2021:

於2021年度，本集團資源使用的關鍵環境績效指標載列於下表：

| Environmental Indicators 環境指標 | Unit 單位 | 2021 2021年度 | 2020 2020年度 |
|---|---|-----------------------|-----------------------|
| Energy consumption 耗能 | | | |
| Consumption of electricity purchased 購買電力耗量 | KWh 千瓦時 | 1,464,781 | 4,003,983 |
| Gasoline consumption (Note 1) 汽油耗量(附註一) | KWh 千瓦時 | 153,511 | 366,062 |
| Diesel consumption (Note 1) 柴油耗量(附註一) | KWh 千瓦時 | 115,595 | 87,467 |
| Total energy consumption 能源消耗總量 | KWh 千瓦時 | 1,733,887 | 4,457,512 |
| Energy consumption intensity 能源消耗密度 | KWh/ Revenue of RMB'000 千瓦時/ 人民幣千元收益 | 6.11 | 15.06 |
| Water consumption 耗水 | | | |
| Total water consumption 耗水總量 | Ton 噸 | 44,525 | 58,080 |
| Water consumption intensity 耗水密度 | Ton/ Revenue of RMB'000 噸/人民幣千元收益 | 0.16 | 0.18 |
| Total packaging materials used 包裝材料使用量 | | | |
| Packaging materials used for finished products 製成品所用包裝材料 | Ton 噸 | 9,500 | 3,110 |
| Intensity of packaging materials 所用包裝材料密度 | Ton/ Revenue of RMB'000 噸/人民幣千元收益 | 0.03 | 0.01 |

Note 1: The Group uses the conversion factor of the Energy Data Manual issued by the International Energy Agency to convert units of data collected (gasoline and diesel) to KWh.

附註一：本集團採用國際能源署發出的能源數據手冊的轉換因子把所收集的數據(汽油及柴油)的單位轉換為千瓦時。

To better manage the Group's major issues and their performance on environmental aspects, the Group proposes the following five-year target on savings by the Year 2026:

為更好地管理本集團的重大議題及其在環境方面的表現，本集團的5年期目標是於2026年度前節約如下：

| Environmental key performance indicators 環境關鍵績效指標 | Target on savings 節約目標 | Benchmark year 基準年 | Status 狀態 |
|---|----------------------------------|------------------------------|---------------------|
| Energy consumption intensity 能源消耗密度 | 5% saving by the Year 2026 | 2021 | In progress |
| | 於2026年度前節省5% | 2021年度 | 進行中 |
| Water consumption intensity 用水密度 | 5% saving by the Year 2026 | 2021 | In progress |
| | 於2026年度前節省5% | 2021年度 | 進行中 |

The Group has taken several measures to increase resource efficiency. For instance, the Group installed LED lights to increase illumination more efficiently in the production line area. Also, the Group has utilized hot runner systems within injection molding machines to reduce waste.

本集團已採取多項提高資源效率的措施。例如，本集團已安裝LED燈，以更有效提高生產線區域的照明度。此外，本集團在注塑機內使用流道系統以減少浪費。

The Group obtained suitable water sources in compliance with the Regulations on the Administration of the License for Water Drawing and the Levy of Water Resource Fees of the PRC (2017 Revision) in the Year 2021. In the Year 2021, there was no issue in sourcing water that was fit for purpose. All water supplies were acquired from public water pipes.

本集團於2021年度依照《取水許可和水資源費徵收管理條例》獲取適當的水資源(二零一七年修訂版)。於2021年度，本公司並無就特定用途獲取水資源的問題。所有供水均從公共水管獲取。

Environment and Natural Resources

The Group conducts its business operations in compliance with the relevant provisions of the Catalog of Classified Management of Pollutant Discharge Permits for Stationary Pollution Sources and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and appropriately treats the generated emissions and pollutants. All emissions and pollutants are tested and recorded in a detailed manner, and meet the requirements of national environmental protection regulations and emission standards without adversely affecting the environment and natural resources.

環境及天然資源

本集團依照《固定污染源排污許可分類管理名錄》及《中華人民共和國固體廢物環境污染防治法》相關規定經營業務，並妥善處理所產生的排放和污染物。所有排放和污染物均經過檢測及詳細記錄，以符合國家環保法規及排放標準要求，故未有對環境及自然資源產生負面影響。

Climate Change

The continuous emission of greenhouse gas leads to climate change. In response to climate change, the Group reference the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) framework to assess climate-related risks. There are two main types of risks, which are: (i) physical risks associated with climate change impacts; and (ii) transition risks associated with low-carbon economy.

The climate-related risks identified by the Group are mainly structural damage to premises of the Group and where the Group's construction and operating projects are held due to the increase in frequency of extreme weather events and flooding due to changes in rainfall patterns. Such climate change may affect labor management and planning, and also increase the risk of work-related injuries for the employees. In addition, there is a risk that the Group's infrastructure and machines may be damaged due to climate change, and facilities damage will affect operations and lead to an increase in operation costs.

In response to the above climate-related risks, the Group has purchased employee injury insurances for all employees. Such insurances cover the expenditure coverage for employees' injuries due to weather conditions. The Group has also purchased relevant property insurance for all construction projects, operating projects and the Group's key fixed assets to cover property losses due to weather conditions and reduce maintenance costs that may be required.

氣候變化

溫室氣體的持續排放導致氣候產生變化，為應對氣候變化，本集團參考了金融穩定委員會的氣候相關財務信息披露工作組(Task Force on Climate-related Financial Disclosures，簡稱TCFD)框架，以評估氣候相關風險。有關風險分為兩大類別，分別是：(i)與氣候變遷影響相關的實體風險；及(ii)與低碳經濟相關的轉型風險。

本集團識別的氣候相關風險主要為極端天氣事件頻密程度提高令本集團的辦公場所及本集團的建設和運營項目所在的地方結構受損及因降雨模式的改變而引致的水災。該等氣候變化或會影響勞動力管理和規劃，亦增加僱員因工受傷的風險。此外，本集團的基礎建設及機器亦存在可能受氣候變化有損害的風險，設施毀損會影響營運及導致營運成本上升。

為應對上述氣候相關風險，本集團已經為所有的僱員購買了僱員的工傷保險。該等保險涵蓋因天氣因素而產生僱員損傷的支出保障。另外，本集團亦已為所有工程項目、運營項目及集團的主要固定資產購買了相關的財產保險，以保障因天氣因素而產生的財產損失，以及減少可能需要的維修費用。

Employment

The Group highly values its employees who have dedicated themselves to the business of the Group. As a responsible corporation, the Group commits itself to providing a decent and healthy workplace to its employees. The Group has formulated comprehensive employment policies. The Group has implemented the employment principles of “selecting people for jobs, matching people with positions, and conducting recruitment openly and fairly”.

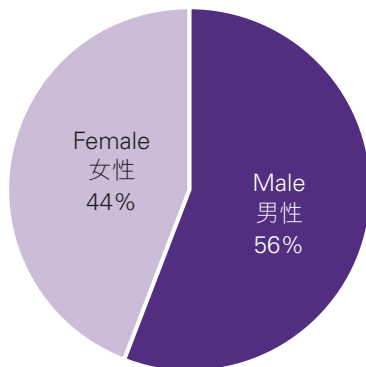
As of 31 December 2021, the total number of existing full-time employees of the Group was 535. A breakdown of the number of employees by category is shown below:

僱傭

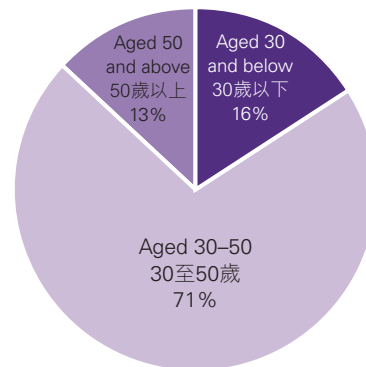
本集團高度重視其僱員，彼等勤勉敬業。作為一家負責任的企業，本集團致力為僱員提供一個良好健康的工作場所。本集團制定了全面的僱傭政策制度，實行「任人唯賢、人盡其才、公開公平招聘」的僱傭原則。

截至2021年12月31日，本集團有535位僱員。按不同類別劃分的僱員人數佔比列載如下：

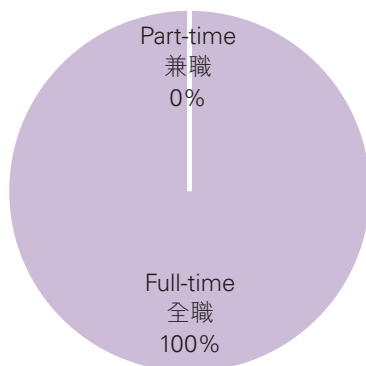
Total number of employees by gender
按性別劃分的僱員總數



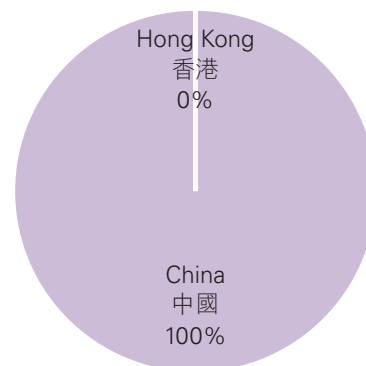
Total number of employees by age group
按年齡組別劃分的僱員總數



Total number of employees by employment
按僱傭類型劃分的僱員總數



Total number of employees by region
按地區劃分的僱員總數



Employee Welfare

The human resources department is responsible for overseeing the labor practices and clearly stipulating the rights and welfare that employees could enjoy in the employee manual, to guarantee basic labor rights and provide decent working conditions for employees. The Group uses its best endeavors to ensure that policies and procedures on recruitment, contract termination, welfare, wage calculation and overtime allowance are strictly followed. Welfare including social insurance (such as the housing provident fund, pension insurance, medical insurance, unemployment insurance), annual leave, maternity leave, sick leave, marriage leave, etc. is provided according to the relevant labor standards, laws and regulations.

The Group has implemented a series of incentive policies with a combination of moral and economic rewards. Outstanding employees may obtain cash rewards, pay raises and priority to promotion at the discretion of the management.

The following table sets out the Group's employee turnover rate by category in the Year 2021:

| Employee turnover rate (Note 1) | 僱員流失比率(附註一) | 2021 2021年度 |
|---------------------------------|----------------|----------------|
| By gender | 按性別劃分 | |
| — Male | — 男性 | 25% |
| — Female | — 女性 | 19% |
| By age group | 按年齡組別劃分 | |
| — Aged 30 and below | — 30歲以下 | 43% |
| — Aged 30–50 | — 30至50歲 | 17% |
| — Aged 50 and above | — 50歲以上 | 27% |
| By region | 按地區劃分 | |
| — China | — 中國 | 23% |

Note 1: The employee turnover rate by category is calculated by dividing the total number of employees lost in that group by the number of employees in the corresponding group.

僱員福利

為保障基本勞工權利及為僱員提供良好工作條件，人力資源部負責監督勞工常規，並在員工手冊中明確規定僱員享有的權利及福利。本集團盡最大努力確保嚴格遵從關於招聘、終止合約、福利、工資計算及超時補貼的各項政策流程，並依照相關勞工標準、法律及法規提供福利，包括社會保險(例如住房公積金、養老保險、醫療保險、失業保險)、年假、產假、病假、婚假等。

本集團已實行一系列結合精神和物質獎勵的激勵政策。根據管理層的酌情決定，傑出僱員可以獲得現金獎勵、加薪及優先晉升。

於2021年度，本集團按不同類別劃分的僱員流失比率列載於下表：

附註一：按不同類別劃分的僱員流失率乃按該組別的僱員流失總人數除以相應組別的僱員人數計算。

In the Year 2021, the Group was not aware of any material violations of the relevant laws and regulations relating to the Group's compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. The Group strictly complied with local laws and regulations relating to employment, such as the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong), the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong), the Labor Law of the People's Republic of China, and the Production Safety Law of the People's Republic of China. In addition, there were no material fines or sanctions for non-compliance with the relevant laws and regulations in the Year 2021.

Health and Safety

The Group treats employees' safety and their working environment with the highest priority. In order to ensure the implementation of safety measures and improve employees' safety awareness, a production safety system has been developed to provide education and establish assessments for employees in different departments, especially focusing on machine operation for employees from the production department. Supervisors must strictly follow the operating procedures to prevent accidents and ensure the safety of workers.

The Group follows fire protection policies, regulations and technical specifications. According to the provisions of the Fire Control Law of the People's Republic of China and the Regulations on the Administration of Fire Control Safety of the Group, we have established a specialized fire protection team to develop and implement the Group's fire safety system. The Group has also set up an emergency response team, equipped with special fire alarm devices and firefighting apparatuses, and arranged special personnel for regular inspections and maintenance. In addition, the Group regularly organizes fire drills to enhance employees' awareness of fire prevention and ensure a safe working environment.

於2021年度，本集團並不知悉任何對賠償及解聘、招聘及晉升、工作時間、休息時間、平等機會、多元化、反歧視及其他福利及待遇在相關法律法規下有任何重大違規情況。本集團嚴格遵守與僱傭有關的地方法律法規，如《僱傭條例》(香港法例第57章)、《強制性公積金計劃條例》(香港法例第485章)、《最低工資條例》(香港法例第608章)、《性別歧視條例》(香港法例第480章)、《中華人民共和國勞動法》及《中華人民共和國安全生產法》。此外，於2021年度亦未有因未遵守有關法律法規而遭受大額罰款或制裁的情況。

健康與安全

本集團將僱員安全和工作環境視為重中之重。為確保落實安全措施及提升僱員安全意識，已制定生產安全制度，為不同部門僱員提供教育及進行評估，尤其著重於生產部僱員的機器操作。主管必須嚴格遵從操作程序，以預防事故及保障工人安全。

本集團嚴格遵守各項消防政策、法規及技術規範。根據《中華人民共和國消防法》和本集團消防安全管理規定的要求，本集團已建立一個專責消防小組，負責制定實施本集團的消防安全制度。本集團亦已建立一個應急小組，配備專業消防警報設備及滅火裝置，並安排專人定期檢查及維護。此外，本集團定期進行消防演習，以提升僱員防火意識及確保工作環境安全。



The Group conducted training activities for emergencies in 2021, and held two fire drills in January and April 2021, respectively. During the fire drills, employees from all departments responded positively in accordance with the code of conduct as stated in the fire safety policies.

本集團於2021年度積極開展應急培訓活動，分別於2021年1月及4月舉行兩次消防演習。在演習期間，各部門僱員依照消防安全政策所載的行為準則進行相關演習。



Firefighting knowledge
消防知識講解



Training on the use of fire extinguishers
滅火器使用訓練



In the Year 2021, the number and rate of work-related fatalities and the number of work days lost due to work-related injuries are as follows:

於2021年度，因工亡故的人數及比率及因工傷損失工作日數如下：

| Number and rate of work-related fatalities | 因工亡故的人數及比率 | 2021 2021年度 | 2020 2020年度 | 2019 2019年度 |
|--|-------------------|------------------------|------------------------|------------------------|
| Number of work-related fatalities | 因工作關係而死亡的人數 | — | — | — |
| Rate of work-related fatalities (%) | 因工作關係而死亡的比率(%) | — | — | — |
| Work days lost due to work-related injuries | 因工傷損失工作日數 | | | 2021 2021年度 |
| Work days lost due to work-related injuries | 因工傷損失工作日數 | | | — |

The Group believes that the health and safety of its employees are of paramount importance. The Group believes that all incidents are preventable and takes a proactive approach through risk identification and mitigation. The Group has formulated policies on production, environment and employees' health, outlining a series of responsibilities and safety measures, including fire safety systems, electrical and mechanical safety systems, industrial hygiene management systems and work injury accident investigation systems to ensure the highest safety and health standards at the Group, so as to provide a safe workplace for all employees.

本集團認為僱員的健康及安全至關重要。本集團相信一切事故皆可預防，採取主動識別及降低風險的方針。為確保能提供給全體僱員一個安全的工作場所，本集團主動制定生產、環境及僱員健康管理政策，訂明一系列責任和安全措施，包括消防制度、機電安全制度、工業衛生管理制度及工傷事故調查制度，確保本集團達致最高安全健康標準。

In the Year 2021, the Group was not aware of any material violations of the relevant laws and regulations that have a significant impact on the provision of a safe working environment and the protection of employees from occupational hazards. The Group strictly complied with local laws and regulations on health and safety, such as the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) and the Law of the People's Republic of China on the Prevention and Treatment Occupational Diseases. In addition, there were no material fines or sanctions for non-compliance with the relevant laws and regulations in the Year 2021.

於2021年度，本集團並不知悉有關對提供安全工作環境及保護僱員免受職業危害產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與健康及安全有關的地方法律法規，如《職業安全及健康條例》(香港法例第509章)及《中華人民共和國職業病防治法》。此外，於2021年度亦未有因未遵守有關法律法規而遭受大額罰款或制裁的情況。

Development and Training

The Group believes that training and education are vital for utilizing human resources and boosting morale among the workforce to raise productivity and product quality. The human resources department manages the training management system and coordinates with responsible departments to organize various training events. In the Year 2021, the Group held five training sessions with a total training duration of 1,925 hours, involving over 400 accumulated participants. Trainings covered the employees' codes of conduct, fire drills, induction training, chemical safety, hazardous waste treatment and machine operation, etc. Feedback was collected to better help employees improve necessary skills.

發展及培訓

本集團相信培訓及教育對利用人力資源及提高僱員隊伍動力來提升生產力和產品質量至關重要。人力資源部管理培訓管理制度，並協調負責部門組織各類培訓活動。於2021年度，本集團舉行了5次培訓，總培訓時數達1,925小時，累計超過400人次參加。這些培訓涵蓋僱員行為準則、消防演習、入職培訓、化學品安全、有害廢棄物處理及機器操作等，相關反饋會被收集並會幫助僱員提升所需技能。

2021
2021年度

| | | |
|--|-----------------------|-----|
| Average training hours per employee (hours) | 每名僱員平均受訓時數 (小時) | 5 |
| Average training hours completed by employee by gender | 按性別劃分的僱員平均完成受訓時數 | |
| — Male (hour) | — 男性(小時) | 5 |
| — Female (hour) | — 女性(小時) | 5 |
| Average training hours completed by employee by employee category | 按僱員類別劃分的僱員平均完成受訓時數 | |
| — Senior level (hour) | — 高級(小時) | 5 |
| — Middle level (hour) | — 中級(小時) | 5 |
| — Entry level (hour) | — 初級(小時) | 5 |
| Percentage of trained employees (Note 1) | 受訓僱員百分比(附註一) | 72% |
| Percentage of employees trained by gender (Note 2) | 按性別劃分的受訓僱員百分比 (附註二) | |
| — Male | — 男性 | 56% |
| — Female | — 女性 | 44% |
| Percentage of employees trained by employee category (Note 2) | 按僱員類別劃分的受訓僱員百分比 (附註二) | |
| — Senior level | — 高級 | 3% |
| — Middle level | — 中級 | 14% |
| — Entry level | — 初級 | 83% |

Note 1: Percentage of trained employees is calculated by dividing the number of trained employees by the total number of employees.

附註一：受訓僱員百分比是按受訓僱員人數除以僱員總數計算。

Note 2: Percentage of employees trained by employee categories is calculated by dividing the number of trained employees of that category by the number of trained employees.

附註二：按相關類別劃分的受訓僱員百分比是按該類別受訓僱員人數除以受訓僱員人數計算。

Labor Standards

The recruitment process of the Group is subject to a stringent internal review process that includes verifying the personal information of applicants. For instance, the human resources department collects proof of identification from candidates to ensure that their age fulfills legal requirement.

The Group respects and complies with international human rights principles, such as the United Nations' Universal Declaration of Human Rights and the convention of the International Labor Organization (ILO). The Group also complies with the Regulations on Prohibition of Child Labor and will not hire minorities who are under 16 years old. The Group has developed policies against using child labor and has zero tolerance for all forms of forced, bonded, or imprisoned labor in our own operations and in our supply chain. In case child labor and forced labor are found, the Group will terminate the labor contract with them as soon as possible and hold the responsible persons accountable.

In the Year 2021, all employees were over the age of 18 and employed in accordance with the provisions of all applicable laws and regulations in the PRC and Hong Kong. The Group was not aware of any material violation of the relevant laws and regulations on prohibiting the employment of child labor or forced labor. The Group strictly complied with local laws and regulations relating to labor standards, such as the Labor Law of the People's Republic of China and the Regulations on Prohibition of Child Labor. In addition, the Group did not receive any material fines or sanctions for non-compliance with the relevant laws and regulations in the Year 2021.

勞工準則

本集團招聘流程設有嚴格的內部審查程序，包括核實申請人的個人資料。例如人力資源部會收集求職者的身份證明，確保其年齡達到法律要求。

本集團尊重並遵循國際人權原則，例如聯合國《世界人權宣言》及國際勞工組織公約。本集團亦遵守《禁止使用童工規定》，不會僱用未滿16歲的未成年人。本集團已制定政策禁用童工，並且對自身營運及供應鏈中所有形式的強制、抵債或監禁勞工持零容忍態度。如發現有童工及強制勞工的情況，本集團將會第一時間與其解除勞動合同，並對責任人追究責任。

於2021年度，所有僱員均年滿18歲，並按照中國及香港所有適用法律法規要求獲適當僱用。本集團並不知悉有關禁止僱用童工或強制勞工之有關法律法規上有任何重大違規情況。本集團嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》及《禁止使用童工規定》。此外，於2021年度亦未有接獲因未遵守有關法律法規而遭受大額罰款或制裁的情況。

Supply Chain Management

The Group has the greatest respect for the laws and regulations that govern its business and always adheres to international best practices and conducts fair and unbiased procurement processes when dealing with suppliers.

The Group has set out clear requirements on selection and management of suppliers to ensure standardized management and proper selection of and corporation with suppliers. In selecting suppliers, the Group will take the following into consideration: (i) operating license granted by and registration with the Industry and Commerce Bureau; (ii) plant size, production capacity and technology capabilities; (iii) stable quality of production; and (iv) integrity and reasonableness of prices.

The suppliers are required to provide information on the scale of their factories, their production capacity, quality issues and technology capabilities in the "supplier questionnaire" prepared by the procurement department for preliminary screening. Then the Group would establish a specialized file to record basic information for the suppliers who meet the requirements, conduct regular quality inspections and maintain long-term cooperation. In addition, the Group has worked out stringent quality control measures to ensure that the production quality meets customer and regulatory requirements. Quality control managers conduct detailed quality inspections on samples provided by suppliers from time to time, to avoid operational risks caused by quality problems. Further, the Group will regularly evaluate the performance indicators of suppliers, such as the product qualified rate and the punctual shipment, and conduct investigations on compliance with the legal provisions on avoiding child and forced labor.

供應鏈管理

本集團恪守管轄其業務的法律法規，在與供應商往來時始終遵守國際最佳做法及採取不偏不倚的採購流程。

本集團已制定甄選及管理供應商的明確要求，確保規範管理和適當甄選供應商及與其合作。在甄選供應商時，本集團會考慮以下因素：(i) 工商局出具的經營許可證和辦理的登記；(ii) 廠房規模、產能及技術能力；(iii) 穩定的生產質量；及(iv) 誠信及價格合理性。

供應商須在採購部為進行初選發出的「供應商調查問卷」中，提供廠房規模、產能、質量及技術能力等資料。然後，本集團會建立專門檔案，記錄符合要求的供應商的基本資料，以進行定期質量檢查和維持長期合作。此外，本集團已設立嚴謹的質量控制措施，以確保生產質量符合客戶及法規要求。為避免因質量問題產生經營風險，質控經理會不時對供應商提供的樣板進行詳細質量檢查。另外，本集團會定期評估供應商績效指標，例如產品合格率及準時付運，並調查供應商有否遵守避免使用童工及強制勞工法律規定的情況。

The following table sets out the number of suppliers by region as at 31 December 2021:

截至2021年12月31日，按地區劃分的供應商數目列載於下表：

| Region | 地區 | 2021 2021年度 |
|---------------------|--------|----------------|
| China | 中國 | 61 |
| Other parts of Asia | 其他亞洲地區 | 3 |
| Europe and America | 歐美地區 | 14 |

Product Liability

In the Year 2021, the Group complied with all relevant laws and regulations in relation to product liability and no products sold by our Group were recalled for safety or health reasons, nor were there any complaints regarding product or service quality issues. Products were consistent with the requirements of the GB/T 19001-2016 quality management system.

The Group has formulated a quality manual according to the GB/T 19000-2016 quality management system to ensure that it provides all customers with high-quality products and services. The Group's product design, production and customer service must be carried out in strict accordance with the quality manual. The Group has also formulated a series of procedures and operational instructions to ensure that employees of relevant departments observe regulatory measures. Meanwhile, the Group has full control of its outsourced production based on the quality manual.

產品責任

於2021年度，本集團遵守有關產品責任的所有相關法律法規，而本集團所售產品並未因安全或健康理由而召回，亦沒有任何有關產品或服務質量問題的投訴。產品符合GB/T 19001-2016質量管理體系的規定。

本集團已根據GB/T 19000-2016質量管理體系制定質量手冊，確保能夠為所有客戶提供優質產品服務。本集團的產品設計、生產及客戶服務必須嚴格依照質量手冊進行。本集團亦制定了一系列程序和操作指示，確保有關部門僱員將遵守監控措施。同時，本集團根據質量手冊對其外包生產握有全面控制權。

In addition, the Group's management team reviews the quality manual annually to ensure that it is updated in accordance with changes of operating conditions and international standards. The Group attaches appropriate product safety warnings to its products in conspicuous places and on the packages, to see that the products manufactured meet safety standards.

此外，本集團管理團隊會每年檢討質量手冊，以確保根據經營環境及國際標準的變化作出相應更新。為確保生產的產品達合理安全標準，本集團於其產品顯眼處及包裝上貼上適當產品安全警示。



Small item warning
小物件警示



Safety certification mark
安全認證標誌

The Group's quality control personnel follow strict quality assurance processes at all stages of production, from design, raw materials and manufacturing to packaging and storage. The Group has utilized continuous quality assurance, planning control, improvement and other workable plans throughout all stages of production. More specifically, the Group places more emphasis on quality control at earlier stages of production to discover and resolve quality issues early on. For raw materials, semi-finished and finished products provided by subcontractors, random inspections and tests are carried out by inhouse laboratories. Defective products are stored separately and sent to the production line or subcontractors for rework.

本集團的質量控制人員在從設計、原材料、製造及包裝到存儲的所有生產階段均遵循嚴格的質量保證程序。本集團在生產的所有不同階段均採用持續的質量保證、計劃控制、改進及其他可行的計劃。具體而言，更注重早期生產階段的質量監控，以便及早發現並回收，以解決質量問題。對於分包商提供的原材料、半成品及成品，由內部實驗室進行隨機檢查和測試。有缺陷的產品要分開存放，並退回生產線或分包商處進行返工。

The Group has both external and internal complaint reporting systems in place. For external complaint reporting, the Group accepts complaints online or via other telecommunication channels, such as e-mails and telephone. For internal complaint reporting, the employee manual specifies the reporting mechanism and punishments for violations. Once an internal complaint is received, the administrative department will carry out on-site investigation(s), collect evidence, conduct interviews with witnesses and take necessary disciplinary actions.

The Group highly values information security and protection of customer privacy and strictly complies with relevant national and local laws and regulations. Employees must comply with all internal guidelines regarding the collection, processing, transfer, retention and disposal of customers' personal information in order to safeguard information security.

The Group has established a detailed intellectual property management system in accordance with applicable laws and regulations. The system is composed of four major aspects, namely (i) guidelines; (ii) institutions and responsibilities; (iii) policies; and (iv) rewards and punishments.

The Group was not aware of any material violations of the relevant laws and regulations on product health and safety, advertising, labeling, right to privacy and remedy in the Year 2021. The Group strictly complied with local laws and regulations relating to product liability, such as the Copyright Ordinance (Chapter 528 of the Laws of Hong Kong), the Patent Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Trademark Law of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China. In addition, the Group did not receive any material fines or sanctions in the Year 2021.

本集團設有外部及內部投訴舉報制度。對於外部投訴舉報，本集團通過網上或其他電訊渠道受理投訴，例如電郵及電話。對於內部投訴舉報，員工手冊已訂明了舉報機制及違規懲罰。一旦接獲內部投訴，行政部將展開實地調查、搜證、約談證人並採取必要的紀律行動。

本集團高度重視信息安全及客戶隱私保護，嚴格遵守國家和地方的相關法律法規。員工必須遵守關於收集、處理、轉移、保留和處置客戶個人資料的所有內部指引，以保障信息安全。

本集團已根據適用的法律法規制定詳細的知識產權管理制度。該制度包括四大方面，即：(i) 指引；(ii) 機構和責任；(iii) 政策；及 (iv) 獎勵及懲罰。

於2021年度，本集團並不知悉有關產品健康及安全、廣告、標籤及私隱權以及補救方法方面的法律法規上有任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《版權條例》(香港法例第528章)、《中華人民共和國專利法》、《中華人民共和國著作權法》、《中華人民共和國商標法》及《中華人民共和國反不正當競爭法》。此外，於2021年度亦未有接獲大額罰款或制裁的情況。

Anti-corruption

Corruption, bribery or fraud in any form is prohibited. The Group's anti-corruption policies set out the standards of conduct to which all employees are required to adhere to promote integrity in the workplace. All employees are prohibited from offering or accepting money or anything of value by using work as an excuse or any authority granted by the Group.

In the Year 2021, the Group provided internal training on anti-corruption topics to its directors and employees with reference to the anti-corruption resource website, to further their understanding of the importance of anti-corruption and the legal and regulatory provisions.

The Group was not aware of any material violations of the relevant laws and regulations on prevention of bribery, extortion, fraud and money laundering in the Year 2021. The Group strictly complied with the local laws and regulations relating to anti-corruption, such as the Prevention of Bribery Ordinance, the Criminal Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China. In addition, the Group did not receive any material fines or sanctions in the Year 2021.

Community Investment

The Group has mapped out policies relating to community investment, financial contributions and donations. The Group supports projects and plans that meet local community demands, while aiming to align with the local culture, heritage and morals. The Group made the following donations during the Reporting Period:

- Donated RMB120,000 to the Guangzhou Association Charity Fund (廣州同鄉會慈善基金) in 2021.

反貪污

嚴格禁止任何形式的腐敗、賄賂或欺詐行為。本集團的反腐政策載列多項行為準則，要求全體僱員遵守，以促進職場誠信。禁止全體僱員利用工作做藉口或本集團任何授權提供或收受金錢或任何有價之物。

於2021年度，本集團參考反貪污資源網站向其董事及僱員提供以反貪污為主題的內部培訓，協助彼等了解學習反腐倡廉的重要性及法律法規條款。

於2021年度，本集團並不知悉有關防止賄賂、勒索、欺詐及洗黑錢方面的法律及法規上有任何重大違規情況。本集團嚴格遵守與反貪污有關的地方法律法規，如《防止賄賂條例》、《中華人民共和國刑法》及《中華人民共和國反洗錢法》。此外，於2021年度亦未有接獲大額罰款或制裁的情況。

社區投資

本集團已製定有關社區投資、財政捐助及捐贈的政策。本集團致力於支持滿足當地社區需求的項目和計劃，同時力求遵循當地文化、傳統及道德。本集團於報告期內作出以下捐款：

- 2021年向廣州同鄉會慈善基金捐贈人民幣12萬元。



KIDZTECH HOLDINGS LIMITED
奇士達控股有限公司