



美亞控股有限公司^{*}
MAYER HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

(Stock Code 股份代號 : 1116)

Environmental, Social and
Governance Report for the 18 Months
Ended 30.06.2022

截至2022年6月30日止
18個月之環境、社會及管治報告

Environmental, Social and Governance Report

環境、社會及管治報告

OBJECTIVES

The board of directors (the “**Board**”) of Mayer Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present the environmental, social and governance report (the “**Report**”) for the 18 months ended 30 June 2022 (the “**Reporting Period**”) with the aim of demonstrating to internal and external stakeholders the effectiveness of the Group’s efforts in promoting sustainable development.

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and mainly covers the environmental and social measures and activities of the Group for the Reporting Period. For information on the corporate governance of the Group, please refer to the Group’s Annual Report 2022.

The Group is committed to maintaining the sustainability of its business as well as supporting environmental protection and the communities where it operates. It manages its business in a prudent approach and provides high-quality products and services to customers according to rational decision-making procedures. The Group maintains close relationships with its stakeholders (including shareholders, customers, employees, suppliers, creditors, regulators and the public) and strives to accommodate their views and interests through constructive communications so as to determine the direction of the Group’s long-term development. The Board is responsible for assessing and identifying the environmental, social and governance risks of the Group and ensuring the proper and effective management of the risks and operation of the internal control systems.

GOVERNANCE STRUCTURE

The Board’s Oversight of Environmental, Social and Governance Issues

The Board has a primary role in overseeing the Group’s environmental, social and governance (“**ESG**”) issues. During the Reporting Period, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks on the operation and formulated ESG-related policies in dealing with relevant risks. The oversight of the Board is to ensure that the management and the ESG Working Team have all the right tools and resources to oversee the ESG issues.

To demonstrate the Group’s commitment on transparency and accountability, the management and the ESG Working Team will review and evaluate the Group’s performance in respect of ESG issues and report to the Board regularly.

宗旨

美亞控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）之董事會（「**董事會**」）欣然發佈截至2022年6月30日止18個月（「**報告期間**」）的《環境、社會及管治報告》（「**本報告**」），旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據《香港聯合交易所有限公司證券上市規則》附錄27的《環境、社會及管治報告指引》編寫，主要匯報本集團於報告期間有關環境及社會範疇的措施及活動。有關本集團的企業管治資料，請參閱本集團的《年報2022》。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。本集團與其持份者包括股東、客戶、員工、供應商、債權人、監管機構及公眾保持緊密聯繫，並透過具建設性的溝通，努力平衡該等持份者的意見和利益，從而釐定長遠的發展方向。董事會負責評估及決定本集團的環境、社會及管治風險，並確保相關風險管理及內部監控系統適當及有效運作。

管治架構

董事會對環境、社會及管治事宜的監督

董事會在督導本集團的環境、社會及管治（「**ESG**」）事宜方面擔當主要角色。於報告期間，董事會、管理層與負責ESG事宜的員工評估ESG相關風險對營運的影響，並制定ESG相關政策以處理相關風險。董事會的督導確保管理層及負責ESG事宜的員工擁有一切合適的工具及資源，以便督導ESG事宜。

為展示本集團對透明度及問責性的承擔，管理層及負責ESG事宜的員工會檢討及評估本集團在ESG事宜的表現並定期向董事會匯報。

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The Board's ESG Management Approach and Strategy for Material ESG-Related Issues

In order to deeply understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment of the Group is conducted annually. The Group ensures various platforms and channels of communication are used to reach, listen and respond to its key stakeholders. Through general communication with stakeholders, the Group is able to understand the expectations and concerns from its stakeholders. The feedback obtained allows the Group to make more informed decisions, and to better assess and manage the resulting impacts of the business decisions.

The Group has evaluated the materiality of ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) prioritisation of key ESG aspects with stakeholder engagement; and (iii) validation and determination of material ESG issues based on the results of communication with stakeholders.

These steps can help the Group understand the degree of concern stakeholders show to each ESG issue, and enable the Board to make a more comprehensive plan for the future direction of sustainable development.

The Board's Review Progress Against ESG-Related Goals and Targets

The Group will closely review the performance of the ESG-related goals and targets as well as the progress of implementation from time to time. If the progress falls short of expectation or the business operation changes, rectification may be needed and communication about the goals and targets with key stakeholders such as employees, customers and suppliers may be conducted.

Setting strategic goals for the future enables the Group to develop a realistic roadmap and focus on the development direction in achieving the visions. The Board will carefully examine the attainability of the targets which should be weighed against the Group's principles and goals.

REPORTING PRINCIPLES

The Report is centred on 4 principles:

Materiality: Stakeholder engagement and materiality assessment are conducted regularly to identify material ESG issues, and to ensure that these issues are addressed in the Report.

Quantitative: Data presented in the Report has been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used for calculation of key performance indicators.

Balance: Both positive and negative impacts of the business have been presented in a transparent manner.

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

董事會對重大ESG相關事宜的ESG管理方法及策略

為深入地理解不同持份者對ESG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，本集團得以了解其持份者的期望及關注。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ESG方面的重要性：(i) 本集團識別ESG事宜；(ii) 在持份者參與下，排列關鍵ESG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ESG事宜。

進行該等步驟可加強了解本集團持份者對各ESG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。

董事會對ESG相關目的與目標的進度檢討

本集團會不時仔細檢討ESG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（如員工、客戶及供應商）就目的與目標進行溝通。

本集團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。董事會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。

匯報原則

本報告著重於4個原則：

重要性：定期進行持份者參與及重要性評估，以識別重大ESG事宜，並確保該等事宜反映於本報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

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REPORTING SCOPE

During the Reporting Period, the Group was engaged in the manufacture of stainless steel products through its subsidiary Guangzhou Mayer Corporation Limited (“**Guangzhou Mayer**”). Upholding the philosophy of “Harmony, Innovation and Sustainability” and with the positive development of its production and operation, the Group has enjoyed well-established reputation and strong brand awareness, making it one of the leading enterprises in the industry. All of the raw materials used in manufacturing the Group’s stainless steel products are steel coils supplied by the top five steel suppliers in the People’s Republic of China (the “**PRC**”). The Group has received widespread recognition and public acclaim for its persistent efforts in offering quality products and services.

For the 18 months ended 30 June 2022, being the Group’s principal operating company during the Reporting Period, Guangzhou Mayer owns office buildings, staff quarters, canteens as well as leisure space in addition to production plants. Guangzhou Mayer is of high relevance to ESG matters. Hence, the Report focuses on the disclosure of the policies and performance regarding the four environmental and eight social aspects of Guangzhou Mayer during the Reporting Period.

滙報範圍

於報告期間，本集團透過其附屬公司廣州美亞股份有限公司（「**廣州美亞**」）經營生產不銹鋼產品。本集團秉承「和諧、創新、永續經營」的理念，本集團生產、經營處於良好發展狀態，業內聲譽好，品牌知名度高，是行業龍頭企業之一。本集團之不銹鋼產品所有原料均採用中華人民共和國（「**中國**」）5大鋼材供應商供應之鋼卷，不斷精耕細作，以優質的產品和服務贏得社會各界的廣泛認可和讚譽。

截至2022年6月30日止18個月，廣州美亞是本集團於報告期間的主要營運公司，除了生產廠房外，設有辦公樓、員工宿舍、食堂及休憩地方，此項目對ESG相關性較高，故於報告期間，本報告以此項目的4個環境範疇及8個社會範疇之政策及表現作披露。



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STAKEHOLDER ENGAGEMENT

Stakeholder engagement is the core element of the Group's sustainable development. With regard to the establishment of a regular communication mechanism for the stakeholders, the Group has set up online and offline communication channels to timely demonstrate to the stakeholders its strategic plans for and performance in sustainable development and to consult about their opinions and needs, so as to fulfil their demands and reasonable expectations following a more precise understanding.

The Group's stakeholders include the shareholders, employees, government and regulators, customers, suppliers, communities, potential and existing shareholders/institutional and individual investors, etc. The Group will engage in discussions with the stakeholders about relevant issues through various channels. The communication channels of the Group with, as well as the expectations and demands of, the stakeholders are as follows:

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通渠道，適時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，在更了解下以達至持份者的需求及符合他們的合理期望。

本集團的持份者包括股東、員工、政府及監管機構、客戶、供應商、社區、潛在及現有股東／機構及個人投資者等。本集團會就議題內容透過不同管道與持份者進行溝通，持份者與本集團的溝通渠道及期望與要求如下：

Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Shareholders 股東	Financial results Corporate transparency Sound risk control	Improving profitability and ensuring business sustainability Regular disclosure of information Optimisation of risk management and internal control
Employees 員工	Continuous promotion mechanism Salary and benefits Safe working environment	Providing platform for career development Competitive salaries and employee benefits Provision of employee training and improvement in safety awareness
Government and regulators 政府及監管機構	Compliance with laws and regulations Fulfilling tax obligations 遵守法例及規例 履行稅務責任	Operational compliance Full payment of tax when due 合規經營 按時足額納稅
Customers 客戶	Standards of logistics and delivery services Security of customer information Protection of customers' rights and interests 物流及交付服務水準 客戶信息安全 客戶權利及權益保障	Maintaining stability in product delivery Protection of customer privacy Marketing compliance 維持產品交付穩定性 客戶私隱保護 合規營銷

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Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Suppliers 供應商	Cooperation with integrity Business ethics and creditworthiness 誠信合作 商業道德及信譽	Establishment of a responsible supply chain Performance of contracts according to the law 構建負責任的供應鏈 依法履行合約
Communities 社區	Environmental protection Job opportunities 環境保護 就業機會	Use of environmentally friendly and energy-saving equipment Provision of internship and job opportunities 使用環保節能設備 提供實習及就業機會
Potential and existing shareholders/institutional and individual investors 潛在及現有股東／機構及個人投資者	Annual general meetings and (if necessary) extraordinary general meetings and notices Regular corporate publications (including financial statements) Increase in transparency of corporate development 股東週年大會與(如有需要)股東特別大會及通告 定期的公司刊物(包括財務報表) 增加企業發展透明度	Provision of platforms for communications with shareholders Results announcements Issue of circulars and announcements in due course 提供與股東溝通的平台 業績公告 於適時發出通函及公告

MATERIALITY ASSESSMENT

During the Reporting Period, the Group conducted a comprehensive materiality assessment, which involved group discussions, interviews and a survey with internal and external stakeholders to identify “material issues” and reflect the environmental, social and operational issues which have the most significant impacts on the Company’s business and the relevant issues which are of concern to the stakeholders.

By reference to the scope of disclosure as required under the ESG Reporting Guide as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited as well as taking into consideration its business features, the Group has identified and determined 24 issues covering greenhouse gas (“GHG”) emission, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, and community investment with respect to its business operation.

重要性評估

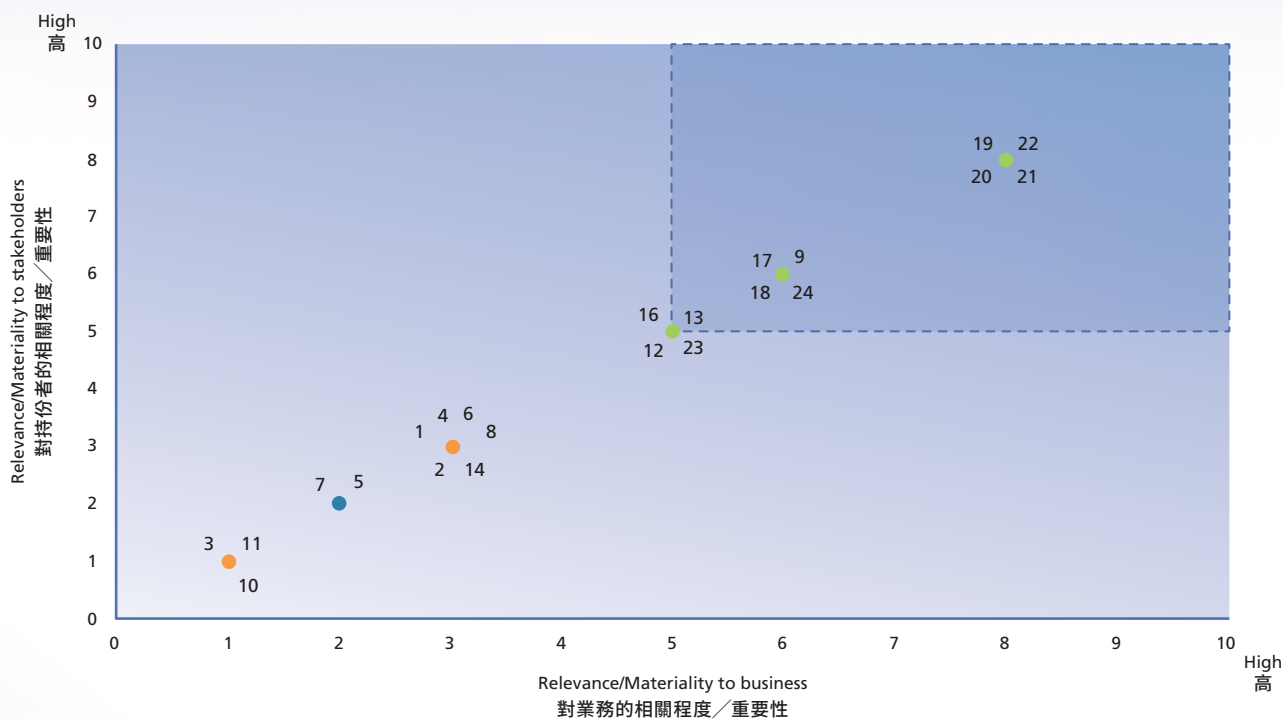
於報告期間，本集團進行了全面的重要性評估。這涉及與內部及外部持份者開展小組討論、面談及調查，以識別「重要議題」及反映對本公司業務影響最為重大的環境、社會及營運議題以及與持份者切實相關的議題。

參考載於香港聯合交易所有限公司證券上市規則附錄二十七之ESG報告指引所規定的披露範疇，結合本集團業務特點，識別並確定了24項議題。議題涵蓋業務造成的溫室氣體排放、能源消耗、員工福利、職業健康與安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等方面。

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Materiality of ESG Issues
ESG類別的重要性



Environmental aspects

環境範疇

1. GHG emissions
溫室氣體排放
2. Energy consumption and resource management
能源消耗及資源管理
3. Water resources management
水資源管理
4. Waste management
廢棄物管理
5. Use of packaging materials
包裝材料使用
6. Environmental impacts
對環境的影響
7. Climate change
氣候變化

Social aspects

社會範疇

8. Contribution to communities
社區貢獻
9. Occupational health and safety
職業健康及安全
10. Child labour
童工
11. Forced and compulsory labour
強迫及強制勞動
12. Training and development
培訓及發展
13. Remuneration and employee benefits
薪酬及員工福利
14. Diversity and equal opportunities
多元化及平等機會
15. Talent attraction and retention
吸引及挽留人才

Operational aspects

營運範疇

16. Anti-corruption
反貪污
17. Supply chain management
供應鏈管理
18. Supplier assessment and selection
供應商評估及選擇
19. Customer service and satisfaction
客戶服務及滿意度
20. Customer privacy
客戶私隱
21. Handling of opinions and complaints
意見及投訴處理
22. Product safety and quality management
產品安全及質量管理
23. Protection of intellectual property rights
保護知識產權
24. Marketing and labelling
行銷與標示

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A. ENVIRONMENTAL PROTECTION

To fulfil its sustainability commitment and comply with the requirements under the laws and regulations in respect of environmental protection, the Group has been striving to reduce the impact of its operating activities on the environment.

A1: Emissions

For Guangzhou Mayer, emissions mainly included those from vehicles as well as factory dust, and the major factors causing impact are respirable particles.

In addition, tailpipe emissions from vehicles and fumes have an impact on the surrounding air quality. Major pollutant is automobile exhaust, and the polluting factors of which are nitrogen oxide (NOx), sulfur oxide (SOx) and suspended particulate matters (PM).

During the Reporting Period, air pollutant emissions were as follows:

Types of emission (Note 1)	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月	2020 2020年度
Nitrogen oxide (NOx) 氮氧化物(NOx)	kg 公斤	2,525.2	4,231.7
Sulfur oxide (SOx) 硫氧化物(SOx)	kg 公斤	2.8	5.1
Suspended particulate matters (PM) 懸浮粒子(PM)	kg 公斤	181.6	304.3

Note 1: The emission factors used to calculate the NOx, SOx and PM are sourced from: the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software – MOBILE 6.1; and the assumptions of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30km/h, and include running exhaust emissions only.

Reduction Target of Air Emissions

Air emissions 廢氣排放物	Reduction target 減排目標	Baseline year 基準年	Status 狀態
Nitrogen oxide (NOx) emission intensity 氮氧化物(NOx)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Sulphur oxide (SOx) emission intensity 硫氧化物(SOx)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Particulate matters (PM) emission intensity 懸浮粒子(PM)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中

A. 環境保護

為表明本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1: 排放物

廣州美亞廢氣主要為車輛廢氣排放及車間粉塵等，影響因子主要為可吸入顆粒物。

此外，汽車尾氣及油煙廢氣等也會對周圍局部大氣品質有影響，其中主要污染物為機動車尾氣，污染因數為氮氧化物(NOx)、硫氧化物(SOx)及懸浮粒子(PM)。

於報告期間，空氣污染物排放如下：

Types of emission (Note 1)	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月	2020 2020年度
Nitrogen oxide (NOx) 氮氧化物(NOx)	kg 公斤	2,525.2	4,231.7
Sulfur oxide (SOx) 硫氧化物(SOx)	kg 公斤	2.8	5.1
Suspended particulate matters (PM) 懸浮粒子(PM)	kg 公斤	181.6	304.3

附註1：用於計算NOx、SOx和PM的排放因子來自：香港環境保護署EMFAC-HK車輛排放計算模型和美國環境保護署的車輛排放建模軟件-MOBILE6.1；並且假設相對濕度為80%，溫度為25攝氏度，平均速度為30公里/小時，僅包括運行中的廢氣排放。

廢氣排放物的減排目標

Air emissions 廢氣排放物	Reduction target 減排目標	Baseline year 基準年	Status 狀態
Nitrogen oxide (NOx) emission intensity 氮氧化物(NOx)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Sulphur oxide (SOx) emission intensity 硫氧化物(SOx)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Particulate matters (PM) emission intensity 懸浮粒子(PM)排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中

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In order to effectively prevent and control dust pollution, improve air quality and ensure public health, Guangzhou Mayer's production plants are equipped with dust collectors with filter bags. The automatic dust cleaning devices can help maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

為有效防治揚塵污染、改善空氣質量及保障公眾健康，廣州美亞的生產廠房中設有布袋除塵器，其採用自動化清塵裝置，可幫助保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。



Production plants equipped with dust collectors with filter bags
生產廠房中設有布袋除塵器

Solid wastes from the production process of Guangzhou Mayer are collected by qualified recyclers for recycling. Details are as follows:

廣州美亞於生產過程中產生的固體廢棄物都會交由合資格的回收單位作回收，詳細表列如下：

Solid wastes 固體廢棄物

Scrap steel
廢鋼鐵
Scrap wood frames
廢木架
Scrap cardboard
廢紙皮

Qualified recyclers 合資格的回收商

Guangzhou Wanluda Materials Recycling Co., Ltd.
廣州市萬綠達物資回收有限公司
Guangzhou Huiyue Materials Recycling Co., Ltd.
廣州匯越物資回收有限公司
Guangzhou Huiyue Materials Recycling Co., Ltd.
廣州匯越物資回收有限公司

The Group has formulated and implemented the Waste Management System (《廢棄物管理制度》), which aims to ensure that the wastes produced by the Group will not pollute the environment and will comply with the Group's environmental policy as well as local laws and regulations by separating, collecting and treating production and domestic solid wastes. Dangerous wastes and non-recyclable industrial wastes are collected by the Management Department and passed to recognised and qualified waste disposal organisations in the PRC for treatment.

本集團已制定並執行《廢棄物管理制度》，通過對生產和本土固體廢棄物的分類、收集及處理，確保本集團所產出的廢棄物不會對環境造成污染，並符合本集團環境方針以及當地之法律法規。危險廢棄物和不可回收的工業廢棄物由管理部交給中國認可及有相關資格的廢棄物處理機構處理。

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Production waste storage area outside the plants
廠房外已設置生產廢料存放區

Waste separation facilities with “Recyclable”, “Non-recyclable” and “Hazardous” classifications are set up by Guangzhou Mayer to encourage residents and employees to develop green living habits. Hazardous wastes are collected and treated by a qualified company engaged by the Group.

廣州美亞已設置「可回收物」、「不可回收物」及「有害物」廢物分類設施，鼓勵住戶及員工養成綠色生活習慣。有害廢棄物將獲收集，並由本集團委託有資質認證單位處理。



Waste separation facilities for recyclable, non-recyclable and hazardous wastes in the factory area
在廠房園區已設置可回收垃圾、不可回收垃圾及有害垃圾廢物分類設施

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GHG is considered as one of the major contributors to climate change and global warming. During the Group's operation, energy consumption accounts for a major part of GHG emissions. The Group attaches great importance to improving energy efficiency and reducing energy consumption. During the Reporting Period, GHG emission was as follows:

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團的營運過程中，能源消耗佔溫室氣體排放的主要部份。本集團高度重視提高能源效率及減少能源消耗。於報告期間，溫室氣體排放如下：

GHG emissions	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月	2020
溫室氣體排放	單位		2020年度
GHG emissions (Scope 1)	kg of carbon dioxide equivalent (CO ₂ e)	523,697	920,569
溫室氣體排放 (範圍1)	公斤二氧化碳當量		
GHG emissions (Scope 2) (Note 1)	kg CO ₂ e	1,899,334	1,858,178
溫室氣體排放 (範圍2) (附註1)	公斤二氧化碳當量		
GHG emissions (Scope 3)	kg CO ₂ e	23,290	14,437
溫室氣體排放 (範圍3)	公斤二氧化碳當量		
Total GHG emissions (Note 2)	kg CO ₂ e	2,446,321	2,793,184
溫室氣體排放總量 (附註2)	公斤二氧化碳當量		
Total production	tonne	214,587	92,000
生產總量	噸		
GHG intensity (total emissions/total production)	kg CO ₂ e/tonne	11	30
溫室氣體密度 (排放總量/生產總量)	公斤二氧化碳當量/噸		

Note 1: Relevant emissions from electricity consumption were calculated on the basis of the emission factor of China Southern Power Grid for 2019. Such figures were based on the Reporting Guidance on Environmental KPIs.

附註1：電力消耗相關排放量是以2019年中國南方電網排放係數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。

Note 2: GHG emissions (direct, energy indirect and other indirect) can be divided into three scopes as follows:

附註2：溫室氣體排放(直接、能源間接及其他間接)可分為以下3個範圍：

Scope 1: mainly represents diesel and gasoline consumed by motor vehicles.

範圍1：主要指汽車所消耗的柴油及汽油。

Scope 2: mainly represents electricity purchased from electricity suppliers in the PRC.

範圍2：主要指自中國電力供應商購買的電力。

Scope 3: mainly represents scrap papers and water consumed.

範圍3：主要指消耗的廢紙及用水。

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Reduction Target of GHG Emissions

溫室氣體排放的減排目標

Environmental KPI 環境關鍵績效指標	Reduction target 減排目標	Baseline year 基準年	Status 狀態
GHG emission intensity (Scope 1) 溫室氣體排放密度(範圍1)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
GHG emission intensity (Scope 2) 溫室氣體排放密度(範圍2)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
GHG emission intensity (Scope 3) 溫室氣體排放密度(範圍3)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中



Green environment outside Guangzhou Mayer's production plant
廣州美亞生產廠房外的綠化環境

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During the Reporting Period, the hazardous and non-hazardous wastes produced were as follows:

於報告期間，有害廢棄物及無害廢棄物產生量如下：

Hazardous and non-hazardous wastes produced	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月	2020
有害廢棄物及無害廢棄物產生	單位	6月30日止18個月	2020年度
Total amount of hazardous waste 有害廢棄物總量	kg 公斤	19,470	9,090
Intensity of hazardous waste 有害廢棄物密度	kg/per tonne of product 公斤／每噸單位產品	0.1	0.1
Total amount of non-hazardous waste 無害廢棄物總量	kg 公斤	3,197,307	2,730,000
Intensity of non-hazardous waste 無害廢棄物密度	kg/per tonne of product 公斤／每噸單位產品	14.9	29.7

Reduction Target of Wastes

廢棄物的減廢目標

Environmental KPI 環境關鍵績效指標	Reduction target 減廢目標	Baseline year 基準年	Status 狀態
Intensity of hazardous wastes 有害廢棄物密度	N/A 不適用	N/A 不適用	N/A 不適用
Intensity of non-hazardous wastes 無害廢棄物密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中

Guangzhou Mayer has completed the Emission Registration Form on the National Emission Authorization Management Information Platform and received the Receipt of National Emission Registration of Stationary Pollution Sources, which is valid from 28 April 2020 to 27 April 2025. Guangzhou Mayer has installed a sewage treatment system to directly treat the effluent generated during the production process.

廣州美亞已於全國排污授權管理資訊平台填報《排污登記表》，並獲得《全國固定污染源排污登記回執》，有效期由2020年4月28日至2025年4月27日。廣州美亞已安裝污水處理系統，直接處理於生產過程產生之污水。



Sewage treatment system
污水處理系統

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環境、社會及管治報告

During the Reporting Period, the Group adopted a series of energy conservation and emission reduction measures, of which the particulars and relevant effectiveness assessment were as follows:

本集團於報告期間，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

Energy conservation and emission reduction measures 節能減排措施

Particulars and relevant effectiveness assessment of the measures 措施內容及相關成效評估

Light-emitting diodes (LEDs)

發光二極管(LED)

Some of the lighting at the production workshops, office buildings and staff quarters, where compact fluorescent lamps had been used, were replaced with LEDs, which consume less electricity compared to compact fluorescent lamps.

生產車間、辦公大樓及員工宿舍的部分照明已採用發光二極管取代慳電膽，相比慳電膽可更減少用電。

Installation of solar panels and solar energy equipment

安裝光伏發電設備及太陽能發電設備

At Guangzhou Mayer's staff quarters, solar energy equipment was installed on the roof mainly for the generation of electricity for electric water heaters, so as to reduce electricity consumption. Guangzhou Mayer has also installed solar panels with an expected annual power output of 2.3 million KWh on the rooftop of its production plants mainly to generate electricity used by its production equipment.

廣州美亞已在員工宿舍天臺安裝太陽能發電設備，該設備主要為員工宿舍電熱水器提供電力，節省電力消耗。廣州美亞亦已在生產廠房屋頂安裝光伏發電設備，預計每年發電量達230萬千瓦時，主要用於生產設備發電。

Installation of LED sensory lights

安裝LED感應照明燈

LED sensory lights were installed at the corridors of Guangzhou Mayer's office buildings and staff quarters. When there is occupancy nearby, the specialised sensor detects the change in infrared spectrum, and the switch is automatically connected and will remain on for as long as motion is detected. When people leave the detected area, the switch will be turned off thereafter, thereby reducing electricity consumption.

廣州美亞在辦公大樓走廊及員工宿舍均安裝了LED感應照明燈，當有人進入開關感應範圍時，專用感測器探測到人體紅外光譜的變化，開關自動接通。人不離開且在活動，開關持續接通；人離開探測範圍後，開關自動關閉，減少電力消耗。

Water usage

用水

Water usage and cleaning frequency by cleaners were under strict control during the cleaning of the production workshops, office buildings and staff quarters, thus saving a substantial amount of water.

生產車間、辦公大樓及員工宿舍的清潔過程中，清潔人員受嚴格控制水的使用及清潔頻率。因此，節約了大量用水。

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環境、社會及管治報告

Energy conservation and emission reduction measures

節能減排措施

Particulars and relevant effectiveness assessment of the measures

措施內容及相關成效評估

Installation of dust collectors with pulse jet filter bags

安裝脈衝式濾袋集塵機

In order to effectively prevent and control dust pollution, improve air quality and ensure the health of employees, Guangzhou Mayer's production plants are equipped with dust collectors with pulse jet filter bags. The automatic dust cleaning devices can help maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

為有效防治揚塵污染，改善空氣質量，保障員工身體健康，廣州美亞的生產廠房中設有脈衝式濾袋集塵機，其採用自動化清塵裝置，可保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。

Non-hazardous waste

無害廢棄物

Non-hazardous wastes produced at the production workshops, office buildings and staff quarters include sludge from stainless steel tube polishing, scrap steel, wood frames and cardboard, plastic bottles, office papers and kitchen wastes. The Group has exerted its best endeavours to minimise the impact on the environment by using recyclable raw materials or supplementary materials in production. It has promoted waste separation in different ways, such as placing cartons and plastic bottles in designated areas for collection by recyclers.

生產車間、辦公大樓及員工宿舍產生的無害廢棄物包括不銹鋼管拋光產生的污泥、廢鋼鐵、廢木架、廢紙皮、膠樽、辦公室用紙及廚房廢棄物。本集團在生產過程中使用可回收原材料或輔助材料，以此盡最大努力減低對環境的影響。本集團推廣廢棄物分類，如將紙板及塑料瓶放置在特定區域供回收服務供應商收取。

Compliance with Relevant Laws and Regulations

During the Reporting Period, the Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes. The Group strictly complied with local laws and regulations relating to emissions, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law on the Prevention and Control of Water Pollution of the People's Republic of China (《中華人民共和國水污染防治法》) and the Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China (《中華人民共和國固體廢物環境防治法》). In addition, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations was imposed on the Group during the Reporting Period.

遵守有關法律法規

於報告期間，本集團並無發現有關本集團廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，報告期間亦沒有因未遵守有關法律法規而遭受重大金額罰款或非貨幣制裁。

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環境、社會及管治報告

A2: Use of Resources

The Group does not only strictly obey the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to develop resource saving and recycling habits in daily life. To protect natural resources and increase operational efficiency, the Group closely monitors the use of resources with a view to ensuring full utilisation of resources and preventing wastage. Each department of the Group regularly reports on its use of resources and takes corrective actions for issues in a timely manner.

The Group has formulated and implemented the Energy and Resource Management System (《能源資源管理制度》) to promote the saving and reasonable use of energy and resources as well as the reduction of wastage. To reduce the use of non-reusable materials, the Research and Development Department takes into consideration the factors of environmental protection, energy-saving and occupational health and safety before introducing new equipment or adopting new production processes. The Management Department is responsible for energy saving and resource control during the daily management of the office areas, canteens, staff quarters, etc.

The consumption of electricity, water and construction materials is primarily controlled during production. Production Departments 1 and 2 record monthly water consumption and compare it with monthly actual production for assessment on a monthly basis. Statistical analysis is conducted and the level of energy consumption is recorded to assess the progress of the energy-saving initiatives. During the Reporting Period, the Group did not experience any difficulties in sourcing water that was fit for the Group's use.

To reduce the use of wood, wooden frames used to pack finished products are actively re-collected upon product delivery to customers in accordance with the Energy and Resource Management System. The recycling of wooden frames is regularly traced and recorded by the Sales Department of Guangzhou Mayer on a monthly basis.

For office administration, employees are provided with personal computers of low-energy consumption and lighting systems with energy-efficient lights are installed in offices. In addition, the Group raises its employees' awareness of energy saving by, for example, encouraging them to turn off lights and air-conditioners after work through electronic mails, bulletins and other channels. Additional video conferencing equipment has been put in place to encourage video conferencing instead of business trips whenever possible, thereby reducing carbon emissions arising from fuel consumption in transportation.

A2: 資源使用

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養員工節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期匯報資源使用狀況，並針對問題適時作出整改行動。

本集團已制定並執行《能源資源管理制度》，推行節約能源、資源，合理地利用能源、資源，減少浪費現象。研發部引進新設備或轉用新製造過程前會考慮到相關環保、節能、職業健康安全方面，減少使用不可循環再用的物料。管理部負責辦公區域、食堂、員工宿舍等日常管理過程之節約能源及資源控制。

在生產過程中主要是控制電力消耗，節約用水、節約施工材料。生產一部、生產二部統計當月用水情況，與當月實際生產狀況比對，按月計量進行考核，並根據節能進展情況進行統計分析，對能源消耗進行記錄。於報告期間，本集團在求取適合本集團使用的水源方面並無遭遇任何困難。

包裝成品的木架會按《能源資源管理制度》，當成品送到客戶後，會積極回收該木架，以減少木材使用。廣州美亞的業務部會每月對木架回收作對定期的追蹤和統計。

行政辦公方面，本集團為員工配置低耗能的個人電腦，而辦公室內的照明系統也採用節能照明燈。此外，本集團也透過電郵及告示等渠道提高員工的節能意識，例如向員工宣傳下班後關燈及關空調等。本集團更增加辦公室內的視頻設備，盡可能通過視像會議溝通，減少出差次數，務求降低交通工具燃油所產生的碳排放。

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Data of emissions from the operation of the Group during the Reporting Period is as follows:

於報告期間，本集團於營運排放資料如下：

Environmental performance	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月	2020
環境表現	單位		2020年度
Electricity consumption 電力消耗	KWh 千瓦時	3,732,600	3,651,720
Fuel consumption (Note 1) 燃料消耗 (附註1)	KWh 千瓦時	2,127,719	3,580,884
Total energy consumption 能源總耗量	KWh 千瓦時	5,860,319	7,232,604
Energy consumption intensity 能源消耗密度	KWh/per tonne of product 千瓦時／每噸單位產品	27	79
Water consumption in total 總耗水量	cubic meter 立方米	31,517	16,400
Water consumption intensity 耗水密度	M ³ /per tonne of product 立方米／每噸單位產品	0.15	0.2
Total packaging material used (Note 2) 包裝物總量 (附註2)	kg 公斤	221,730	297,000
Intensity of packaging material used 包裝物密度	kg/per tonne of product 公斤／每噸單位產品	1.0	3.2

Note 1: The conversion factors used to calculate the units to kWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

附註1：用於計算千瓦時單位的轉換系數來自國際能源署刊發的《能源統計手冊》。

Note 2: Packaging materials include polyvinyl chloride (PVC) films, transparent plastic, wrapping bands, cardboard containers, wooden squares and wrapping bags.

附註2：包裝物料包括聚氯乙烯(PVC)膜、透明膠、打包帶、紙箱、木方及包裝袋等。

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環境、社會及管治報告

Reduction Target of Resources Consumption

資源使用的節約目標

Environmental KPI 環境關鍵績效指標	Reduction target 節約目標	Baseline year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Water consumption intensity 耗水密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中

A3: The Environment and Natural Resources

In strict compliance with the laws and regulations including the Environmental Protection Law of the People's Republic of China 《中華人民共和國環境保護法》 and related regulations, the Group has formulated its management system, namely the Energy and Resource Management System and established its environmental management system which conforms to ISO 14001 standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation.

A3: 環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》及相關法規，本集團制定了《能源資源管理制度》管理制度及建立了符合ISO 14001標準的環境管理體系，有效減少了生產及經營活動帶來的污染物排放和資源消耗。



The Group has obtained an ISO14001 environmental management system certification, which is valid from 26 September 2019 to 25 September 2022
本集團已取得ISO14001環境管理體系認證證書，有效期由2019年9月26日至2022年9月25日

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環境、社會及管治報告



Solar panels on the rooftop of a production plant
生產廠房屋頂的光伏發電設備

Solar panels are installed on the roof of the Group's production plants to generate electricity used by the production equipment with surplus available for sale to China Southern Power Grid in Guangzhou.

本集團於生產廠房屋頂安裝了光伏發電設備以提供能源為生產設備提供電能，並出售多餘電能予廣州南方電網。



Green environment in production area
在生產園區範圍內的綠化環境

To green up the production area, the Group continuously plants trees and bushes totaling 364 plants of 13 species, including lychee trees, longan trees, mango trees, pine trees and so forth.

本集團為綠化生產園區，在園區內不斷種植喬木及灌木，樹木種類有13種，其中包括荔枝樹、龍眼樹、芒果樹及松樹等，共364棵。

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A4: Climate Change

Task Force on Climate-related Financial Disclosures (the “TCFD”) provides a reporting framework for companies to report their climate-related risks to the stakeholders. TCFD divided climate-related risks into physical risks and transition risks; the physical impacts of climate change and transition risks brought by decarbonisation could have material impact to the Group’s operation and development. The Group has raised its awareness towards the risks and potential impacts on the Group due to climate change. The Group has identified the climate-related risks that may adversely impact the Group’s operations and development.

The Group understands that the climate change has posed existential threats to the world and its operation, and the Group must put effective measures in place to protect its operations from potential disruptions and damages caused by them. Such risks include physical risks such as typhoon and rainstorms potentially leading to loss of electrical power, property and machinery damage and staff casualty as well as transition risks such as policy and regulatory changes.

In response to these issues, the Group has created risk management system and procedures to identify, monitor and control climate change impacts. Particular measures to mitigate climate change related impacts include the enhancement and good maintenance of building design and structure and facilities therein to strengthen endurance against extreme weathers. Emergency plans including flexibility of working hours and location under certain extreme weather are also in place to maintain the Group’s day-to-day operation in order and reduce risks of staff injuries when commuting.

The Group is also concerned about the exposure to relevant regulatory requirement that would have potential cost implications or disruption of operation due to failure to meet them by the then practices of operations. Failure to comply with those limits would lead to a fine and or even an order to suspend the operation for a certain period. The Group regularly reviews relevant policy updates and assess their potential impact on the operation and stipulate relevant responsive measures to mitigate the potential risks.

B. SOCIAL RESPONSIBILITY

The Group believes that maintaining good relationship with its employees is one of the keys to success. To enhance employees’ satisfaction, the Group provides employees with competitive remuneration and benefits and comprehensive training programmes to encourage them to show their strengths and potential in full. The Group organises team-building activities, such as annual dinner, sport day and leisure trip, for employees to enhance their sense of belonging and create a friendly and harmonious working environment.

A4: 氣候變化

氣候相關財務披露工作小組(「TCFD」)為公司向持份者報告其氣候相關風險提供報告框架。TCFD將氣候相關風險劃分為實體風險及過渡風險；去碳化帶來的氣候變化的實體影響及過渡風險可能對本集團的營運及發展造成重大影響。本集團已針對因氣候變化給本集團帶來的風險及潛在影響提高意識。本集團已識別可能對本集團營運及發展造成不利影響的氣候相關風險。

本集團明白氣候變化已對世界及其運轉構成生存威脅，而本集團須採取有效措施保護其營運免受由此造成的潛在干擾及損害。有關風險包括可能導致電力損失、財產及機械損壞以及員工傷亡的颱風及暴雨等實體風險，以及政策及監管變化等過渡風險。

為應對此等問題，本集團已建立風險管理系統及程序，以識別、監控及控制氣候變化影響。減輕氣候變化相關影響的具體措施包括加強及維護建築設計、結構及設施，以增強抵禦極端天氣的能力。本集團亦設有應急方案(包括在若干極端天氣下工作時間及地點的靈活性)以維持本集團的日常營運，以減少員工在通勤時受傷的風險。

本集團亦關注相關監管規定的風險，可能會因當時的營運實踐未能滿足相關監管規定而產生潛在成本影響或營運中斷。不遵守此等限制將導致罰款，甚至命令暫停營運一段期間。本集團定期檢討相關政策更新並評估其對營運的潛在影響，並制定相關應對措施以減輕潛在風險。

B. 社會責任

本集團深信與員工保持良好關係是企業成功的關鍵之一。為了提升員工滿意度，本集團為員工提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵員工發揮潛力並一展所長。本集團每年舉辦員工團建活動如員工聚餐、運動會及旅行等，有助提升員工歸屬感，打造一個友好和諧的工作環境。

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環境、社會及管治報告

B1: Employment

The Group has implemented rigorous recruitment procedures to select and attract outstanding talents for the Group through a combination of external recruitment and internal training. As of 30 June 2022, Guangzhou Mayer, the Group's core operating subsidiary, had 325 employees. The composition of employees by gender, age group, employment type and geographical region is as follows:

B1: 僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為本集團甄選及吸納優秀的人才。截至2022年6月30日，本集團核心營運的附屬公司廣州美亞共有325名員工，按性別、年齡組別、僱傭類別及地理區域劃分之員工組成如下：

Distribution of employees	Unit	18 months ended 30 June 2022 截至2022年 6月30日止18個月
員工分佈	單位	
By gender		
按性別劃分		
Male	Person	224 (69%)
男性	人	
Female	Person	101 (31%)
女性	人	
Total	Person	325 (100%)
總計	人	
By age group		
按年齡組別劃分		
Under 30 years old	Person	64 (20%)
30歲以下	人	
30-50 years old	Person	230 (70%)
30至50歲	人	
Over 50 years old	Person	31 (10%)
50歲以上	人	
Total	Person	325 (100%)
總計	人	
By employment type		
按僱傭類別劃分		
Full-time	Person	325 (100%)
全職	人	
Part-time	Person	- (-)
兼職	人	
Total	Person	325 (100%)
總計	人	
By geographical region		
按地理區域劃分		
Hong Kong	Person	1 (1%)
香港	人	
Mainland China	Person	324 (99%)
中國內地	人	
Total	Person	325 (100%)
總計	人	

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During the Reporting Period, the employee turnover rates of Guangzhou Mayer were as follows:

於報告期間，廣州美亞的員工流失比率如下：

	18 months ended 30 June 2022 截至2022年 6月30日止18個月
By gender (Note 1) 按性別劃分(附註1)	
Male 男性	85%
Female 女性	15%
By age group (Note 1) 按年齡組別劃分(附註1)	
Under 30 years old 30歲以下	14%
30-50 years old 30至50歲	80%
Over 50 years old 50歲以上	6%
By geographical region (Note 1) 按地區劃分(附註1)	
Mainland China 中國內地	99%
Others 其他	1%

Note 1: The turnover rate is calculated by dividing the number of departed employees in a specified category for the 18 months ended 30 June 2022 by the number of employees in such specified category as at 30 June 2022.

附註1：流失比率乃按特定組別截至2022年6月30日止18個月的離職員工人數除以於2022年6月30日該特定組別的員工人數所計算。

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The Group has formulated and implemented the Staff Handbook (《員工手冊》), the Recruitment Management System (《招聘管理制度》), the Remuneration and Benefit Management System (《薪酬福利管理制度》) and the Human Resources Management Procedure (《人力資源管理程序》) to comprehensively regulate the conduct of all employees of the Group to meet the needs of a modern enterprise. In compliance with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations (《工傷保險條例》) of the PRC, the Group has formulated management regulations in respect of recruitment, promotion, dismissal, working hours, holidays, remuneration, benefits and retirement. It provides employees with competitive salaries and benefits and makes proper adjustments to salaries and benefits in a timely manner according to the prevailing market condition in order to attract and retain talents and motivate the employees.

The Group offers attractive benefits to the staff. To enhance the staff's sense of belonging to the Company, devotion to their jobs and enthusiasm for work, the Group has established a labour union to strengthen communication among the employees, and organises meaningful and entertaining team-building activities for them. Guangzhou Mayer held its second Happy Conference on 28 April 2021 in order to strengthen corporate cohesion.

本集團已制定並執行《員工手冊》、《招聘管理制度》、《薪酬福利管理制度》及《人力資源管理程序》等為全面規範本集團全體員工的行為，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及中國《工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利和退休等方面作出管理規定。本集團為員工提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動適時及適當調整薪資及待遇水平，以吸引及保留人才，並激勵員工。

本集團為員工提供良好福利，為了提高員工對公司的歸屬感、對工作的投入感及參與感，本集團設有工會加強與員工之間的溝通，並為員工安排多項有意義及娛樂性的團建活動，廣州美亞為了增強企業凝聚力，於2021年4月28日舉辦了第二屆快樂大會。



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On 18 November 2021, Guangzhou Mayer organised a 2-day team building trip to Qingyuan, a popular tourist destination in Guangdong Province, for a fun-filled group trip.

於2021年11月18日，廣州美亞組織了歡樂團建之旅，在廣東省旅遊勝地清遠開啟為期2天的旅遊團建活動，共同渡過歡欣的團體旅程。



Highlights of the joyful team building trip
歡樂團建之旅活動花絮

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The Group provides equal employment opportunities to employees free from any form of discrimination based on age, ethnicity, race, gender, marital status and religious beliefs. It is committed to the creation of a corporate culture and a working atmosphere of equality, respect, diversity and mutual support. The Group protects the interests of its staff and strives to establish harmonious employment relationship with the provision of rest periods and holidays not less exacting than those required under the relevant laws and regulations.

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare during the Reporting Period. The Group strictly complied with relevant local laws and regulations relating to employment, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulations on Wage Payment of Guangdong Province (《廣東省工資支付條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during the Reporting Period.

本集團提供平等就業機會，保障員工不會因年齡、民族、種族、性別、婚姻狀況及宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於於相關政府法例及法規的休息時間及假期，同時保障員工權益及致力建立和諧的僱傭關係。

遵守有關法律法規

於報告期間，本集團並無發現因嚴重違反有關法律法規而重大影響本集團在賠償及解僱、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視等以及其他待遇及福利。本集團嚴格遵守與僱傭有關的地方法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《廣東省工資支付條例》。此外，報告期間亦沒有因未遵守有關法律法規而遭受大額罰款或制裁。

B2: Health and Safety

B2: 健康及安全



The Group has obtained an OHSMS18001 occupational health and safety management system certification, which is valid from 26 September 2019 to 25 September 2022

本集團已取得OHSMS18001職業健康安全管理體系認證證書，有效期由2019年9月26日至2022年9月25日

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Production safety and occupational health and safety are the key matters of concern in the Group's corporate operation. In strict compliance with its policies on occupational health and safety, the Group provides resources and training, emphasises occupational health and safety throughout its production processes and constantly reduces the risks to the employees, equipment and environment. Safety guidelines are on display in prominent positions of different operating areas of the factories to raise the staff's safety awareness and prevent the risk of having collision, uncertainty and confusion. For example, workers are reminded to take precautionary measures before handling or using hazardous materials in order to minimise the risk of exposure to hazardous substances.

安全生產和職業健康安全是本集團的企業經營重點關注事項，本集團嚴格遵守職業健康安全方針，提供資源和訓練，在生產過程中強調職業健康與安全，持續減低員工、設備及環境之風險，並在廠房不同的工作區域的顯著位置放置相關安全指引提示員工注意安全，以避免發生碰撞、緊張及混亂的風險。例如，在涉及接觸或使用危險物質時，要求員工注意防護措施，以盡可能降低工人受危險物質的風險。



To comply with the national laws, regulations, policies and standards relating to the prevention and control of occupational diseases, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》) and the Administrative Measures for the Supervision of Employers' Occupational Health Surveillance (《用人單位職業健康監護監督管理辦法》), strengthen the management for and enhance the quality of the prevention and control of occupational diseases, practically secure the labourers' occupational health and safety during their work, reach the target for occupational health and safety set by the Group, and facilitate corporate economic development, the Group has adopted and enforced relevant systems as set out below:

本集團為貫徹執行國家有關職業病防治的法律、法規、政策和標準，如《中華人民共和國職業病防治法》及《用人單位職業健康監護監督管理辦法》，加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康與安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，本集團採納及執行以下相關制度：

- (i) System of Liability for Prevention and Control of Occupational Hazards (《職業病危害防治責任制度》);
- (ii) System of Warning and Alert for Occupational Hazards (《職業病危害警示告知制度》);
- (iii) System of Promotion, Education and Training for Prevention and Control of Occupational Hazards (《職業病危害防治宣傳教育培訓制度》);

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- (iv) System of Management for Equipment and Facilities for Prevention and Control of Occupational Hazardous Factors (《職業病危害因素防治設備設施管理制度》);
- (v) System of Management for Occupational Disease Prevention Equipment (《職業病防護用品管理制度》);
- (vi) System of Management for Monitoring and Assessing Occupational Hazards (《職業病危害監測及評價管理制度》); and
- (vii) System of Occupational Health Monitoring and File Management for Labourers (《勞動者職業健康監護及其檔案管理制度》).

- (iv) 《職業病危害因素防治設備設施管理制度》;
- (v) 《職業病防護用品管理制度》;
- (vi) 《職業病危害監測及評價管理制度》;及
- (vii) 《勞動者職業健康監護及其檔案管理制度》。

Every year, Guangzhou Mayer designs programmes for special equipment and comprehensive scenario drills in order to further improve the staff's understanding of fire extinguishers inside the plant and small-scale fire so that the staff members are able to use the fire extinguishers correctly to extinguish small-scale fire and security guards are able to use the emergency rescue equipment located in the micro-firefighting stations inside the plant correctly.

廣州美亞每年會設計年度特種設備及綜合演練計劃，目的為增加員工對廠房內的滅火器及初起火災有進一步的認識、使員工能夠正確地使用滅火器撲滅初起火災及保安人員能正確地使用廠房內微型消防站內的應急救援器材。

On 6 April 2021, a team of experts for appraisal and evaluation from the Guangdong Administration for Market Regulation conducted a comprehensive review of Guangzhou Mayer's application for the renewal of production license of special equipment. Guangzhou Mayer successfully passed the review of special equipment production and obtained a new production license of special equipment (for the manufacture of pressure piping components).

於2021年4月6日，廣東省市場監督管理局組織的鑒定評審專家組對廣州美亞特種設備生產許可證換領新證申請進行了全面的審查工作，廣州美亞順利通過特種設備生產審查，並成功取得新的特種設備生產許可證（壓力管道元件製造）。



Production License of Special Equipment No. TS2744085-2025 issued by the Guangdong Administration for Market Regulation on 6 April 2021 and valid until 4 March 2025
於2021年4月6日，由廣東省市場監督管理局頒發的特種設備生產許可證，編號為TS2744085-2025，證照有效期至2025年3月4日

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Participation of Guangzhou Mayer's employees in the emergency fire drill on 18 November 2021
廣州美亞的員工於2021年11月18日參與了消防應急預案演練



Slogans for Safety Management on display in the production plant
於生產廠房內展示的安全管理宣傳標語

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According to relevant national labour safety and health regulations relating to the installation of emergency shower facilities, fixed emergency shower facilities are installed in the production areas for employees to take full body shower immediately when their bodies or clothes are contaminated by irritating, corrosive or toxic substances.

廣州美亞針對有關緊急沖淋器設置相關國家勞工安全衛生規定，在生產區域設置了固定式緊急沖淋裝置，當身體或衣著有被刺激物、腐蝕性物質或毒性物質污染時，可供員工即時沖洗全身。



Fixed emergency shower facilities
固定式緊急沖淋裝置

In view of the fact that the prevention and control of the novel coronavirus disease 2019 (the “**COVID-19**”) pandemic remained critical, the Group has adopted a series of measures to safeguard the health of its staff, such as distributing the Guidelines and Emergency Plan for Controlling the COVID-19 Pandemic (《新型冠狀病毒感染的肺炎疫情防控工作指南及應急預案》) and a handbook for the prevention of the disease to the staff, requesting all the staff to be mindful of their personal hygiene, requiring them to wear masks during work, mandating daily body temperature check, disinfecting factories regularly, and conducting emergency drills to raise the staff’s awareness about the pandemic.

鑒於新型冠狀病毒病2019 (「**新型冠狀病毒**») 防控形勢仍然嚴峻，本集團採取一系列措施保障員工的健康，向員工發佈《新型冠狀病毒感染的肺炎疫情防控工作指南及應急預案》及預防手冊，規定所有員工高度注意個人衛生，要求員工在上班時必須佩戴口罩及每天進行體溫檢查，並定期進行廠房消毒及應急演練，以加強員工對應對疫情的意識。

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During the Reporting Period, the numbers of lost days due to work injury of Guangzhou Mayer were as follows:

於報告期間，廣州美亞的因工傷損失工作日數如下：

	18 months ended 30 June 2022 截至2022年 6月30日止18個月
Number of work-related fatalities 因工死亡的人數	-
Number of work-related injuries 工傷人數	-
Lost days due to work injury 因工傷損失工作日數	-
Rate of lost days 損失日數比率	-

In the past three years, no employees of Guangzhou Mayer were involved in work-related fatalities.

於過去三年，廣州美亞並無員工涉及因工死亡事故。

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to the provision of a safe working environment and the protection of employees from occupational hazards during the Reporting Period. The Group strictly complied with local laws and regulations relating to health and safety, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during the Reporting Period.

遵守有關法律法規

於報告期間，本集團並無發現有關對提供安全工作環境及保護員工避免職業性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，包括《中華人民共和國安全生產法》及《中華人民共和國工傷保險條例》。此外，報告期間亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

B3: Development and Training

The Group has adopted and enforced the Training Management Procedure (《培訓管理程序》) in order to effectively implement and achieve the Group's management strategies and targets in terms of quality, environment and occupational health and safety, and to ensure that its employees have a sound knowledge of and are able to fulfil their positions' basic requirements for work safety, quality, efficiency, cost and environmental protection.

B3: 發展及培訓

本集團採納及執行了《培訓管理程序》，為有效實施及達到本集團品質、環境、職業健康安全管理策略及目標，確保員工掌握崗位工作安全、品質、效率、成本、環保等基本要求並具備實踐能力。

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The Management Department is responsible for the planning, implementation and execution of the education and training activities and annual training programmes launched by the Group, the organisation and implementation of new employee orientation education and training, and the formulation of the system and framework of the Group's education and training. Each of the other departments is responsible for putting forward its own needs for education and training programmes, organising its own internal education and training, assisting the Management Department to enforce the annual education and training programmes, and providing safety education and pre-employment training to its new employees. The Safety and Environmental Protection Management Department or its personnel are responsible for the implementation of education and training on safety, environmental protection and relevant laws and regulations, and the organisation of "three-level" safety education activities for all members of the Group.

The Group has adopted and enforced the Training Management Procedure (《培訓管理程序》). To quickly improve the overall ability of the staff and step up efforts in human resources development, external training is arranged to educate the Group's staff members in advanced technologies, skills and expertise in the industry.

During the Reporting Period, the Group's Management Department devised the 2021 Training Schedule (《2021年培訓計劃表》) and the 2022 Training Schedule (《2022年培訓計劃表》). Major training work included the optimization of systems, training for new employees and managers, promotion for constitutional documents, safety and quality education and so forth.

In order to further improve forklift drivers' safety awareness and safe operation skills, standardise safe operations and create a positive safety culture, Guangzhou Mayer held a practical forklift operation skills competition on 23 April 2021 according to its annual safety management plan.

管理部負責本集團建立計劃、實施和執行，由本集團推動的教育訓練活動、年度培訓計劃、組織和實施新員工入職教育訓練及制定本集團之教育訓練制度和規範。其他部門職責負責提出各部門教育訓練計劃需求，各自組織各部門內部教育訓練，協助管理部實施年度教育訓練計劃並負責對各部門新入職員工進行安全教育和崗前訓練。安全環保管理部門或人員負責安全、環保和相關法律法規教育訓練的實施，組織全員「三級」安全教育活動。

本集團採納及執行了《培訓管理程序》，為了儘快提升員工的整體素質，加大人力資源開發力度，通過外派培訓，使本集團人員學習業界先進的科技、技術及專門才能。

於報告期間，本集團管理部制定了《2021年培訓計劃表》及《2022年培訓計劃表》。培訓工作重點包括制度優化、新員工培訓、管理人員培訓、規章文件宣傳、安全教育及品質教育等。

為進一步提高叉車駕駛員的安全意識與安全操作技能及規範安全作業，以營造出良好安全文化氛圍，廣州美亞根據年度安全管理計劃於2021年4月23日舉辦了叉車實際操作技能比賽。



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During the Reporting Period, the employee training rates of the Group were as follows:

於報告期間，本集團的員工受訓比率如下：

	18 months ended 30 June 2022 截至2022年 6月30日止18個月
Percentage of employees trained (Note 1) 受訓員工百分比 (附註1)	99%
Percentage of employees trained by gender (Note 2) 按性別劃分的受訓員工百分比 (附註2)	
Male 男性	69%
Female 女性	31%
Percentage of employees trained by employment category (Note 2) 按僱傭類別劃分的受訓員工百分比 (附註2)	
Senior management 高級管理層	1%
Middle management 中級管理層	5%
General staff 一般員工	94%

Note 1: Calculated by dividing the number of employees trained by the total number of employees as at 30 June 2022.

附註1：按受訓員工人數除以於2022年6月30日的員工總人數。

Note 2: Calculated by dividing the number of employees trained in such category by the total number of employees trained.

附註2：按該類別受訓員工人數除以受訓員工總人數計算。

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During the Reporting Period, the average training hours of the Group's employees were as follows:

於報告期間，本集團的員工之平均培訓時間如下：

	18 months ended 30 June 2022 截至2022年 6月30日止18個月
Average training hours completed per employee (Note 1) 每名員工完成受訓平均時數 (附註1)	37.9
Average training hours completed per employee by gender (Note 2) 按性別劃分的每名員工完成受訓平均時數 (附註2)	
Male 男性	38.1
Female 女性	37.5
Average training hours completed per employee by employment category (Note 2) 按僱傭類別劃分的每名員工完成受訓平均時數 (附註2)	
Senior management 高級管理層	12.8
Middle management 中級管理層	23.2
General staff 一般員工	40.1

Note 1: Calculated by dividing the total training hours by the total number of employees as at 30 June 2022.

附註1：按培訓總時數除以於2022年6月30日的員工總人數。

Note 2: Calculated by dividing the total training hours in a category by the total number of employees in such category.

附註2：按該類別培訓總時數除以該類別員工總人數。

B4: Labour Standards

The Group is profoundly aware that the employment of child and forced labour is a serious breach of universal values and is, therefore, committed to the prevention of all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. The Group has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with the Group when they accept their job offers, and the Group will check the relevant certificate(s) of the employees when they officially commence work. The Group requires the Human Resources Department and the recruitment department to work together to prevent or identify child labour to ensure that there is no child labour or forced labour in the workplace. If child labour or forced labour is found, the labour contract or employment agreement will be terminated at the earliest opportunity.

B4: 勞動準則

本集團深知僱用童工及強制勞工是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。本集團制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職員工被正式錄用時會與本集團簽訂勞動合同或聘用協定，在正式入職時本集團會檢查員工的相關證照，並規定人力資源部及招工部門合作防止或識別童工，以確保工作場所並無童工或強制勞工。如發現童工或強制勞工，將會第一時間與其解除勞動合同或聘用協定。

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Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations prohibiting the employment of child or forced labour in the Group during the Reporting Period. The Group strictly complied with local laws and regulations relating to labour standards such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during the Reporting Period.

B5: Supply Chain Management

The Group cooperates with suppliers which strive for excellence, emphasise environmental friendliness and possess commercial ethics. It also expects suppliers to be mindful of environmental and social responsibilities. Complying with national laws and regulations of the PRC, including the Law on Tenders and Bids (《招標投標法》) and the Implementation Rules for the Law on Tenders and Bids (《招標投標法實施條例》), the Group has developed management systems, including the Procedure for Assessment and Management of Vendors (《協力商評估與管理程序》), the Measures for Assessing Trade Safety of Business Partners (《商業夥伴貿易安全評估辦法》) and the Supplier Quality Management System Development Schedules (《供方質量管理體系開發計劃表》) to strictly control internal purchasing process.

The sustainability of the Group hinges on meaningful cooperation with and wise choices of suppliers. The Group has adopted its supplier evaluation system and regularly evaluates the environmental and social performance of the suppliers in order to ensure the quality of the raw materials and equipment used in the Group's production on one hand, and to strengthen the connection with the suppliers and jointly create a good atmosphere for cooperation on the other hand. The Group also arranges regular on-site inspections to evaluate the suppliers' social responsibility performance. In case of any non-compliance with any laws or regulations on the part of a supplier, the Group will immediately cease its business relationship with such supplier.

The Group is more concerned with the safety of the materials provided by its suppliers and regards it as one of the important criteria for supplier selection. In addition to the technical capabilities, delivery time and price competitiveness of the business partners, the Group is also concerned with the environmental and social performance of the supply chain and from time to time prompts its business partners to pay more attention to sustainable development. The Group requires its suppliers to use materials with no or low potential toxicity to protect public health.

遵守有關法律法規

於報告期間，本集團並未發現有關禁止本集團僱用童工或強制勞工之有關法律法規之任何重大違規情況。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》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，報告期間亦未有因未遵守有關法律法規而遭受大額罰款或制裁。

B5: 供應鏈管理

本集團與精益求精、環保、具商業道德的供貨商合作，並期望供貨商注重環境及社會責任。本集團遵守中國《招標投標法》、《招標投標法實施條例》等法律法規，制定了《協力商評估與管理程序》、《商業夥伴貿易安全評估辦法》及《供方質量管理體系開發計劃表》等管理制度，嚴格控制內部採購流程。

本集團實現可持續發展，離不開與供應商的良好合作及明智選擇。本集團制訂供應商評價系統，定期對供應商的環境及社會表現進行評價，一方面確保用於本集團生產的原材料及設備的質量，另一方面加強與供應商的聯繫，共同營造良好的合作氛圍。本集團亦會定期安排現場審核，評估供應商的社會責任表現。如若發現供應商存在任何不合法或不合規的事宜，本集團將立即停止與該供應商的合作關係。

本集團非常關注供應商之物料安全，是其選擇供應商的重要條件之一。同時，除了考慮業務夥伴的技術能力、交付時間和價格競爭力等因素之外，本集團同樣關注供應鏈中的環境及社會績效，不時要求本集團的業務合作夥伴更多地關注可持續發展議題。本集團要求供應商儘量採用不含或低潛在毒性的材料，以保障公眾健康。

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During the Reporting Period, the number of Guangzhou Mayer's major suppliers by geographical region was as follows:

於報告期間，按地區劃分的廣州美亞的主要供應商數量如下：

	18 months ended 30 June 2022 截至2022年 6月30日止18個月
Mainland China 中國內地	113
Hong Kong 香港	1

B6: Product Responsibility

The Group strictly obeys laws and regulations such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) in its advertisements and promotions, and is committed to providing customers with true and valid information and quick and reliable transactions. By utilising different platforms and social media such as its official site and WeChat, the Group is able to provide corporate updates, and information on promotional products and marketing activities and collect opinions.

B6: 產品責任

本集團於廣告宣傳中嚴格遵守《中華人民共和國廣告法》及《中華人民共和國商標法》等法律法規，致力為客戶提供真實有效的信息以及便捷可靠的交易。本集團綜合運用官方網站、微信等不同的平台及社交媒體，以提供企業動態、宣傳產品及營銷活動資訊並收集意見。



The Group has obtained an ISO9001 quality management system certification, which was valid from 26 September 2019 to 25 September 2022, as well as various production technology patents
本集團已取得ISO9001質量管理體系認證證書，並獲得多項生產技術專利，有效期由2019年9月26日至2022年9月25日

During the Reporting Period, all complaints about products, services and other matters were promptly resolved. The Group also received widespread praise from customers for its professional skills and fast localised services.

於報告期間內，所有有關產品、服務和其他事宜的投訴均得以及時解決。本集團亦以專業技能、反應敏捷的本地化服務廣泛地獲取客戶的表揚。

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The accolade granted to the Group during the Reporting Period is as follows:

本集團於報告期間內獲批榮譽如下：



The Certificate of New and Hi-tech Products of Guangdong Province (《廣東省高新技術產品證書》) is issued based on the joint approval of the Department of Science and Technology of Guangdong Province, the Department of Finance of Guangdong Province, the State Taxation Administration in Guangdong Province and the Guangdong Provincial Tax Service after the reviews in accordance with the requirements of the Administrative Measures for the Recognition of New and Hi-tech Enterprises (《高新技術企業認定管理辦法》) and the New and Hi-tech Sectors under Intensive State Support (《國家重點支持的高新技術領域》) jointly promulgated by the Ministry of Science and Technology, the Ministry of Finance and the State Taxation Administration of the PRC for a term of 3 years.

《廣東省高新技術產品證書》是根據中國科技部、財政部、國家稅務總局聯合頒布的《高新技術企業認定管理辦法》及《國家重點支持的高新技術領域》的規定，經過層層審核，由廣東省科學技術廳、廣東省財政廳、廣東省國家稅務局及廣東省地方稅務局聯合批准發，證書有效期為三年。



The Group has obtained the Measurement Management System (AAA) Certificate, which was valid from 2 November 2017 to 1 November 2022, issued by Beijing International Standard United Certification Co., Ltd. 本集團已取得由北京國際聯合認證有限公司發出的測量管理體系認證(AAA)證書，有效期由2017年11月2日至2022年11月1日

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The Group has obtained the Certificate for Recommended Products of Green & Energy-Saving issued by the Expert Committee of Green Building Energy-Saving Products of China Association for Engineering Construction Standardization, which is valid from 1 April 2021 to 31 March 2023. 本集團已取得由中國工程建設標準化協會綠色建築節能產品專家委員會發出的綠色建築節能推薦產品證書，有效期由2021年4月1日至2023年3月31日。

The Group has formulated and implemented the Integrated Management System Manual (《綜合管理體系手冊》). The Quality Assurance Department quantifies customers' requirements and technical indicators such as inspection or test of products during their production, safety, environmental friendliness, reduction of energy consumption and measurement of incoming or outgoing materials, formulates measurable technical parameters and transforms them into specific measurement requirements such as maximum permissible error, permissible uncertainty, measurement range, stability, distinguishability and environmental conditions, etc., and implements measurement recognition of measuring instruments, which generate measurement record to guarantee that the measuring instruments satisfy the requirements for measurements.

The Group ensures that it is able to satisfy the requirements for the products and services provided to its customers. Before promising to provide products and services to a customer, Guangzhou Mayer assesses the following requirements:

- i) requirements expressly imposed by the customer, including requirements of delivery and post-delivery activities;
- ii) requirements implied by the required or known intended uses despite the absence of express imposition by the customer;
- iii) requirements imposed by Guangzhou Mayer;
- iv) requirements under the relevant laws and regulations applicable to products and services; and
- v) requirements under the contract or purchase order that are different from the previous document.

本集團制定並執行《綜合管理體系手冊》，品質保證部根據顧客的要求和產品實現過程中的產品檢驗或測試、安全、環保、節能降耗、進出廠物資計量等技術指標，量化為可測量的技術參數，並轉化為具體的計量要求，如：最大允許誤差、允許不確定度、測量範圍、穩定性、分辨力、環境條件等。並實施測量設備的計量確認，形成計量確認記錄，以保證測量設備滿足測量過程的要求。

本集團確保有能力滿足向顧客提供的產品和服務的要求，在承諾向顧客提供產品及服務之前，廣州美亞對如下各項要求進行評審：

- i) 顧客明確的要求，包括對交付及交付後行動的要求；
- ii) 顧客雖然沒有明示，但規定的用途或已知的預期用途所必需的要求；
- iii) 廣州美亞規定的要求；
- iv) 適用於產品和服務的法律法規要求；及
- v) 與先前表述存在差異的合同或訂單要求。

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In case of differences in requirements between the current and the previous contracts or purchase orders, Guangzhou Mayer shall ensure that the relevant issue is resolved.

If the requirements are not put forward by the customer in written form, the Group shall maintain a complete record of and confirm such customer requirements before accepting them.

Product Return Policy

During the Reporting Period, there were no product sold or shipped subject to recalls for safety and health reasons in the Group and there were no cases of complaints received against the quality of the Group's products.

Customer Feedback and Handling

Based on the Order and Contract Review System (《訂單合約評審制度》) and the Customer Satisfaction Survey System (《客戶滿意度調查制度》), the Group's Sales Centre conducts surveys to measure customer satisfaction at the end of June and December every year, and record and control customer complaint rate on a monthly basis. During the Reporting Period, no complaint about substandard product quality was received.

The Group consolidates and comprehensively analyses the customers' feedback and monitor the level of customer satisfaction in its products. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

Data Privacy

The Group keeps business information and customers' data strictly confidential in order to protect consumer data and privacy. Meanwhile, the Group will destroy relevant information in due course. The Group has set up strict code of conduct requirements for its employees. In addition, the employees are required to maintain all reasonable methods to safeguard the information of the Group and the customers as stated in the Staff Handbook and working practices.

Protection of Intellectual Property Rights

The Group is committed to complying with relevant laws and regulations in relation to intellectual property rights by valuing and protecting its intellectual properties through renewals of patent and trademark. The Group enters into standard labour contracts or employment agreements with its employees, which contain provisions on intellectual property rights and confidentiality.

若與先前合同或訂單的要求存在差異，廣州美亞應確保有關事項已得到解決。

若顧客沒有以書面形式提出的要求，本集團在接受顧客要求前應完整記錄顧客要求並進行確認。

產品退貨政策

於報告期間，本集團已出售或已付運的產品並無因安全及健康理由而須予回收，以及產品並無因質量問題而接獲投訴的情況。

客戶反饋及處理方式

本集團根據《訂單合約評審制度》和《客戶滿意度調查制度》，銷售中心會每年6月末及12月末對客戶進行滿意度測量，並每月對客戶抱怨率進行統計及控制。於報告期間，並未有發現產品質量有不合格之相關投訴。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其產品的滿意程度。本集團將採取跟進行動，包括內部評估及修改員工培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將適時向客戶提供反饋。

數據私隱

本集團對商業資料絕對保密，並對客戶資料保密以保護消費者的資料及隱私，同時本集團會適時銷毀有關資料。本集團已制定嚴格的員工行為守則。此外，本集團要求員工按照員工手冊及工作準則要求，採取一切合理方法保密本集團及客戶資料。

保護知識產權

本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權。本集團與其員工訂立標準的勞動合同或聘用協定，當中載列有關知識產權及保密性的規定。

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Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to health and safety, advertising, labelling and privacy matters relating to products provided by the Group and methods of redress during the Reporting Period. The Group strictly complied with local laws and regulations relating to product responsibility such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》) and the Patent Law of the People's Republic of China (《中華人民共和國專利法》). In addition, no significant fine for non-compliance was imposed on the Group during the Reporting Period.

B7: Anti-Corruption

The Group places great importance to anti-corruption work. The Staff Handbook (《員工手冊》) and the Incentive and Punitive Action Management System (《獎懲管理制度》) set out in detail the standards of conduct that all employees are required to follow. The Group has set up a complaint unit and has a dedicated suggestion box in place to enable whistleblowers to report any unlawful or fraudulent conduct to the complaint unit in a confidential manner, and the whistleblowers will be protected.

If any employee reports or prevents any corruption, fraud or practice harming the interests of the Group beforehand, and thus prevents the Group from suffering material losses, a record of top-level merit will be awarded to the relevant employee.

During the Reporting Period, the Group has provided 1 anti-corruption education and training project for its directors and staff to raise their awareness towards ethical and corruption issues.

During the Reporting Period, the Group did not record any bribery or corruption charge.

Compliance with Relevant Laws and Regulations

During the Reporting Period, neither the Group nor any of its employees was found involved in any legal proceedings relating to bribery, extortion, fraud or money laundering. The Group strictly complied with the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and other local laws and regulations relating to anti-corruption.

遵守有關法律法規

於報告期間，本集團並未發現有關本集團所提供有關產品之健康與安全、廣告、標籤及私隱權事宜以及補救方法之產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。此外，報告期間沒有因違規而遭受大額罰款。

B7: 反貪污

本集團非常注重反貪污工作。《員工手冊》及《獎懲管理制度》詳細列明瞭所有員工均須遵守的行為標準。本集團成立了投訴小組，並設有專用的意見箱，讓知情人士以保密形式向投訴小組舉報任何非法或欺詐的行為，而作出舉報的人士均受到保護。

對於貪污、舞弊或有危害本集團權益事情，如能事先舉報或防止，而使本集團避免重大損失者，本集團都會記予大功給該員工。

於報告期間，本集團向其董事及員工提供了1個反貪污教育及培訓項目，以提高彼等對道德及腐敗問題的認識。

於報告期間，本集團並無錄得賄賂或貪污指控。

遵守有關法律法規

於報告期間，本集團或其員工並無發現牽涉有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。

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B8: Community Investment

As a corporate citizen, the Group spares no efforts in performing its social responsibilities and is dedicated to supporting local community development. During the Reporting Period, it has promoted social advancement in different aspects, such as enhancing the environmental awareness of its employees, supporting child development, caring for needy people, promoting industry-wide exchanges and collaborations and so forth.

The Group employs disabled people as workers and cleaners to help them to integrate into the community. During the Reporting Period, 3 disabled people were employed by the Group.

The Group strongly supports all kinds of green initiatives. By organising volunteering activities, it seeks to enhance employees' environmental awareness and draws more attention of the general public to the importance of environmental protection. To make the production base greener and reduce CO₂ emission, a total of 364 trees of 13 species have been planted in the production base.

In view of the fact that the prevention and control of the COVID-19 pandemic remained complex, Guangzhou Mayer responded to a call from the community to provide a temporary nucleic acid testing site on 9 June 2021 in order to support local pandemic control efforts.



Guangzhou Mayer set up a temporary testing site at its factory to conduct testing for the community and surrounding enterprises
廣州美亞於其廠房搭建臨時檢測點，為社區及周邊企業進行檢測

B8: 社區投資

作為企業公民，本集團不遺餘力履行社會責任，致力支持地方社區發展。於報告期間內，本集團在不同範疇推動社會進步，如增進員工環保意識、支持兒童發展、關愛有需要人士以及促進產業交流合作等。

本集團僱用殘疾人士，安排他們擔任作業員、保潔員等職位，幫助他們投入社會。於報告期間內，本集團在職殘疾職工人數共有3名。

本集團鼎力支持各種環保活動，組織員工志願者活動，幫助員工樹立更強的環保意識，同時也可以讓廣大市民了解環保的重要性。本集團為綠化生產園區及減少的二氧化碳的排放，在其生產園區內已累計種植了364棵樹木，涵蓋樹木種類共有13種。

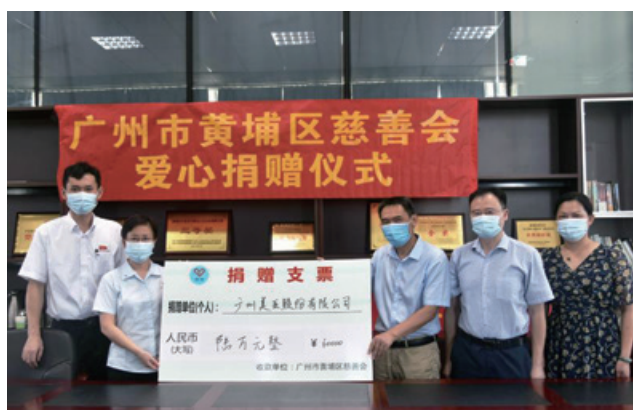
鑒於新冠肺炎疫情防控形勢仍然複雜，於2021年6月9日，廣州美亞積極響應社區號召，為社區提供臨時核酸檢測點，以支援當地疫情防控工作。

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In July 2021, the city of Zhengzhou in Henan Province, the PRC, was hit by rare exceptionally heavy rain, resulting in severe flooding and causing significant casualties and property losses. When Guangzhou Mayer became aware of the incident, it responded positively to the Guangzhou Charity Association's initiative and expressed its concern and sympathy to the disaster-stricken areas in Henan Province by donating money and supplies. On 28 July 2021, the deputy general manager of Guangzhou Mayer delivered the donation agreement to the Guangzhou Huangpu District Charity Association; Guangzhou Mayer donated RMB60,000 to the disaster-stricken areas.

於2021年7月，中國河南省鄭州市遭遇罕見特大暴雨，發生嚴重洪澇災害，造成市民重大的傷亡和財產損失。當廣州美亞知悉此事後，積極回應廣州市慈善會的倡議，通過捐款、捐物的方式向河南災區表達關心與慰問。2021年7月28日，廣州美亞副總經理將捐贈協議書送到廣州市黃埔區慈善會；廣州美亞此次向災區捐款人民幣6萬元。



Ms. Wan Liman (second from left), deputy general manager of Guangzhou Mayer, made a donation on behalf of Guangzhou Mayer to the Guangzhou Huangpu District Charity Association
廣州美亞副總經理溫麗曼女士(左二)代表廣州美亞向廣州市黃埔區慈善會進行捐贈儀式

