

LESSO 联塑

CHINA LESSO GROUP HOLDINGS LIMITED

中國聯塑集團控股有限公司

Incorporated in the Cayman Islands with limited liability

於開曼群島註冊成立的有限公司

Stock Code 股份代號: 2128



2022

可持續發展報告

SUSTAINABLE DEVELOPMENT REPORT

關於本報告

About This Report

本報告是中國聯塑發佈的第三份可持續發展報告，此前本集團曾發佈五份社會責任報告。本報告披露了本集團 2022 年在履行對股東、客戶、合作夥伴、環境、員工和社會等方面的可持續發展理念、實踐、績效、以及未來展望。

This is the third sustainable development report issued by China Lesso. The Group has previously issued five social responsibility reports. This report explains the Group's philosophy of sustainable development, as well as our practices, performance and future aspirations in fulfilling our corporate social responsibility toward shareholders, customers, business partners, the environment, employees, and society of the year 2022.

時間範圍

Period Covered by This Report

2022 年 1 月 1 日至 2022 年 12 月 31 日

1 January 2022 to 31 December 2022

報告範圍

Scope of This Report

本報告涵蓋了中國聯塑，由於供應鏈服務平台業務、部分工廠和輕資產管理公司收入佔比較低，暫不納入披露範圍。

The scope of this report covers China Lesso, excluding the relatively low revenue share of the supply chain service platform business, factories and light asset management companies.

稱謂說明

Definitions

為了便於表述和閱讀，在本報告中「中國聯塑集團控股有限公司及其附屬公司」以「中國聯塑」「本集團」或「我們」表示。

For the sake of optimal expression and readability, "China Lesso Group Holdings Limited and its subsidiaries" are alternatively referred to as "China Lesso", "the Group" or "We/us/our" in this report.

報告依據

Basis of Preparation

本報告所披露的內容嚴格按照香港聯合交易所有限公司（「聯交所」）證券上市規則之附錄二十七《環境、社會及管治報告指引》要求編寫並參照全球可持續發展標準委員會《GRI 可持續發展報告標準》（GRI Standards）披露。

Most of the information disclosed in this report was prepared in strict compliance with the Appendix 27 *Environmental, Social and Governance Reporting Guide* to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited ("Stock Exchange") and was published as required by the *Sustainability Reporting Guidelines* of Global Reporting Initiative (GRI Standards).

貨幣單位

Currency

本報告中所包含的貨幣單位如無特殊說明均為人民幣。

Unless otherwise specified, the currency in which the financial data are presented in this report is Renminbi ("RMB").

報告獲取

Access to the Report

本報告提供中英文版本供讀者參閱。本報告的中文和英文版本有任何不一致之處，當以中文版為準。您可登錄 www.lesso.com 網站在網上閱讀或下載報告電子版。如需要紙質版報告，可聯繫 ir@lesso.com 獲取。

This report is available in both Chinese and English. In case of any discrepancy between the Chinese and English version, the Chinese version shall prevail. An electronic copy of this report is available at www.lesso.com. Please contact us via ir@lesso.com for a paper report if necessary.

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Chairman's Message

Delivering diverse and sustainable value for the future

In 2022, the whole world experienced the resurgent COVID-19 pandemic. Sustainability issues such as fluctuations of the global supply chain, resource shortage, climate changes posed changing challenges to most companies. China Lesso has been proactively adapting to the ever-changing world and constantly integrating sustainability into the operation as a key to long-lasting success. Following the strategic upgrade of the new brand, China Lesso has been creating ideal urban and living space with its diverse products including piping system, building materials and home improvement, environmental protection and new energy, minimising its operation footprint, and constructing diverse and harmonious working and cooperation environments, in a bid to pursue comprehensive sustainability.

I passionately believe that the best approach for us to deliver sustainability value is to provide the society with high quality products and solutions that are green, low-carbon and environmentally friendly, so as to serve ideal urban and rural areas. In 2022, we constantly innovated and upgraded the green products in the piping, home improvement and building materials, and environmental protection businesses, and actively extended the piping application to agriculture, marine aquaculture and other fields in order to propel rural revitalization with our professional strengths. With upholding the national targets of "Carbon emission peak and carbon neutrality" and our resource strengths, we entered into the new energy industry and provided the society with solutions of clean energy transformation.

As an industry leader, we are always committed to minimising the environmental impact during operation, encouraging our employees to achieve their full potentials, and creating a harmonious working environment. We have been constantly strengthening smart manufacturing and automotive and smart production capacity, while developing green production methods with high energy efficiency and low pollution and managing the environmental impact during operation actively. In addition, we make great efforts to build a diverse team with a strong sense of belonging, smooth channels of employee development, and create a work-life balance.

Sustainability requires not only innovations and management in our businesses and operation, but also in our communications and cooperation with all shareholders. We continue to improve the compliance management work including anti-corruption, perfect the corporate governance systems, and keep close touch with investors. We have carried out multi-level cooperation and communication with suppliers and business partners, facilitated suppliers' improvement in environmental and social impact management, and promoted industry resource sharing and ability development. In addition, we continuously expand our efforts in participation in social activities and proactively deliver the enterprise value to the society through philanthropic foundations and public service events.

There is no doubt that the complex and volatile economic situation of last year presented very harsh challenges. However, China Lesso always persists in the new brand strategies and proactively propels sustainability transformation, which displays our great potential. In future, we will work together with the partners from all spheres, deliver greener, more livable and more efficient urban and living spaces to all people, and make greater contribution to sustainability for the whole society.

董事長致辭

為未來，塑造多元可持續價值

過去一年，全球各地仍遭受新冠疫情反覆影響，全球供應鏈波動、資源短缺、氣候變化等可持續發展問題持續給企業帶來不斷變化的挑戰。中國聯塑深知，積極地適應這一不斷變化的世界，持續將可持續發展融入經營是保持長久成功的關鍵。繼全新品牌戰略升級後，中國聯塑持續以管道、建材家居、環保、新能源等多元產品打造美好城市與生活空間，減少自身營運環境足跡，構建多元和諧的工作和合作環境，追求全面可持續發展。

我始終相信，我們塑造可持續發展價值最好的方式就是向社會提供具備綠色、低碳、環保的高質量產品和解決方案，以服務美好城市及鄉鎮空間。2022年，我們不僅在管道、環保產業板塊持續創新升級綠色產品，還積極將管道應用延伸至農業、海洋養殖業等領域，以專業優勢助推鄉村振興。同時，我們立足國家「雙碳」戰略，結合自身資源優勢，進軍新能源產業，為社會提供清潔能源轉型解決方案。

作為一家行業領袖企業，我們亦始終致力於推進營運過程中對環境影響的改善，並鼓勵員工挖掘潛能，創建和諧的工作環境。我們一直堅持加強智能制造，不斷強化自動化及智能化生產能力，建設高能效、低污染的綠色生產方式，主動管理營運過程對於環境的影響。我們同樣致力於建立一支具有強大歸屬感的多元化員工隊伍，暢通員工發展渠道，打造工作和生活平衡的工作環境。

當然，可持續發展不僅要求我們在業務領域和營運中開展創新和管理，更強調我們與各利益相關方的溝通合作。我們持續提升反貪腐等合規管治工作水平，完善企業管治制度，保持與投資者的密切溝通。我們亦與供應商和行業夥伴開展多層次合作和交流，推動供應商強化環境與社會影響的管理，促進行業資源分享和能力建設。不僅如此，我們持續擴大社會參與的力度，通過慈善基金、慈善公益活動積極向全社會輸出企業價值。

毫無疑問，過去的一年全球複雜多變的經濟形勢帶來的挑戰十分嚴峻，但中國聯塑始終把握新品牌戰略，積極開展可持續轉型，這讓我們的潛力也十分可觀。在未來，我們將與各界夥伴攜手共進，為每位居者提供更綠色、更宜居、更高效的城巿和生活空間，為全社會實現可持續發展願景作出更大貢獻。

關於我們 About Us

集團概況 Group Profile

中國聯塑集團控股有限公司（聯交所股份代號：2128）是國內領先的大型管道建材產業集團，業務涵蓋管道、建材家居、環保、供應鏈服務平台、新能源等板塊，產品涉及管道、水暖衛浴、整體廚房、整體門窗、鋁模板材及智能爬架、淨水設備、防水與密封膠、消防器材、閥門、電線電纜、照明、衛生材料、環境保護、農業設施、海洋養殖網箱及能源管理等領域。

China Lesso Group Holdings Limited (Stock Code of Stock Exchange: 2128) is a leading large-scale industrial group that manufactures piping and building materials in mainland China. The Group's businesses covers piping system, building materials and home improvement, environmental protection, supply chain service platform, new energy and other segments. Our products include piping, sanitary fittings and wares, integrated kitchens, doors and windows, aluminium formworks and intelligent scaffolding, water purifiers, waterproofing material and sealant, fire services, valves, electric wires and cables, lighting, sanitary materials, environmental protection, agricultural facilities, and marine aquaculture cages and energy management, etc.

本集團已建立超過 30 個先進的生產基地，分佈於全國 18 個省份及海外國家。中國聯塑不斷完善戰略佈局，拓寬銷售網絡和市場空間，致力於為顧客提供及時、高效的產品和服務。

The Group has over 30 advanced production bases across 18 provinces in China, as well as foreign countries. China Lesso continues to perfect its tactic layout, expand the sales network and market niche, and is dedicated to delivering timely and efficient products and services to customers.

企業文化 Corporate Culture

企業目標 Corporate Objectives

振興中華民族工業，創建國際一流企業
Revitalizing Chinese industry and building a world-class international business

企業精神 Business Spirit

開拓進取，務實創新，科學管理，精益求精
Entrepreneurship, innovation, scientific management and perfectionism

企業文化 Corporate Culture

包容 務實 創新 進取
Inclusive, pragmatic, innovative, progressive

經營方針 Business Strategy

以質量為生命，以科技為龍頭，以顧客滿意為宗旨
Taking quality as the lifeline, leading with technology and aiming for customer satisfaction

品牌發展 Branding

中國聯塑的品牌 LESSO 寓意著傳承、輕鬆、安全、分享、開放的企業文化理念。紅色的標識象徵生生不息的生命，體現聯塑的活力激情、朝氣蓬勃、欣欣向榮，寓意著聯塑人孜孜不倦地追求、開創日蒸益上的宏圖事業。

The brand LESSO of China Lesso refers to the philosophy of linking, easy, safe, sharing and open corporate culture. The red logo represents relentless life, indicating China Lesso's vitality, passion, vigor and prosperity, and implying the tireless pursuit and accomplishment of growing grand prospect and career.



品牌理念 Brand Concept	為居者構築輕鬆生活 Building a relaxing life for people	品牌口號 Brand Slogan	美好洞見未來 Envisioning the better, building the future
品牌願景 Brand Vision	環球管道建材產業集團 Becoming a global piping and building material industry group	品牌大理想 Brand Aspiration	社會各行業都共同致力於建設「健康」的城市環境與生活空間 All industries of the society are united to build a "healthy" urban environment and living space
品牌承諾 Brand Commitment	為健康美好空間永續 Sustaining a Healthy, Scenic Living Space	品牌核心價值 Core Brand Value	<ul style="list-style-type: none"> 高品質管道建材家居助力人文健康的綠色建築 High-quality piping, building materials and home improvement are conducive to health and cultural development 優化城市基礎設施建設，服務城鎮可持續發展 Optimized construction of urban infrastructure to serve sustainable urban development 產業智能化管理，助力傳統產業（農業）的現代化升級 Intelligent management of industries to help modernize and upgrade traditional industries (agriculture) 為國家重大工程項目提供高質量的技術產品與服務 Providing high-quality technical products and services for major national projects
品牌價值理念 Brand Value	專注產品質量 堅持創造力 為社會創造高價值的產品與服務 Focusing on product quality, insisting in creativity, and delivering high-value products and services to the society	品牌本質 Brand Essence	建設城市環境與生活空間的管道建材生態產業平台 A Piping and Building Materials Ecological Industrial Platform for Building the Urban Environment and Living Space

全球化品牌生態圈

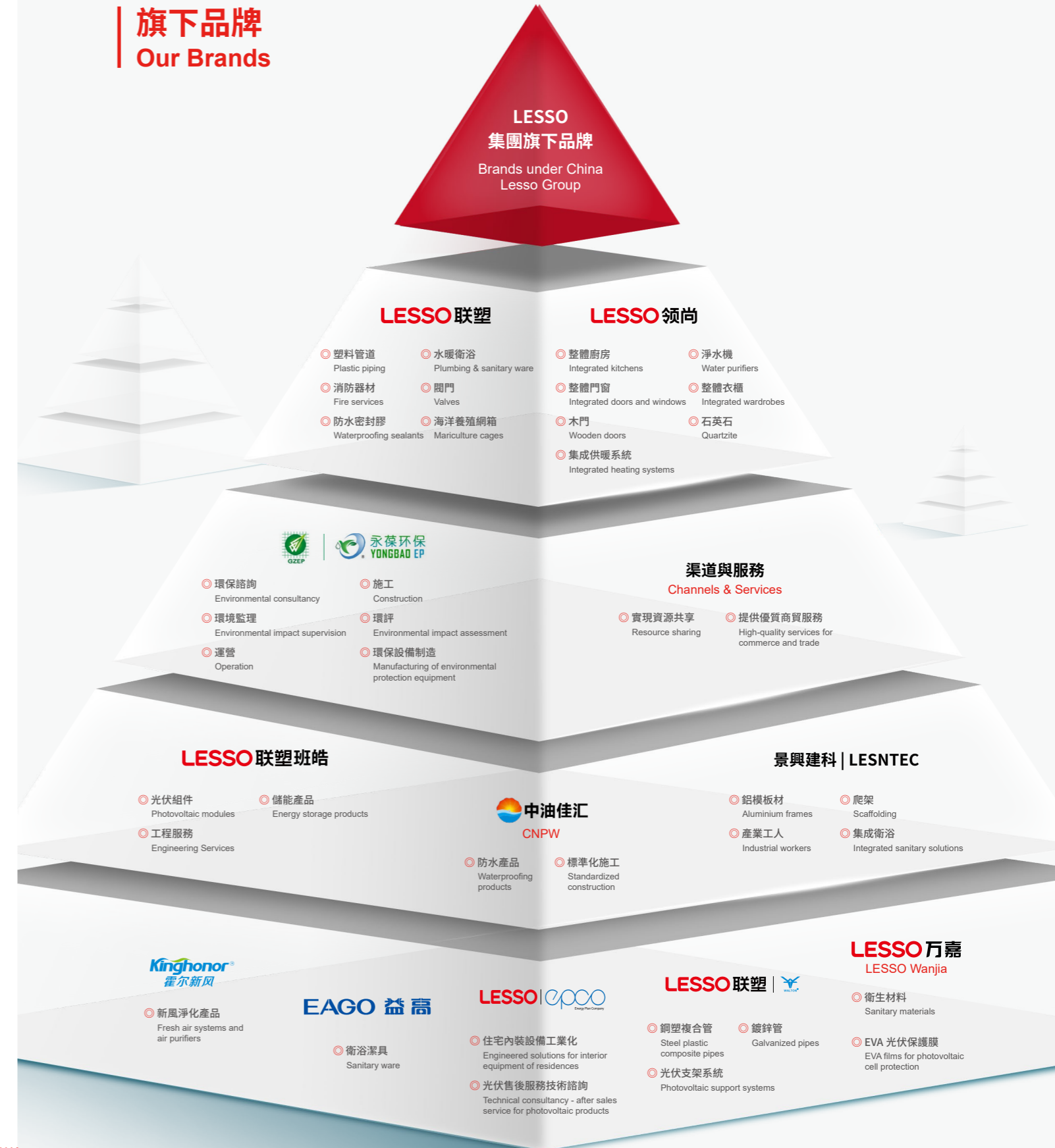
Global Brand Ecosystem

中國聯塑充分發揮自身的管道產品專業優勢，不斷拓展上下遊產業鏈，從單一的管道產品生產企業，發展為管道、建材家居、環保、供應鏈服務平台、新能源等產業並行的全球化品牌生態圈，業務覆蓋家居裝修、民用建築、市政建設、燃氣、地暖、電力通信、消防、環境保護及農業、海洋養殖等產品領域，2022年，中國聯塑正式進軍新能源領域，業務覆蓋集中式光伏、分散式光伏等產品領域，為全球居者提供一站式服務。

China Lesso has developed its expertise in piping production and continually expanded upstream and downstream production chains to emerge from an enterprise that only manufactured pipes to a global brand ecosystem that covers the industries of piping, building materials and home improvement, environmental protection, supply chain services platform and new energy. Our businesses cover home improvement, civil architecture, municipal construction, gas, in-floor heating, electric power transmission, telecommunication, fire services, environmental protection, agriculture, and marine aquaculture products. In 2022, China Lesso has officially entered into the field of new energy, mainly working on centralized photovoltaic, distributed photovoltaic and other product fields. We provide one-stop services for people worldwide.



旗下品牌 Our Brands



責任專題：加速零碳未來

Responsibility Spotlight: Accelerating a zero-carbon future

「雙碳」目標之下，新能源產業已成為國家重點扶持發展的朝陽產業。我們認為，「零碳未來」的實現需要每一個企業、社區、個人做出貢獻，中國聯塑也將擔負責任，銳意創新，持續創造新的價值。我們快速響應國家能源轉型號召，追隨國家綠色發展方向，推動新能源領域全產業鏈發展，積極佈局光伏新能源及儲能領域，加快清潔電力使用。

Under the goal of "Carbon emission peak and carbon neutrality", the new energy industry has been a sunrise industry strongly supported by the government. We hold the view that contribution made by each enterprise, community and individual towards a "Zero-carbon future" is indispensable. China Lesso will take the responsibility to make innovations and constantly create new value. In quick response to the national call for energy transformation, we follow the national direction of green development, actively develop full industry chain of new energy field, and take initiatives to set up the layout of new energy and energy storage field and speed up application of clean electricity.

光伏應用自主創新
Independent innovation in photovoltaic application

中國聯塑組建廣東聯塑班皓新能源科技集團有限公司（下稱：聯塑班皓），開發成熟穩定的分散式光伏發電技術，自主生產光伏元件，充分利用閒置屋頂等空間資源，探索「自發自用，餘電上網」模式，在廣東、廣西等地試點投入，為客戶提供綠色、經濟的電能，同時有效減少生產中的碳粉塵、二氧化碳、二氧化硫等溫室氣體排放，助力國家實現碳中和目標。

Guangdong Lesso Banhao New Energy Technology Group Co., Ltd. (hereinafter referred to as "Lesso Banhao") has been formed by China Lesso in order to develop mature and stable distributed photovoltaic power generation technology, independently manufacture photovoltaic modules, and take full advantages of unused rooftops and other spaces. The Group explores the model of "Self-generated power for self-use, with surplus electricity supplied to power grid" by piloting it in Guangdong and Guangxi to deliver green and economical electricity to customers, while efficiently reducing greenhouse gas emissions of carbon dust, carbon dioxide and sulfur dioxide during production so as to achieve the national goal of carbon neutrality.



珠海中航通飛分散式光伏發電項目
Distributed photovoltaic power generation project of Zhuhai AVIC General Aviation



廣西輝煌耐磨分散式光伏發電項目
Distributed photovoltaic power generation project of Guangxi Fehong Wear Resistant Technology

光伏應用重點項目 Key projects of photovoltaic application

珠海中航通飛分散式
光伏發電項目
Distributed photovoltaic
power generation
project of Zhuhai AVIC
General Aviation

珠海中航通飛分散式光伏發電項目採用聯塑班皓生產的 540W 光伏組件 4,500 餘塊，光伏組件佈置於 3 個建築屋頂、3 個車棚、1 塊空地。項目容量 2,675.16KW，預計 25 年總發電量約 7,490 萬 kWh，可減少二氧化碳排放約 60,971 噸。

The distributed photovoltaic power generation project of Zhuhai AVIC General Aviation adopted over 4,500 photovoltaic modules of 540W produced by Lesso Banhao, which are deployed on 3 construction rooftops, 3 car canopies and 1 open space. The project has a capacity of 2,675.16KW, with the estimation to generate total power of 74.90 million kWh and a carbon dioxide emission reduction 60,971 tonnes in 25 years.

廣西輝煌耐磨分散式
光伏發電項目
Distributed photovoltaic
power generation project
of Guangxi Fehong Wear
Resistant Technology

廣西輝煌耐磨技術股份有限公司分散式光伏電站成功並網，項目容量為 541.73KW，選用聯塑班皓生產的 545W 規格高效單晶單玻光伏組件，預計 25 年總發電量約 1,300 萬度電，可減少二氧化碳排放約 10,660 噸。

Guangxi Fehong Wear Resistant Technology Co., Ltd. succeeded in grid connection of distributed photovoltaic power stations, with a project capacity of 541.73kW. The project used 545W high-efficiency monocrystalline photovoltaic modules manufactured by Lesso Banhao, with the estimation to generate total power of 13 million kWh and a carbon dioxide emission reduction 10,660 tonnes in 25 years.

儲能領域步履不停
Relentless
development in the
power storage field

本集團以分散式光伏發電為載體，積極拓展新能源服務，構建工商業側儲能、充電樁、能源管理和能效服務等一體化綜合能源解決方案；涉足光儲協同關鍵技術，根據光伏裝機容量和負荷大小確定最佳儲能容量，為使用者創造環保與商業價值。

Based on the distributed photovoltaic power generation technology, the Group actively expands the new energy service and sets up comprehensive energy solutions integrating industrial and commercial power storage, charging stations, energy management and energy consumption efficiency services. Thanks to the key technologies of integrating optical storage, the Group can determine the optimal power storage capacity according to installed photovoltaic capacity and load to deliver environmental protection and commercial value for users.

未來，我們將依託現有的光伏新能源佈局基礎，加速光伏建築一體化發展進程，同時逐步切入至儲能設施、電池生產、充電樁生產等更為廣泛的新能源業務，為國家「十四五」規劃中建設高效、靈活的綜合能源體系的目標助力。

In future, we will accelerate the process of building integrated photovoltaics in reliance on the existing photovoltaic new energy layout, while gradually venturing into wider new energy businesses of power storage facilities and battery production, charging station production, etc., to push ahead with the goal of building highly efficient and flexible comprehensive energy systems as required in the national "14th Five-Year Plan".

強化管治 促可持續發展

Strengthening Management and Promoting Sustainability

本集團持續深化責任意識，將可持續發展融入日常經營管理，重視合規經營，建立完善的風險管理架構，營造公平誠信廉潔的企業文化，以良好的公司治理推動公司健康、長遠、穩健發展。同時，我們與內外部利益相關方保持積極的雙向溝通合作，瞭解利益相關方重點關注的可持續發展議題，攜手各方共同推動經濟、環境及社會的可持續發展。

The Group continued to increase accountability awareness by integrating sustainable development into daily operation and management, emphasizing compliance and improving a structure of risk management, so as to promote a corporate culture of fairness, credibility and integrity as well as pursue healthy, farsighted and robust development with good governance. Meanwhile, the Group has always maintained positive, bidirectional communication and cooperation with stakeholders inside and outside the Group, endeavored to get an insight into the sustainability issues that are highly concerned with by stakeholders, and worked with all parties to promote the economic, environmental and social sustainable development.

關鍵績效 KPIs

- 參與**58**場非交易路演
The Group engaged in **58** non-deal roadshows
- 總部員工反腐敗培訓覆蓋比率**20.7%**，共**1,281**人
A total of **1,281** employees at the Group's headquarters received anti-corruption training, accounting for **20.7%** of the employees at the Group's headquarters
- 新增受理專利**369**項(2021: 307項)，授權專利**356**項(2021: 117項)
369 (2021: 307) additional accepted patent applications and **356** authorized patents (2021: 117).



可持續發展管治

Sustainability Management

可持續發展管治體系

Sustainability Management System

中國聯塑已建立健全的可持續發展管理體系，不斷優化可持續發展管理機制，逐步推進可持續發展管理工作的落實。我們不斷健全可持續發展組織架構，形成「三級聯動」可持續發展推進格局，全方位推動可持續發展工作有序開展。為了促進董事會有效參與 ESG 管理，推進本集團社會責任工作有序開展，我們制定了《ESG 重大事宜審批制度》等 ESG 管理制度，並於 2022 年新增了《優秀 ESG 工作者評選制度》。

The Group has established a comprehensive sustainable development management system that continuously optimizes sustainable development management mechanisms and gradually implements sustainable development management work. We continue to perfect the organizational framework for sustainable development that forms a "three-level linkage" sustainable development structure, which allows us to promote sustainable development in an orderly manner. In order to ensure the board of Directors ("Board") effectively participate in ESG management and accelerate the social responsibility work of the Group in an orderly manner, we laid down ESG management policies such as *Approval System for Material ESG Issues*. In 2022, we formulated *Selection System for Outstanding ESG Workers*.

> 可持續發展委員會

Commission on Sustainable Development

- 負責領導、推進本集團可持續發展工作；
Responsible for the leadership and promotion of the Group's sustainable development work;
- 負責審批本集團可持續發展戰略、規劃和年度工作計劃、目標；
Responsible for approving the Group's sustainable development strategies, plans and annual work programs and objectives;
- 負責對本集團 ESG 進行監控，審批本集團重大實質性議題（包括氣候變化相關議題）；
Supervises the Group's ESG and approves the Group's important substantive issues (including issues relating to climate change);
- 負責處理本集團可持續發展工作中的重大問題。
Responsible for handling important issues related to the Group's sustainable development work.

> 可持續發展辦公室

Sustainable Development Office

- 可持續發展管理體系的建立、實施和持續優化；
Establishment, implementation and continuous optimization of sustainable development management systems;
- 負責對包括氣候相關風險的 ESG 重要風險進行識別和評價，並根據董事會的決策制定氣候行動目標和計劃，討論目標的管理進度；
Responsible for identifying and assessing major ESG risks, including climate-related risks, and developing climate action goals and plans based on the Board's decisions and discussing progress in managing the goals;
- 向可持續發展委員會匯報 ESG 工作對本集團的風險和挑戰，開展風險識別、評價與控制，匯報 ESG 工作開展進度；
Reports to the Commission on Sustainable Development on ESG-related risks and challenges to the Company, conducts risk identification, assessment and control, and reports on the progress of ESG work;
- 組織開展本集團實質性議題調研，並向可持續發展委員會提供分析，解釋其實質性的過程及結果，及目前實質性議題（包括氣候變化相關議題）清單；
Organizes the Group's substantive topic research and provides analysis to the Commission on Sustainable Development explaining the substantive processes and results, as well as a list of current substantive topics (including issues relating to climate change);
- 負責落實本集團可持續發展委員會的各項決議，編制年度可持續發展報告和協調本集團可持續發展相關工作；
Responsible for the implementation of the resolutions of the Group's Commission on Sustainable Development, the preparation of annual sustainable development reports, and the coordination of the Group's sustainable development-related work;
- 識別本集團的利益相關方，組織協調利益相關方合理訴求，構建本集團可持續發展競爭力。
Identifies the Group's stakeholders, and organizes and coordinates stakeholders' reasonable requirements to build the Group's competitiveness in sustainable development.

> ESG 推進小組

ESG Advancement Team

- 負責所在部門 ESG 信息、數據的收集、整理，推進本集團下達的各項可持續發展工作任務和可持續發展日常工作的聯絡和溝通。
Responsible for collecting and collating ESG information and data within the advancement team's department, promoting the Group's sustainable development tasks, as well as communicating day-to-day sustainable development tasks.

董事會聲明 Statement of the Board

本集團遵循香港聯合交易所《環境、社會及管治報告指引》要求，加強董事會在本集團環境社會及管治 (ESG) 事務治理的參與，努力提高企業可持續發展能力，將可持續發展管理納入日常管理和業務中，致力在自身發展中努力踐行經濟、環境和社會責任。

We follow the requirements of the *Environmental, Social and Governance Reporting Guide* issued by the Stock Exchange of Hong Kong Limited, and enhance the Board's participation in the Group's environmental, social and governance (ESG) affairs management, strive to improve the corporate sustainable development capacity, and incorporate the sustainable development management into the routine operation and business to scrupulously fulfill economic, environmental and social responsibilities in the Group's development practice.

董事會作為最高決策機構，負責總體領導本集團 ESG 管理工作，決定本集團 ESG 管理架構及管理策略，審批本集團 ESG 目標、ESG 實質性議題、ESG 風險、ESG 報告等。可持續發展委員會，負責領導、推進本集團可持續發展工作；審批本集團可持續發展戰略、規劃和年度工作計劃、目標；對本集團 ESG 進行監控，審批本集團重大實質性議題；處理本集團可持續發展工作中的重大問題。

As the highest decision-making body, the Board is responsible for leading the Group's ESG management work, deciding the Group's ESG management structure and strategies, and reviewing and approving the Group's ESG objectives, ESG materiality issues, ESG risks and ESG reports. The Commission on Sustainable Development is responsible for leading and propelling the Group's sustainable development work; reviewing and approving the Group's sustainable development strategies, plans and annual work programs and objectives; supervising the Group's ESG work and approving the Group's important substantive issues; handling important issues related to the Group's sustainable development work.

出於外部社會與經濟環境，以及內部集團發展戰略的考慮，董事會將持續關注國內外可持續發展趨勢，加強 ESG 重要性議題的評價，討論並確定本集團在環境、社會和管治方面的風險與機遇，將關鍵議題的管理與提升作為可持續發展年度重點工作。

Taking into account the external social and economic environments as well as the Group's internal development strategies, the Board will pay attention to the trends of the domestic and overseas sustainable development, strengthen evaluation of significant ESG issues, discuss and identify the Group's risks and opportunities from the environmental, social and governance perspective, as well as prioritise the management and improvement of the key issues as the annual work of sustainable development.

本集團 2022 年度可持續發展報告已經由董事會於 2023 年 3 月 20 日審閱批准。

The Group's 2022 Sustainable Development Report was reviewed and approved by the Board on 20 March 2023.



利益相關方溝通 Communication with Stakeholders

利益相關方溝通渠道 Channels of Communication with Stakeholders

中國聯塑一直堅持構建多層次、多方位、常態化的利益相關方溝通機制，同利益相關方建立緊密聯繫，通過更多渠道、更多方式與利益相關方開展溝通與合作，深入了解和響應利益相關方期望與訴求，實現與利益相關方共同發展。

The Group has constantly been developing the multi-level, multi-dimensional and routine stakeholder communication mechanisms. It strives to establish a close connection with stakeholders to communicate and cooperate with them through multiple channels and by different means, hence to fully understand and respond to the expectations and needs of stakeholders, and achieve mutual development.

利益相關方溝通渠道
Channels of communication with stakeholders

利益相關方 Stakeholders	期望與訴求 Expectations and needs	回應措施 Responses and measures
政府與監管部門 Government and regulatory departments	<ul style="list-style-type: none"> 依法合規經營 支持綠色經濟 支持地方發展 Legal and regulatory compliance Support for economic and green development Support local development 	<ul style="list-style-type: none"> 依法納稅 論壇與交流活動 積極響應國家政策 Tax compliance Forum and exchange activities Active response to national policies
股東與投資者 Shareholders and investors	<ul style="list-style-type: none"> 獲取投資回報 信息公開透明 保障股東權益及公平對待 降低經營風險 Obtain investment return Get open and transparent information Protect the rights and interests of shareholders and ensure fair treatment Alleviate operation risks 	<ul style="list-style-type: none"> 建立完善科學的決策及監督機制 做好公開、透明的信息披露 組織參與針對不同類型股東的活動 加強風險管控 Develop sound and scientific decision-making and supervision mechanisms Provide open and transparent information disclosure Organize special activities for different types of shareholders Alleviate operation risks
顧客 Customers	<ul style="list-style-type: none"> 保障產品質量 優質客戶服務 保護隱私 意見與投訴處理 Product quality guarantee Excellent customer services Privacy protection Opinion and complaint processing 	<ul style="list-style-type: none"> 產品質量控制 提供優質服務 保護客戶隱私 滿意度調查 Control product quality Render excellent service Protect customer privacy Conduct satisfaction surveys
員工 Employees	<ul style="list-style-type: none"> 保障基本權益 職業發展及平等晉升機會 健康與安全 民主管理與人文關懷 Protect basic rights and interests Professional development and equal promotion opportunities Health and safety Democratic management and humanistic care 	<ul style="list-style-type: none"> 積極開展各類培訓 完善人才晉升與薪酬機制 加強職業健康與安全管理 推行多樣化的員工福利 Actively hold all kinds of trainings Perfect the talent promotion and remuneration mechanisms Enhance occupational health and safety management Offer diverse employee benefits
合作夥伴 Partners	<ul style="list-style-type: none"> 誠信履約 資源分享 共贏發展 Fulfillment with integrity Resource sharing Win-win situation and mutual development 	<ul style="list-style-type: none"> 依法履行合同 公開招標 杜絕商業賄賂 參加行業交流活動 Fulfill contracts according to the law Carry out open bidding Refuse commercial bribery Participate in exchange activities in the industry
社區與公眾 Communities and the public	<ul style="list-style-type: none"> 推動社區公共事業發展 公益慈善 Promote development of communities Public service and philanthropic care 	<ul style="list-style-type: none"> 開展各類公益活動 加強產業幫扶工作 支持鄉村振興戰略 熱心員工志願活動 Conduct all kinds of public service activities Intensify industrial support Support rural revitalization strategies Take initiative to attend employee voluntary activities
環境 Environment	<ul style="list-style-type: none"> 有效使用資源 減少排放 保護生物多樣性 應對氣候變化 Efficiently utilize resources Reduce emissions Protect biodiversity Tackling of climate change 	<ul style="list-style-type: none"> 發展綠色產業 踐行綠色營運 加強環境治理 加強環境信息披露 Develop green industries Put green operation into practice Consolidate environmental governance Strengthen environmental information disclosure

實質性議題分析 Analysis of Substantive Issues

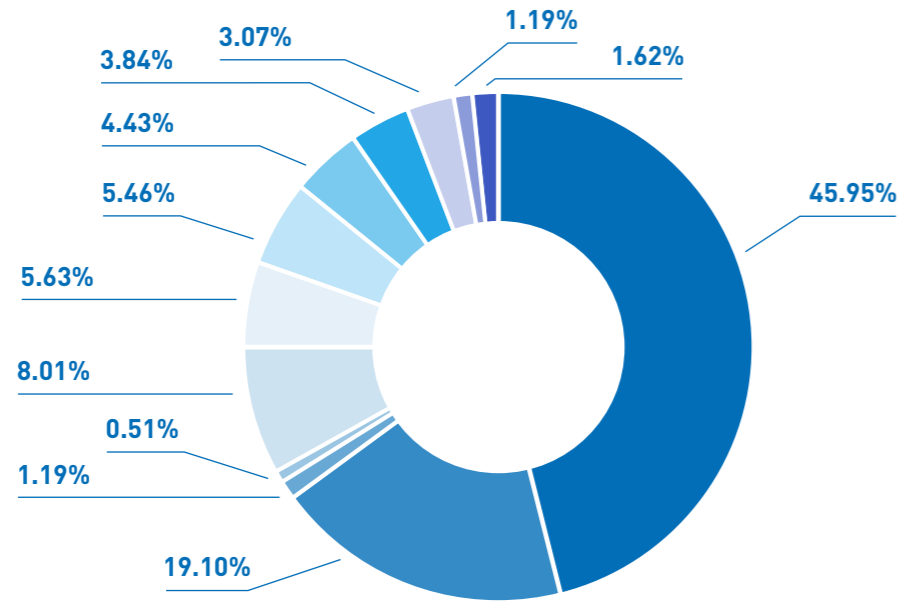
我們重視可持續發展議題的識別和管理，定期進行面向廣泛利益相關方的調研活動，全面了解和收集政府、股東、員工、客戶等各方觀點以及對本集團的意見反饋，從「對企業的重要性」和「對利益相關方的重要性」兩個維度進行衡量，識別可持續發展重要議題，並在報告中進行重點披露。2022年，我們基於企業業務實際及發展規劃，對重大性議題進行了回顧及評估，進一步梳理出本年度重大性議題矩陣。我們就識別出的重大性議題向董事會進行匯報，檢討及評估本集團可持續發展風險，並對重大性議題最終判定結果給出建議。

As we attached great importance to the identification and management of sustainable development issues, we conduct regular researches and surveys on a wide range of stakeholders, fully understand and collect opinions and feedback from the government, shareholders, employees and customers, and identify significant issues of sustainable development in the two dimensions, "Importance to the enterprise" and "Importance to the stakeholders", which are disclosed in the report. In 2022, based on the actual business situation and development plans of the Group, we reviewed and assessed the major issues, and further organized the 2022 major issue matrix. We reported the identified material issues to the Board, examined and evaluated the Group's sustainability risks, and put forward advice based on the final judgment on the substantive issues.

> 2022 年度重要性議題識別與評估工作流程： 2022 major issue identification and evaluation process:

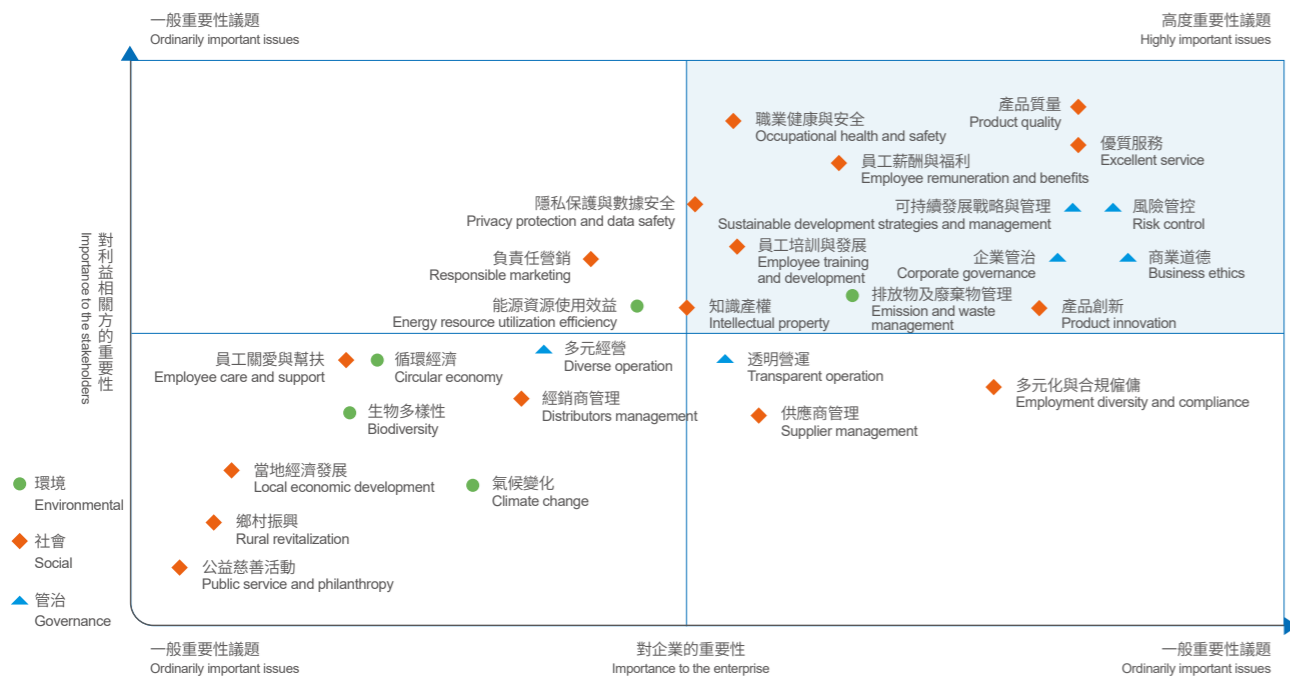
- 識別議題形成議題庫：**全面梳理中國聯塑可持續發展工作的重要事項以及各利益相關方對中國聯塑的關注焦點，對標國內外同行，系統梳理出 3 大範疇 27 個議題。
 Issue identification to form an issue database: We thoroughly sorted out important items for China Lesso's sustainable development and stakeholders' concerns about China Lesso. 27 issues under 3 categories were organized systematically with reference to domestic and overseas peers.
- 議題調查與篩選：**本年度我們面向董事、高管、員工、客戶、投資者、合作方、監管機構、環保組織、公眾等內外部利益相關方發放調研問卷，調研可持續發展議題重要性評估情況，共回收 1,173 份有效問卷。
 Survey and selection: In 2022, we conducted questionnaire about assessment of importance of China Lesso's sustainable development issues on internal and external stakeholders such as directors, senior management, employees, customers, investors, partners, regulatory authorities, environmental protection organizations and the public, with 1,173 valid responses.
- 議題重要性排序：**根據實質性原則，從「對企業發展的重要性」和「對利益相關方的重要性」兩個維度，對各項議題進行重要性排序，並由本集團管理層和外部專家對議題篩選結果進行審核。
 Issue materiality prioritization: Pursuant to the materiality principle, we prioritized the materiality of the issues from the two dimensions, "Importance to the corporate development" and "Importance to the stakeholders", and the issue selection results were reviewed by the Group's management and external experts.
- 響應議題：**針對實質性議題，制定與實施行動計劃，並在報告中對篩選出的 13 個高度重要議題進行重點披露。
 Issue responses: We developed and rolled out action plans according to the major issues, and disclosed 13 selected highly important issues in reports.

利益相關方回應比例
Response ratio of stakeholders



- 1. 員工-職員 (M1-M3, P1-P5, T1-T5)
Employees – employees (M1-M3, P1-P5, T1-T5)
- 2. 員工-中基層管理者 (M4-M7, P6-P8, T6-T8)
Employees – middle management (M4-M7, P6-P8, T6-T8)
- 3. 員工-高層管理者 (M8-M12, P9-P10)
Employees – senior management (M8-M12, P9-P10)
- 4. 員工-董事會成員
Employees – members of the Board
- 5. 大客戶
Customers
- 6. 政府/監管機構
Government/regulatory authorities
- 7. 社區/公眾
Communities/the public
- 8. 經銷商
Wholesalers
- 9. 供應商
Suppliers
- 10. 環保組織
Environmental protection organizations
- 11. 投資者/股東
Investors/shareholders
- 12. 其他
Others

中國聯塑 2022 年可持續發展重大議題矩陣
China Lesso's 2022 sustainable development major issue matrix



中國聯塑 2022 年重大性議題列表
China Lesso's list of major issues in 2022

議題重要性 Materiality of issue	議題排序 Issue ranking	議題範疇 Category	重大性議題 Major issue
高度重要議題 Highly important issues	1	管治 Governance	商業道德 Business ethics
	2	管治 Governance	風險管控 Risk control
	3	社會 Social	優質服務 Excellent service
	4	社會 Social	產品質量 Product quality
	5	管治 Governance	可持續發展戰略與管理 Sustainable development strategies and management
	6	管治 Governance	企業管治 Corporate governance
	7	社會 Social	產品創新 Product innovation
	8	社會 Social	員工薪酬與福利 Employee remuneration and benefits
	9	社會 Social	職業健康與安全 Occupational health and safety
	10	環境 Environmental	排放物及廢棄物管理 Emission and waste management
	11	社會 Social	員工培訓與發展 Employee training and development
	12	社會 Social	隱私保護與數據安全 Privacy protection and data safety
	13	社會 Social	知識產權 Intellectual property
一般重要議題 Ordinarily important issues	14	社會 Social	多元化與合規僱傭 Employment diversity and compliance
	15	社會 Social	供應商管理 Supplier management
	16	管治 Governance	透明營運 Transparent operation
	17	環境 Environmental	能源資源使用效益 Energy resource utilization efficiency
	18	社會 Social	負責任營銷 Responsible marketing
	19	管治 Governance	多元經營 Diverse operation
	20	社會 Social	經銷商管理 Distributors management
	21	環境 Environmental	循環經濟 Circular economy
	22	環境 Environmental	氣候變化 Climate change
	23	社會 Social	員工關愛與幫扶 Employee care and support
	24	環境 Environmental	生物多樣性 Biodiversity
	25	社會 Social	當地經濟發展 Local economic development
	26	社會 Social	鄉村振興 Rural revitalization
	27	社會 Social	公益慈善活動 Public service and philanthropy

完善公司治理 Improving Corporate Governance

本集團嚴格遵守《證券及期貨條例》《開曼群島公司法》，以及香港聯交所《證券上市規則》《中華人民共和國公司法》等法律法規要求，構建了職能齊備、相互制衡的企業管治構架，制定出《董事會成員多元化政策》《董事提名政策》等符合企業發展要求的規則和制度。2022年，我們修訂《公司章程》《股東通訊政策》《反舞弊管理制度》，進一步健全內部控制體系，促進企業治理規範化。股東大會、董事會及高級管理層嚴格按照《公司章程》賦予的職責，行使權利及履行義務，並充分發揮董事會專業委員會、獨立董事的作用，有效實施公司治理，維護股東和公司的利益，保障公司持續長遠的健康發展。

The Group strictly complied with the requirements of the *Securities and Futures Ordinance, Cayman Islands Companies Act, Rules Governing the Listing of Securities on the Stock Exchange, Company Law of the People's Republic of China* and other laws and regulations. In addition, we have established a corporate governance structure with complete functions and mutual counterbalance, and formulated rules and systems in compliance with the requirements for the corporate development such as *Board diversity policy and nomination policy*. In 2022, we revised the *Articles of Association, shareholder communication policy, and anti-fraud management system*, thus, further perfecting internal control systems and standardizing corporate governance. According to the responsibilities stipulated in the *Articles of Association*, the general meeting of shareholders, the Board of Directors and senior management exercise their respective rights and assume their respective obligations, give full play to the functions of the Board committees and independent directors, and efficiently implement corporate governance and safeguard the interests of the shareholders and the Group thus to ensure the long-term sustainable development of the Company.

董事會下設審核委員會，提名委員會及薪酬委員會，所有董事委員會主席均由獨立非執行董事擔任。董事會、董事委員會等詳細內容見《中國聯塑集團控股有限公司 2022 年度報告》。

The Board set up three board committees: the Audit Committee, Nomination Committee and Remuneration Committee, all of which are chaired by an independent non-executive director. For details, please refer to the *2022 Annual Report of China Lesso Group Holdings Limited*.

姓名 Name	性別 Gender	專業知識與技能 Professional Knowledge and Skills			主要經驗 Main Experience			年齡 Age		
		建材產業 Building Materials Industry	法律、 財務或會計 Legal, Finance or Accounting	技術研究 Technical Research	建材產業 Building Materials Industry	法律、 財務或會計 Legal, Finance or Accounting	技術研究 Technical Research	50 歲或以下 50 or below	51 至 60 歲 51 to 60	61 至 70 歲 61 to 70
執行董事 Executive directors										
黃聯禧 (主席) Wong Luen Hei (Chairman)	男 Male	✓			✓				✓	
左滿倫 (行政總裁) Zuo Manlun (Chief Executive)	男 Male	✓			✓		✓			
左笑萍 Zuo Xiaoping	女 Female	✓			✓				✓	
賴志強 Lai Zhiqiang	男 Male	✓			✓				✓	
孔兆聰 Kong Zhaocong	男 Male	✓			✓				✓	
陳國南 Chen Guonan	男 Male	✓			✓	✓			✓	
林少全 Lin Shaoquan	男 Male	✓				✓	✓			

姓名 Name	性別 Gender	專業知識與技能 Professional Knowledge and Skills			主要經驗 Main Experience			年齡 Age		
		建材產業 Building Materials Industry	法律、 財務或會計 Legal, Finance or Accounting	技術研究 Technical Research	建材產業 Building Materials Industry	法律、 財務或會計 Legal, Finance or Accounting	技術研究 Technical Research	50 歲或以下 50 or below	51 至 60 歲 51 to 60	61 至 70 歲 61 to 70
執行董事 Executive directors										
黃貴榮 Huang Guirong	男 Male	✓			✓			✓		
羅建峰 Luo Jianfeng	男 Male		✓			✓			✓	
林德緯 Lin Dewei	男 Male		✓			✓				✓
獨立非執行董事 Independent non-executive directors										
王國豪 Wong Kwok Ho Jonathan	男 Male		✓			✓		✓		
蘭芳 Lan Fang	女 Female	✓			✓		✓	✓		
陶志剛 Tao Zhigang	男 Male		✓ (經濟 Economic)			✓			✓	
鄭迪舜 Cheng Dickson	男 Male		✓			✓			✓	
呂建東 Lu Jiandong	女 Female		✓			✓			✓	

加強投資者溝通 Improving Communication with Investors

本集團高級管理層竭力與投資界保持公開的對話渠道。我們已建立投資者信息庫，分析股東名冊，維護研究所分析師、基金經理等投資者的關係，通過舉行業績發佈會、股東大會、投資者接待會，參加各機構組織的投資者交流會和路演會議，日常電話接待、郵件回覆、接待調研等形式，確保投資者了解所有財務及可持續發展相關事務；聘請專門的獨立第三方協助維護投資者關係，舉行投資者／分析師路演和見面會，帶領投資者和分析師參觀廠房及對渠道客戶進行訪談，同時加強與資本市場的溝通，提升信息披露的及時性和有效性，提升本集團透明化營運水平。

The senior management of the Group has been endeavouring to maintain open communication with investors. We have established an investor information database to analyze the register of shareholders, and maintained close relationships with investment analysts, portfolio managers and other investors. The Board maintains an ongoing dialogue with shareholders and investors via results announcement conferences, general meetings, investor receptions, investor conferences and roadshows organized by various institutions, phone calls and emails, research, and other methods, to ensure that investors understand all financial and sustainability-related matters. We have engaged independent professional third parties to assist in maintaining investors relationship by means of roadshows and meetings, plant visit and interviews with channel clients for investors and analysts, while reinforcing connection with capital markets, and improving the timeliness and effectiveness of information disclosure to enhance transparency of the Group's operation.

2022 年度，本集團共參與 58 場非交易路演，包括 55 場電話會議及 3 場策略會——分別到上海、青島參加券商策略會和機構路演；共接待超過 20 多場投資者現場調研，與投資者進行深入交流並帶領投資者和分析師參觀廠房。

In 2022, the Group joined a total of 58 non-deal roadshows, including 55 teleconferences and 3 strategy meetings. We attended the brokerage strategy meeting and the institution roadshow in Shanghai and Qingdao, respectively, and received over 20 on-site investor surveys. We conducted in-depth exchanges with investors and showed our plants to investors and analysts.

反腐敗與反舞弊 Anti-Corruption and Anti-Fraud Campaigns

> 管理體系 Management systems

我們設立審核委員會、反舞弊管理小組及反舞弊調查組織進行管理，嚴防為謀取自身利益而採用欺騙等違法、違規手段使本集團經濟利益遭受損害的不正當行為的發生。董事會負責督促管理層建立反舞弊文化環境，建立健全內部控制體系，並監督審核委員會、反舞弊管理小組的反舞弊工作。反舞弊管理小組定期匯報給由獨立非執行董事擔任主席的審核委員會，由其監察舞弊舉報案件的內容，處理方式與後續跟進。同時，本集團積極推進反貪腐制度建設，制定《商業行為準則和道德規範》《反舞弊管理制度》並至少每三年進行一次評估審閱，2022 年度，本集團已對上述制度進行修訂完善。

We have set up an audit committee, an anti-fraud control unit and anti-fraud investigation unit to prevent any improprieties that damage the economic interests of the Group through deception or other illegal and irregular means in pursuit of personal interests. The Board is responsible for supervising the management's establishment of anti-fraud culture and sound internal control systems, and monitoring the audit committee's and anti-fraud control unit's anti-fraud work. The anti-fraud control unit reports regularly to the audit committee chaired by an independent non-executive director, who supervises the content, handling methods and follow-up of the whistleblowing cases. Meanwhile, the Group proactively constructs anti-corruption systems, has developed the *Code of Business Conduct and Ethics and Anti-fraud Management System*, and has carried out evaluation and review at least once every three years. In 2022, the Group revised and improved the systems mentioned above.

> 舉報制度 Reporting systems

本集團內部員工和與本集團有關係的社會各方均可對本集團人員違反廉潔從業、濫用職權、失職、瀆職、違反經營管理秩序等違紀行為進行舉報。我們設置舞弊舉報專用信箱及電子郵箱，制定《舞弊舉報管理流程》，確保舞弊舉報受理、調查與結果處理的及時、客觀和公正，並在《反舞弊管理制度》中明確舉報人保護制度。本集團鼓勵實名舉報，對實名舉報的個人信息及舉報內容將予以嚴格保密，並對調查結果給予及時反饋，不得向被舉報人和無關人員洩露相關信息。若舉報人受到威脅、打擊、報復，本集團將給予法律支持和保護。2022 年度，本集團沒有知悉涉及貪污訴訟案件。

The employees of the Group and all parties with relationships with the Group can report any employee involving business conduct, misuse of power, negligence of duty, dereliction of duty and violation of the operation and management orders. We have set up designated mailbox and email address for fraud reporting, laid down Fraud Reporting Management Process to ensure acceptance, investigation and result of fraud reporting that are timely, objective and fair, and defined the whistleblower protection in the Anti-fraud Management System. The Group encourages real-name reporting by keeping the personal information and its content highly confidential, giving timely feedback of investigation results and leaking no information to the reported person and unrelated people. In the event of any threat, attack or retaliation against the whistleblower, the Group will provide legal support and protection. The Group was not involved in litigation case related to corruption in 2022.

舞弊舉報及處理流程 Whistleblower reporting and handling process

01 舞弊舉報 Whistleblower reporting

內部員工或外部第三方實名或匿名通過以下途徑舉報，向反舞弊管理小組遞交盡可能詳細的舉報信息：

Employees or external third parties report by the means below, submit as much detailed information as possible to the anti-fraud control unit:

- 與反舞弊管理小組秘密接觸；
- 撥打舞弊舉報專用電話；
- 郵寄舞弊舉報專用郵箱；
- 發送舞弊舉報專用電子郵件。
- Contact the anti-fraud control unit privately;
- Call the special line for fraud reporting;
- Mail to the designated mailbox for fraud reporting;
- Send to the designated email address.

02 舞弊舉報信息接收和受理 Whistleblower reporting information receipt and acceptance

反舞弊管理小組秘書或成員按照保密需求獲取舉報信息，將舉報資料放入檔案袋密封，貼上編號後保存，並填寫舞弊舉報受理登記表。

The secretary or a member of the anti-fraud control unit obtains the reported information in accordance with the confidentiality requirements, places the reported information into a sealed envelope, numbers the envelope and then files it, and fills in the whistleblower reporting acceptance registration form.

03 成立調查小組 Set up an investigation team

反舞弊管理小組根據案件的需要，臨時成立包括內審部、法律部、業務部門或外部顧問在內的調查小組。調查小組負責反舞弊管理小組交代案件的調查、處理、提供舞弊舉報調查報告與處理意見。

The anti-fraud control unit provisionally sets up an investigation team made up by the audit department, legal department, business units or external consultants according to the requirements of the case. The investigation team is responsible for the investigation and handling of the cases reported by the anti-fraud control unit, and providing fraud investigation report and handling opinions.

04 審計章程立項、調查和審計 Audit charter, and carrying out of investigations and audits

接收反舞弊管理小組交代的一般經濟案件的審計和調查工作，並按照《公司審計章程》審計立項，依照法律法規進行詳細的調查或審計工作。

Audits and investigations of general economic cases as reported by the anti-fraud control unit are received, and detailed investigations or audits carried out in accordance with the Company's Audit Charter, as well as laws and regulations.

舞弊舉報及處理流程 Whistleblower reporting and handling process

05 調查取證 Investigate and collect evidence

接收反舞弊管理小組交代的複雜舉報案件的調查任務，依照法律法規進行詳細的調查工作。

Investigation of complex whistleblower cases reported by the anti-fraud control unit are received, and detailed investigation is undertaken in accordance with laws and regulations.

06 撰寫調查報告與處理意見 Prepare investigation reports and handling opinions

完成舞弊舉報調查工作後，撰寫詳細的舞弊舉報調查報告，並提出舞弊舉報處理意見。

Once the investigation related to the whistleblowing has been completed, a detailed investigation report is prepared, and handling of the reporting case are proposed.

07 調查判斷 Investigation verdict

反舞弊管理小組將涉及高層管理人員的舞弊舉報案件反饋給董事會，由董事會判斷。

The anti-fraud control unit submits reports involving senior management to the Board for its judgment.

08 形成舞弊舉報處理決定 Decision on the handling of the whistleblower report

董事會、反舞弊管理小組按照案件的複雜程度及權限，審核調查組織提交的舞弊舉報調查報告和處理意見，形成處理決定。

The anti-fraud control unit and the Board review the investigation reports and handling proposal submitted by the investigating team in accordance with the complexity of the case and their authority, and form a decision on the handling of the cases.

09 存檔並執行處理決定 Filing and implementation of the handling decision

反舞弊管理小組秘書存檔舞弊舉報調查文件，告知舉報者調查和處理結果，下發處理決定。

The secretary of the anti-fraud control unit files the investigation report, informs the whistleblower the investigation and handling, and communicates the handling with relevant parties.

> 廉潔文化建設 Integrity culture development

本集團積極建設廉潔文化，從源頭上加大預防和懲治腐敗的力度，築牢本集團穩健發展的廉潔防線。2022年我們更新了《商業行為準則和道德規範》，對於員工及合作方有關職業道德、反貪污、反不當競爭、實施與監督等內容制定具體政策規定，並通過多種方式和途徑對董事會、管理層、員工及合作夥伴進行廉潔宣傳培訓，保障本集團員工及合作方遵紀守法、廉潔從業，按照最高要求的商業道德和企業管治標準開展溝通合作。

The Group makes proactive efforts to develop integrity culture, put a new premium on corruption prevention and punishment at the source, builds a robust and stable prevention line for the Group's integrity culture. In 2022, we updated the *Code of Business Conduct and Ethics*, setting down specific provisions on professional ethics, anti-corruption, anti-improper competition, implementation and supervision for employees and partners, provided integrity training to the Board, management, employees and partners to ensure that the Group's employees and partners comply with laws and regulations and carry out business conduct with integrity, and ensured communications and cooperations by adhering to the highest requirements of business ethics and corporate governance standards.

關鍵績效 KPIs

- 總部員工反腐敗培訓覆蓋比率 **20.7%**，共 **1,281** 人，其中董事會成員、高級管理層人員 **24** 人
The coverage rate of anti-corruption training for headquarters' employees is **20.7%**, with a total of **1,281** employees, including **24** members of the Board and senior management.

反職務犯罪培訓講座 Trainings of anti-duty crime

2022年5月，中國聯塑開展反職務犯罪培訓講座，對相關人員進行職務犯罪預防與普及，提高法律意識。本次培訓覆蓋董事會、管理層及合作夥伴，共104家公司，737人參訓。

In May 2022, China Lesso held a training on anti-duty crime for prevention of crime in order to raise the awareness of the relevant personnel. The training covered 104 companies and 737 persons in total, mainly for the Board, senior management and partners.



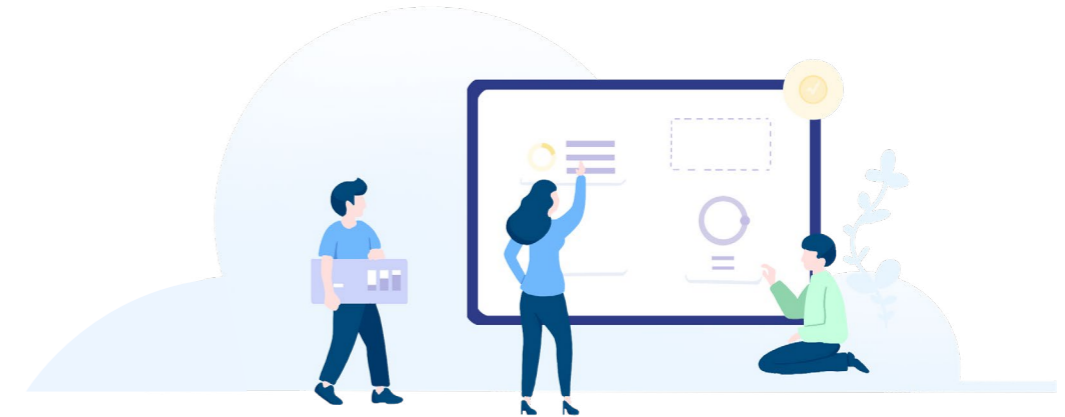
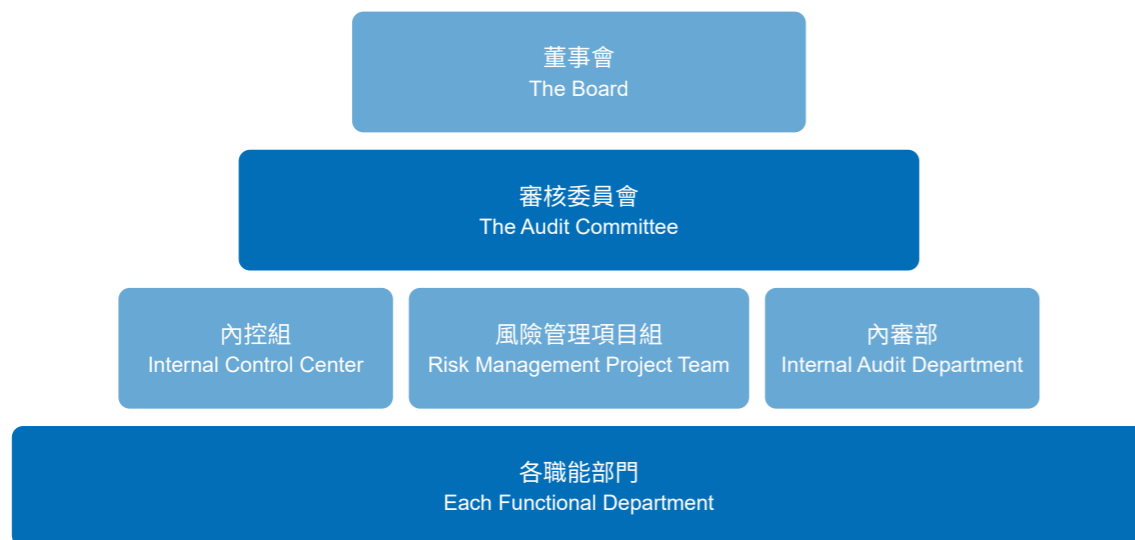
風險管理 Risk Management



本集團已建立完善的組織架構，對本集團所面臨的風險進行管理。董事會就全面風險管理工作的有效性負責；審核委員會為本集團最高層級的風險管理機構，對董事會負責；風險管理項目組為風險管理主導機構；內控組及內審部負責協助本集團開展風險管理工作，根據風險評估結果擬定內控工作計劃；各個職能部門接受風險管理項目組的協調及監督。

The Group has developed a complete organisational structure to manage the risks the Group faces. The Board is accountable for the effectiveness of comprehensive risk management; the Audit Committee is risk management body of high rank in the Group and directly reports to the Board; the risk management project team leads risk management; the internal control center and the internal audit department are responsible for assisting the Group in risk management and preparing internal control plans according to the risk evaluation results; all the functional departments shall coordinate with and under the supervision of the risk management project team.

風險管理架構
Risk Management Structure



為提高對重大影響事件和高風險系數事件的處理能力，持續提升風險管控，本集團已建立貫穿於整個風險管理基本流程，連接各上下級、各部門和業務單位的風險管理信息溝通渠道，確保信息溝通的及時、準確和完整，為風險管理監督與改進奠定基礎。同時，我們制定了《合同管理辦法》《資產管理制度》《資金管理制度》等系列風險管理制度和政策，對本集團的風險狀況進行有效管理，為本集團經營管理的合法合規、資產安全、財務報告及相關信息的真實、完整提供合理保障。

In order to improve the ability to handle events with significant influences and high risks and continue to consolidate risk management and control, the Group has put in place basic processes throughout the whole risk management, linking the risk management information communication channels of all departments and business units at all levels, to ensure prompt, accurate and complete information communication and lay a solid foundation for risk management supervision and improvements. We also have developed a series of risk management systems and policies such as the *Contract Regulations*, *Asset Management System* and *Capital Management System*, so as to effectively manage the Group's risks and render reasonable guarantees for legal compliance of operation and management, asset safety, authenticity and completeness of the financial statements and relevant information of the Group.

我們根據《IIA 國際內部審計實務標準》《中華人民共和國審計法》《中國內部審計準則》等相關法律法規要求，結合自身實際制定了《內部審計章程》，對本集團的人員及經營管理行為進行監察審計，並聘請第三方公司梳理內控流程，提升本集團合規營運水平。2022 年出具內部審計報告 68 份，整改計劃完成率 72%。

The Group follows the *International Standards for the Professional Practice of Internal Auditing of the IIA*, *Audit Law of the People's Republic of China*, *Rules for Internal Auditing of the People's Republic of China*, and other laws and regulations, and we have formulated *Internal Audit Charter* internally based on the related laws and regulations. In addition, we conducted supervisory audits towards the Group's employees from operational and managerial aspects, and engaged a third-party company to revamp internal control processes to improve the level of regulatory compliance of business operations. In 2022, the audit department issued 68 audit reports, with a 72% completion rate for rectification plans.

自 2020 年起，本集團將氣候相關風險納入管理範圍，詳情請參閱本報告應對氣候變化章節。除此之外本集團還識別出宏觀經濟風險、市場競爭策略不當風險、原材料價格波動風險等重大風險，請參閱《中國聯塑集團控股有限公司 2022 年度報告》。

Since 2020, the Group has been incorporating the climate change into the management. For details, please refer to Tackling of Climate Change in the Report. In addition, the Group identified such major risks as the risks of macro economy, risk of improper strategies for market competition, risk of volatile raw material prices, for which, please refer to the *2022 Annual Report of China Lesso Group Holdings Limited*.

知識產權保護 Intellectual Property Protection

本集團根據國家和行業有關知識產權的法律、法規和規章，結合本集團的實際情況，制定《知識產權管理制度》，以規範本集團的知識產權管理工作，並明確責任和義務，保護本集團的知識產權不受侵害，打擊侵犯本集團知識產權的違法行為。此外，本集團積極開展知識產權保護相關培訓、公益研討沙龍等，建立知識產權公共服務平台，提供知識產權糾紛法律諮詢和維權援助服務，全面加強知識產權保護工作。

Based on the national and industrial laws, regulations and rules on intellectual property, the Group has formulated the *Intellectual Property Management System* under the circumstance of the Group, to regulate the intellectual property management of the Group and clarify the obligations and responsibilities, so that the intellectual property of the Group is not infringed upon and any violation against the Group's intellectual property is combated. Besides, the Group has actively arranged trainings and public salons on intellectual property protection, developed an intellectual property public service platform, and provided legal advice and right protection support service for intellectual property disputes, comprehensively reinforcing intellectual property protection.

公司全面推進知識產權管理工作，通過商標管理、專利管理、著作權管理、維權與侵權應對、獎項統籌等方式，維護自身知識產權。針對市場上存在的制假、售假、假冒、仿冒、不正當競爭等侵權行為，本集團組建打假維權隊伍，深入各地市場進行市場走訪調查，核實售假行為後立刻向當地相關執法部門舉報投訴，情節嚴重的上報公安機關。

The Company has made all-round progress on intellectual property, and safeguarded its intellectual property by adopting such approaches as trademark management, patent management, copyright management, right protection and infringement responses, and awards management. In response to infringement including manufacturing and sales of counterfeit, counterfeiting and improper competition, the Group formed an anti-counterfeiting and right protection team to conduct in-depth market visits and investigation in different places, and immediately report to local competent authorities after counterfeiting is confirmed and report to relevant public security departments for very serious cases.

陽江市售假連鎖案件打假維權 Anti-counterfeiting and right protection for a chain of cases of counterfeit sales in Yangjiang City

2022年3月，本集團通過市場走訪，於陽江市查處一起售假連鎖案件，案發區域存在大範圍售賣假冒聯塑商標「LESSO 聯塑」註冊商標產品的情況，本集團立即向當地市場監督管理局投訴舉報，本案共涉及 16 家批發商及零售店，涉案產品貨值金額 18 萬元，行政處罰罰款金額 18 萬元。該案件已移交至法律部提起侵權訴訟。

In March 2022, through market visits and investigation, the Group found a chain of cases of counterfeit sales in Yangjiang City. Vendors sold fake products marked with the Lesso registered trademark "LESSO". The Group promptly made a complaint to the local administration for market regulation. It involved 16 wholesalers and retail stores, with a total product value of RMB180,000, an administrative fine of RMB180,000. The case has been transferred to the legal department for infringement litigation.

2022 年，我們加強對本集團知識產權的管理，梳理知識產權註冊情況，加強專利申請後續事項的跟蹤管理，不斷提升知識產權保障力度，並收穫多個知識產權相關重要榮譽，包括國家知識產權示範企業、第二十三屆中國專利獎授獎等重要獎項，全面彰顯本集團產品創新能力。

In 2022, in an attempt to augment the Group's intellectual property management, we sorted out our intellectual property registrations, strengthened follow-up and management of subsequent matters after patent applications, and constantly enhanced the intellectual property protection. We obtained a number of important intellectual property-related honors, including National Intellectual Property Model Enterprise, the award of 23rd China Patent Award and other important honors, fully demonstrating the Group's innovation capacity.

知識產權數量
Number of intellectual properties

截至 2022 年 12 月 31 日累計專利 / 項 Accumulated number of patents as of 31 December 2022		
受理專利 Patents accepted	專利總數 Total number of patents	4,533
	外觀專利數 Number of appearance design patents	325
	發明專利數 Number of invention patents	1,098
	實用新型專利數 Number of utility model patents	3,110
授權專利 Granted patents	專利總數 Total number of patents	3,628
	外觀專利數 Number of appearance design patents	307
	發明專利數 Number of invention patents	440
	實用新型專利數 Number of utility model patents	2,881
2022 年新增專利 / 項 Number of new patents in 2022		
受理專利 Patents accepted	專利總數 Total number of patents	369 (2021: 307)
	外觀專利數 Number of appearance design patents	17 (2021: 13)
	發明專利數 Number of invention patents	54 (2021: 70)
	實用新型專利數 Number of utility model patents	298 (2021: 224)
授權專利 Granted patents	專利總數 Total number of patents	356 (2021: 117)
	外觀專利數 Number of appearance design patents	21 (2021: 3)
	發明專利數 Number of invention patents	27 (2021: 2)
	實用新型專利數 Number of utility model patents	308 (2021: 112)



立足品質 創新美好生活

Creating a Better Life by Focusing on Product Quality

本集團秉承「以質量為生命，以科技為龍頭，以顧客滿意為宗旨」的經營方針，始終將產品質量保持在高水平，並將技術創新作為品牌第一競爭力，為客戶提供高品質的產品和服務，以專業的品質守護萬千家庭。

The Group adheres to the business strategy of "Taking quality as the lifeline, leading with technology and aiming for customer satisfaction", always maintains a high level of product quality, and regards technological innovation as the primary competitiveness of our brand so as to provide customers with high-quality products and services and care about thousands of households.

關鍵績效 KPIs

- 客戶滿意度**97.93%** (2021年:97.44%)
97.93% of customer satisfaction(2021: 97.44%)
- 產品召回**0**宗
0 product recall
- **12.19**億元科技開發和技術創新總投入
(2021年:12.15億元)

Invested a total of RMB **1.219** billion in research and development and technological innovation initiatives
(2021: 1.215 billion)



智造創新產品

Innovating New Products through Smart Manufacturing

拓展產品領域

Expanding Product Range

> 積極建設研發團隊

Proactively building the R&D team

我們始終堅持創新驅動、科技引領，長期注重研發投入，組建由高層次人才構成的研發隊伍，不斷攻克技術難關，推進自身產品、技術升級，促進行業轉型升級與科技創新，致力於實現經濟、環境和社會效益的共同提升。

We always hold on to a mission of innovation-driven, technology-led, with a focus on investment in R&D for long-term. The Group's R&D team is composed of top talent to constantly overcome technical difficulties, and propel our own products and technological upgrades. We also promote industrial transformation and upgrading with technological innovation, and are committed to achieving economic, environmental and social benefits together.

廣東省科技專家工作站：

Guangdong Provincial Technological Experts Workstation:

2022 年持續被納入廣東省科技專家工作站續建站單位名單，搭建高層次科技創新平台，圍繞高分子材料成型加工技術與裝備的研究開發、高分子材料改性、新材料、新工藝等，解決一批行業關鍵難題，推動塑料管道行業的技術進步。

In 2022, we were on the list of Guangdong Provincial Technological Experts Workstation once again. We have built a high-level technological innovation platform that conducts R&D on polymer materials processing techniques and equipment, polymer material improvement, new materials, and new processes, etc., to solve a number of key common problems in the industry and promote technological progress in the plastic piping industry.

國家認定企業技術中心、廣東省重點實驗室：

State-Designated Enterprise Technology Center, Guangdong Key Laboratory:

擁有 CNAS 國家認可實驗室、管道工程類比實驗室、約 1,000 平方米的中試車間以及 10 個模具設計製造車間，獲得省、市及區級各類科技進步獎超過 30 項。

It is equipped with a laboratory with CNAS national recognition, laboratory that works on piping engineering simulations, approximately 1,000 square meters of trial workshops and 10 mold design and manufacturing workshops, and has won over 30 awards for various technological progress at the district, municipal, and provincial levels.

> 主業產品持續創新

Continuously innovate its main products

中國聯塑在主業產品上不斷進行創新，擴大自身的核心競爭力。2022 年，我們繼續強化與科研院所的合作，與南海水產研究所簽署戰略合作協議，著力於管道在水上應用關鍵技術問題的研究，為擴大管道在海洋方面的應用夯實基礎。我們繼續加強與精鋼海工的合作，在聯塑精鋼的平台上孵化鋼塑平台，助力研發海洋養殖裝備，響應國家產業引導，滿足海洋養殖升級改造的需要，同時推動聯塑管道產品取得船級社認證，力求進入船舶工業的應用領域。2022 年，本集團科研開發和技術創新總投入 12.19 億元（2021 年：12.15 億元）。

China Lesso has continuously innovated its main products to sharpen its core competitiveness. In 2022, we continued to enhance cooperation with scientific and technological institutions. We concluded a strategic cooperation agreement with South China Sea Fisheries Research Institute, focusing on the research on key technical issues of the application of pipelines in the water and laying a solid foundation for expanding the application of pipelines in the sea. We continue to reinforce cooperation with Keen Offshore Engineering to incubate the steel plastic platform on the Lesso-Keen platform to facilitate the R&D of marine aquaculture equipment, respond to national industrial guidance, and meet the need for marine aquaculture upgrade and transformation. In addition, we drove the pipeline products of Lesso to acquire the Classification Society Certification (CSC) in a bid to penetrate into the application field of the shipbuilding industry. In 2022, the Group invested a total of RMB 1.219 billion in research and development and technological innovation initiatives (2021: RMB1.215 billion).

亮點研發成果

Highlights of R&D Achievements

荷葉 PP-R 仿生抗垢管

Lotus Leaf PP-R Bionic Anti-fouling Pipeline

中國聯塑將荷葉疏水「自清潔」原理應用到管道上，開發出具有疏水阻垢效果的 PP-R 仿生抗垢管，仿生抗垢管具有類似荷葉的疏水特性，內壁具有疏水效果，能有效減少污垢累積，切實保障用水安全，解決定期清洗管道污垢耗水耗能的難題，助力綠色環保。

By applying the self-cleaning principle of lotus leaf's hydrophobic property to pipelines, China Lesso has developed the PP-R bionic anti-fouling pipeline that can dredge water and inhibit scale. This type of pipeline has a hydrophobic property similar to lotus leaves. The inner wall can dredge water to effectively reduce scale accumulation, practically ensure water safety, and address the problem of water and energy consumption due to regular cleaning of the pipeline scale, thus facilitating environmental protection.

PVC-C 系列產品工藝技術疑難問題攻克

The Solution to the Difficult Technical Problems of PVC-C Series Products

中國聯塑自主改良現有 PVC 設備，取代進口 PVC-C 專用設備，控制注塑模具與機台匹配，制定生產操作清機規程，避免產生材料分解、產生 HCL 氣體腐蝕模具的問題，解決 PVC-C 行業多年的加工難題。

China Lesso has independently reformed the current PVC equipment to replace the imported PVC-C special equipment. It controlled the matching of the injection mold and machine and formulated procedures for production, operation, and machine cleaning to avoid the mold from being corroded due to the HCL gas produced by material decomposition, thus addressing the long-standing production conundrum of the PVC-C industry.

PE 燃氣球閥設計創新和工藝研究 Design Innovation and Technology Research of the PE Gas Ball Valve

中國聯塑自主研究獨特錐面焊接結構和工藝，具有焊接強度高、定位精確、產品內外密封效果好等優勢，並研究解決 PE 厚壁注塑件內部縮孔的行業難題及大尺寸 PE 閥門零件機加工尺寸變形問題。產品通過了科技成果鑒定達到國內領先水平，並獲得省科技獎三等獎，深受市場認可。

China Lesso has independently researched the welding structure and technology of the unique conical surface, with the advantage of high weld strength, accurate positioning, and excellent sealing inside and outside products. We have studied and overcome the industry problem of the shrinkage holes in the interior of the PE thick-wall injection molding parts as well as the problem of dimension deformation of large-size PE valve parts machining. The product has passed the appraisal of scientific and technological achievements and has been assessed as being at the domestic leading level. The product also won the Third Prize of the Provincial Technology Award and has been widely recognized by the market.

預澆注 PVC 電工套管配件 Precast PVC Electrical Conduit Fitting

因應裝配式建築技術的發展，中國聯塑開發了預澆築用 PVC 電工套管配件，包括各種預澆築用開關底盒，可變角度彎頭，固定預埋管件等產品，相關產品的推出助力建築技術的發展，提高建築護套管線的施工品質，為人民美好生活及行業高質量發展提供有力支撐。

In response to the development of prefabricated building technology, China Lesso has developed the precast PVC electrical conduit fitting, including various precast switch bottom boxes, variable angle elbows, fixed pre-buried fittings and other products. The launch of relevant products has helped the development of building technology, improved the construction quality of building sheathing pipelines, and strongly supported a better life for the people and the high-quality development of the industry.

> 投身新能源與環境保護 Devoted to New Energy and Environmental Protection

中國聯塑為響應國家節能減排和「碳達峰碳中和」等政策，不斷在環保板塊投入研發力量持續優化光伏元件的部件結構特性、升級材料開發了能滿足光伏使用年限的橡膠產品，保證光伏元件產品的 25 年使用時限不變；聯塑班皓專注光伏新能源科技，致力於為客戶提供優質的光伏建築一體化材料及光伏組件。

In order to respond to national policies on energy conservation and emission reduction and “Carbon emission peaking and carbon neutrality”, China Lesso has constantly invested in R&D in the environmental protection segment to keep optimizing the component structure characteristics of PV modules and upgrading materials, thus developing the rubber products that can meet the service life of PV to ensure the 25-year service life of PV module products. Lesso Banhao focuses on PV's new energy technology and remains committed to providing our customers with premium quality building-integrated PV materials and PV modules.

本集團旗下江蘇永葆環保科技股份有限公司（下稱：永葆環保）高度重視科技技術創新，設立技術中心研發部門，建立了 3 個省級研發中心和博士後創新實踐基地，並以「人才 + 項目」的方式與華東理工大學、中國科學院水生生物所等開展產學研合作，從危廢行業領域建立項目研發，以技術成果參與項目工程化建設。近年來，永葆環保在固廢資源循環利用領域取得國家自主研發核心專利 39 項，高新技術產品 11 項。

Jiangsu Yongbao Environmental Protection Technology Co., Ltd. (hereinafter referred to as “Yongbao Environmental Protection”), who is a subsidiary of the Group, attaches great importance to technological innovation. It has set up technology centers and R&D departments, including three provincial R&D centers and a postdoctoral innovation practice base. It has conducted industry-university-research cooperation with East China University of Science and Technology and Institute of Hydrobiology, Chinese Academy of Sciences through the means of “Talent + Project”, establishing projects for research and development in the industry of hazardous waste and participating in project engineering construction with technical achievements. In recent years, Yongbao Environmental Protection has obtained 39 national independent R&D core patents and 11 high-tech products in the recycling of solid waste resources.

應用智能制造 Applying Smart Manufacturing

中國聯塑將「自動化、智能化」作為本集團生產的戰略方向，不斷加大自動化與數字化轉型建設投入，正在逐步實現設備管理、設備監控和數據獲取自動化，通過流程的梳理和再造以提高效率。在新產品研發設計方面，我們結合產品生命週期管理 (PLM) 系統，做到了設計數字化管理，實現了產品全生命週期的創建、管理、分發和應用，可以在系統完成新產品開發立項並對接試產驗證流程。

China Lesso takes “automation and intelligence” as the Group's strategic direction of production and continuously increases its investments in automatic and digital transformation to gradually realize automation of equipment management, equipment monitoring, and data collection, aiming to improve efficiency through sorting out and reformulating procedures. In terms of new product research and design, based on the Product Life-cycle Management (PLM) system, we have achieved digital management of full life cycle of products from creation, management, distribution, to application. In this way, we can complete the development of new products and proceed with the verification procedure of trial production in the system.

與此同時，各子公司根據不同地區的特性，針對性完成自動化轉型：西南地區推進其最大的管料系統和管材輸送自動化；西北地方重點實現配件自動化，完成配件自動識別和運輸功能；華中、華北地區持續推動自動化改造，近兩年成功上線自動混配系統。

In the meantime, according to characteristics of different regions, subsidiaries have completed the transformation of automation: subsidiaries in the southwest region have advanced the automation of its largest tubing system and pipe conveying system; in the northwest region have achieved automatic identification and transportation of fittings by focusing on the automation for fittings; in the Central and North China have kept carrying forward the transformation of automation and successfully launched the automatic mixing system in recent two years.

PVC 中央供料系統提高生產效率 Improving Productivity by the PVC Central Feeding System

四川聯塑科技實業有限公司共投入 2,500 萬元對 PVC 車間供料系統及生產線自動化轉型升級，建成 PVC 大料倉和 PVC 車間供料系統。通過管鏈自動輸送系統的控制程序，形成了一種組合分配式 PVC 原材料智能輸送系統，實現一組管材生產設備同時生產多種類型不同管材。在整個供料過程中，可以精確地控制管鏈中多種配方料的輸送量；可對冷熱混溫度、混料時間、混料次數做數據化處理，也可通過混料系統判斷異常原因，有效提高生產效率。



Sichuan Lesso Technology Industrial Co., Ltd. invested a total of RMB25 million in the transformation and upgrad of the automation of the feeding system and production line of the PVC workshop and built a feeding system for the PVC large storage bin and PVC workshop. The system forms a smart conveying system of combined distribution of PVC raw materials through the auto-pipe chain-conveying control program, and achieves a simultaneous production system of multiple types of pipes by a set of pipe production equipment. In the whole feeding process, the conveying volume of various formulations in the pipe chain can be accurately controlled. Data processing of the hot and cold mixing temperature, mixing time, and mixing frequency can be achieved. Furthermore, the causes for anomaly can be determined through the mixing system, effectively improving the productivity.

助力農業強國 Shoring up Agricultural Power

為全面落實鄉村振興戰略，中國聯塑積極響應國家助農政策，利用自身科技創新成果助力農業生產，大力研發綠色環保的農業產品，致力於用現代物質技術裝備彌補水土資源稟賦的先天不足，促進農作物豐產豐收，賦能農業高質量發展，為推進農業農村現代化提供有力保障。

In order to comprehensively implement the rural revitalization strategy, China Lesso actively responds to national policies to support farmers and agriculture. It facilitates agricultural production with its achievements of scientific and technological innovation, carries out vigorous research and development of green agricultural products, and commits itself to utilizing modern technology and equipment to make up for insufficient water and soil resources, thus promoting a satisfactory harvest of crops, energizing the high-quality development of agriculture, and providing a strong guarantee for advancing the modernization of agriculture and rural areas.



西南種植 大棚用管

Pipes used in the greenhouses in the southwest region

我們基於雲南當地的地理環境和區域特點，結合當地農業種植環境和灌溉管道建設情況，開發具有價格低、耐用、易安裝、輕便等特點的 PVC-U 農業類灌溉管材，為雲南節水灌溉工程貢獻企業社會責任。

Based on the geographical environment and regional characteristics of Yunnan as well as the environment for agricultural cultivation and the construction of irrigation channels, we developed PVC-U agricultural irrigation pipes, with the advantage of low price, durability, easy installation, and light weight, contributing to Yunnan's water-saving irrigation project with corporate social responsibilities.

西北高標準 農業用管

Pipes used for high-standard agriculture in the northwest region

我們在西北地區建立新的生產基地，縮短運輸距離，降低產品成本。為建設高標準農田，我們在西北地區開展多項高標準農田灌溉項目，包括管道工程、農田防護工程、高效節水滴灌工程等，為項目提供 PVC-M、PVC-U 灌溉管，規模達 5.5 萬畝。

We have built new production bases in the northwest regions to shorten transportation distance and lower product costs. In order to develop high-standard farmland, we have conducted several irrigation projects of high-standard farmland in the northwest region, including channel projects, farmland protection projects, and efficient and water-saving trickle irrigation projects, and provided PVC-M and PVC-U irrigation pipes for those projects, with a scale of up to 55,000 mu (approximately 36,666,666.67 square meters).

華北農業用管

Pipes used for agriculture in North China

我們提供 10,000 畝滴灌設施保障淺埋式滴灌節水技術試點項目的實施，同時進行 1,000 畝高標準農業田建設經濟模式的試點及研究，助力高效節水灌溉，協助治理華北地下漏斗區的缺水問題。

We provided irrigation facilities for 10,000 mu (approximately 6,666,666.67 square meters) to ensure the implementation of the pilot projects of shallowly buried drip irrigation water-saving technology. Meanwhile, we conducted a piloting and research of the economic model of 1,000 mu (approximately 666,666.67 square meters) of high-standard farmland construction to give impetus to efficient and water-saving irrigation and help address the water shortage in the underground funnel area of North China.

海洋用管

Marine pipes

我們為文昌市正全力打造的馮家灣現代漁業產業園海水取水工程提供同時兼具了化學性能穩定、可適應溫度廣、使用年限長等優點的 PE 給排水管，有效提高漁業產業園效益，為海南省推動漁業轉型升級、漁民轉產轉業和水產種業發展提供支持。

We provided PE water supply and drainage pipelines for the seawater intake project of Fengjiawan Modern Fishery Industrial Park, a project that Wenchang is making every effort to build. The pipelines are with stable chemical properties, a wide range of temperature adaptability, and long service life, which can effectively increase the benefits of the Fishery Industrial Park, empowering Hainan Province to transform and upgrade the fishery industry and fishermen to transfer production and industry and develop aquaculture industry.

嚴控產品質量

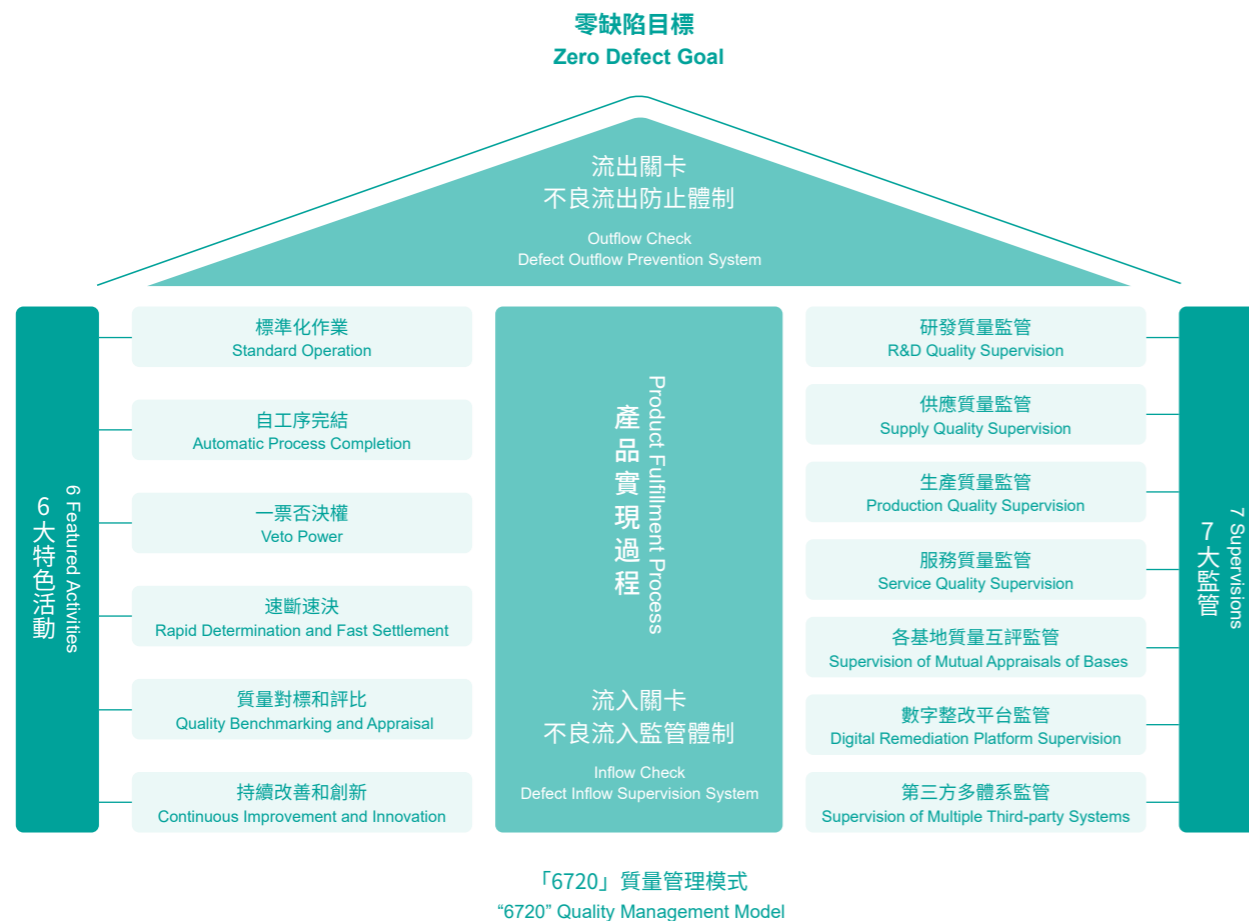
Controlling Product Quality Strictly

質量管理體系

Quality Management System

中國聯塑高度重視產品質量安全，持續完善質量管理體系，目前已建立各類質量相關制度 844 項，以確保各管理環節實現質量責任全過程覆蓋。我們採用「6720」質量管理模式，以「0 缺陷」為最終目標，「6 大特色活動」為保證，「7 大監管」為核心，通過「2 大質量關卡」防止不良流入和不良流出，全方位的保證產品的質量。本年度，中國聯塑收到產品質量投訴 268 件，但並無產品須召回。

China Lesso values product quality and safety, so it continuously improves its quality management system. At present, it has developed 844 quality-related policies to ensure that the quality accountability can cover all management processes. We adopt the "6720" quality management mode, take "zero defect" as the ultimate goal, "6 featured activities" as a guarantee, "7 supervisions" as the core, and prevent the inflow of inferior raw materials and the outflow of inferior products through "2 levels of quality control", thus guaranteeing the product quality in all respects. This year, China Lesso received 268 complaints about product quality but no product must recall.



強化質量檢查

Enhancing Quality Inspection

> 原材料質量檢查

Quality inspection of raw materials

我們對關鍵原材料做到每批必檢，所有來料在檢驗或生產過程中如發現有質量問題，則將不合格和影響使用的缺陷原材料或產品退貨給供應商，杜絕問題原材料的使用。

We inspect every key raw materials so as to avoid using defective raw material. Where any problems identified during inspections or production processes, we will return the defective raw materials or underperformed products to suppliers to avoid the use of defective raw materials.

> 數字化質量管理

Digital quality management

車間採用工廠制造執行系統 (MES) 進行數據的收集、加工及處理，系統內包括生產執行、物料管理、質量管理與獲取等功能，通過統計分析產品質量管理，針對突出問題成立專項團隊跟進，提高產品合格率，提升生產質量。

The workshop collects and processes data by adopting the factory manufacturing execution system (MES) with various functions such as production execution, material management, quality management, and data collection included in the system. By statistically analyzing product quality management data, we will set up a special team to follow up on the prominent problems so as to improve product qualification rate and production quality.

> 質量保證能力審核

Quality assurance capability review

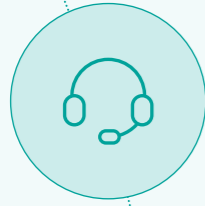
我們開展年度質量保證能力審核工作，由審核小組依照《審核組工作指引》，針對不同車間、部門涉及的生產管理、質量管理、現場管理等特點，制訂不同的《審核表》進行審核，並現場抽檢產品質量，並督促部門進行整改、分析現狀、總結經驗，以提升本集團整體質量水平和質量競爭力。

An annual review of quality assurance capability is carried out by the review group who creates different types of Review Forms in line with the *Work Guidelines for the Review Group* according to the characteristics of the production management, quality management, and site management of different workshops and departments. In order to improve the Group's overall quality level and quality competitiveness, we carry out spot inspections of product quality and supervise and urge relevant departments to make remediation, analyze current status, and summarize experiences.

產品召回機制
Product Recall Mechanism



當評審確定需要召回時，由質量工藝管理中心填寫聯絡函，第一時間通知經銷商召回主要信息。
If a recall is issued by the review group, the quality management center will complete a letter of contact and notify the distributor the recall as soon as possible.



客戶服務中心停止對召回產品接單發貨，倉儲物流中心安排查倉，並將查出的召回產品退回到生產車間處理。
The customer service center stops receiving orders and making deliveries of the recalled products, while the storage and logistics center arranges warehouse inspection and returns the recalled products to the production workshop for processing.

The customer service center stops receiving orders and making deliveries of the recalled products, while the storage and logistics center arranges warehouse inspection and returns the recalled products to the production workshop for processing.



退回產品由倉儲物流中心記錄數量並通知質檢員檢驗確認，倉庫將在一個工作日內處理召回產品。
The storage and logistics center records the number of returned products and notifies the quality inspector to conduct inspection and confirmation. The warehouse processes the recalled products within one business day.

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生產車間收到召回產品在一個工作日內將產品處理，並填寫相關回執單。
The production workshop receives the recalled product, processes the product within one business day, and fills in the relevant receipt.

The production workshop receives the recalled product, processes the product within one business day, and fills in the relevant receipt.



產品處理後由質量管理部門向責任部門發出報告，要求有關部門採取糾正措施。
After processing the product, the quality control department issues a report to the responsible department and asks relevant departments to take corrective measures.

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整理保存召回記錄，建立召回管理檔案。
Recall records are organized and saved and a recall management file is established.

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質量管理培訓 Quality Management Training

我們在全面實施產品質量和安全生產管控的同時，注重全體員工質量意識培養。2022年，本集團開展覆蓋多部門、生產車間的質量培訓395次，共計632課時，包含質量意識培訓、質量知識培訓、技能培訓等。

While comprehensively controlling product quality and safe production, we lay emphasis on the cultivation of quality awareness among all employees. In 2022, the Group carried out 395 quality training sessions covering multiple departments and production workshops, with a total of 632 class hours, including training on quality awareness, quality knowledge, and skills.



「質量月」活動 The "Quality Month" Campaign

中國聯塑於2022年9月至11月進行為期兩個月的「2022年質量月」活動，活動範圍覆蓋本集團品質工藝管理中心、生產制造中心、倉儲物流中心、模具制造中心等部門。活動開展質量控制（QC）小組活動成果發佈會決賽，決賽隊伍基於課題向管理層匯報本集團的生產和質量運行狀況，評委們對所發佈的課題提出寶貴的意見，指導各部門提升工作質量並基於審核結果開展評優活動，有效提升員工質量意識。

China Lesso carried out a two-month campaign "Quality Month in 2022" from September to November 2022. The Group's quality management center, production and manufacturing center, storage and logistics center, and mold manufacturing center participated in the campaign. The release presentation for the final of quality control (QC) group campaign results was carried out. The teams that entered into the final cycle reported the Group's production and quality control conditions to the Management based on subjects. Judges put forward valued opinions to the subjects published and instructed all departments to improve work quality and appraised and selected the most outstanding team based on the review results, effectively raising employees' quality awareness.



提升客戶體驗

Improving Customer Experience

完善服務體系

Perfecting Service System

中國聯塑致力於在每一個經營環節為客戶提供高質量服務，嚴格遵守《中華人民共和國消費者權益保護法》《商品售後服務評價體系》，制定《客戶服務管理辦法》《顧客滿意度測量辦法》等內部政策，不斷完善客戶服務體系，全力維護客戶權益，及時反饋客戶訴求，提升服務質量和客戶滿意度。

China Lesso is dedicated to providing high-quality service to customers in every operation process. We have formulated internal policies such as the *Management Measures for Customer Services* and the *Measurement Methods for Customer Satisfaction* in strict accordance with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the *Evaluation System of After-sales Service of Product* to continuously perfect customer service system, safeguard customer rights and interests at full stretch, and respond to customer demands in time, thus improving service quality and customer satisfaction.

> 全流程服務

Providing full service

本集團針對不同客戶群體採用與之匹配的服務團隊、服務工具，深入分析其需求及產品特性，建立雙重管理制度，技術問題由技術團隊管理，日常工作由本集團相應部門管理，以更有針對性的為客戶提供解決方案，打造貫穿售前、售中及售後全生命週期的高質量服務。

The Group carries out in-depth analysis of the service needs and product characteristics for different customer groups, and provides professional service teams and service tools to match them. We establish a dual management system in order to provide specific solutions and premium services to customers throughout the full life cycle from the pre-sale stage all the way to after-sale. The technical team and corresponding departments of the Group are responsible for technical problems and routine work respectively.

售前服務

Pre-sales services

- 客戶可通過客服熱線、在線信息反饋等方式與我們溝通，從產品設計到經銷商營運模式進行諮詢與了解。
Customers can communicate with us through the customer service hotline and online information feedback to consult and learn about product design and the operating model of distributors.

售中服務

Sales services

- 在最短的時間內對客戶提出的疑問做出滿意的解答或提供合理的使用方案。
We always reply to and provide reasonable solutions to customer's enquiries swiftly.
- 收集客戶需求並有效跟進，解決產品設計方案問題，推進項目落地。
To address the problem of product design plans and implement the plans, we collect and follow up with customers' opinions effectively.

售後服務

After-sales services

- 建立技術支持、產品質量回訪，以及良好的信息反饋及改進機制。
We establish technical support, product quality follow-up, and effective information feedback and improvement mechanisms.

> 客戶投訴管理

Customer complaints management

我們積極傾聽並回應客戶反饋，建立了產品及服務的客訴日常管理和檢測機制，制定《客戶投訴管理辦法》及《服務管理手冊》，進一步規範客戶投訴處理工作，完善客戶投訴管理流程。我們設置了多種投訴渠道，各相關部門可通過現場、投訴電話、微信、郵箱等方式了解客戶訴求。收到客戶訴求後由專門的客訴處理團隊進行處理，根據不同的投訴信息分類，客服人員快速反應，記錄客戶的反饋和需求，及時對接相應部門和人員，協助解決客戶問題，直到得到客戶滿意為止。本集團要求相關人員接到客戶投訴後 2 小時內第一次回覆，24 小時內明確回覆。

We actively listen to and respond to customer feedback, establish day-to-day management and monitoring measures for product and service complaints, lay down the *Management Measures for Customer Complaints* and *Service Management Manual*, further standardize the procedures for handling customer complaints, and improve the management procedures for customer complaints. Various channels for complaints are in place such as hotline, Wechat, emails, understanding the customers' complaint on-site. A customer service special team will handle the complaint quickly according to the types of complaint. Besides, the customer service will record customer's feedback, needs and contact the staff concerned to solve the problem until customer's satisfaction. The Group requires that upon receipt of the customer's complaint, customer service staff shall respond to it within 2-hour following with specific response within 24-hour.

關鍵績效 KPIs

- 客戶滿意度 **97.93%** (2021 年: 97.44%)
97.93% of customer satisfaction (2021: 97.44%)
- 客戶投訴數量 **9** 宗 (2021 年: 12 宗)
9 customer complaints (2021: 12)
- 投訴回覆率 **100%** (2021 年: 100%)
Customer complaint response rate: 100% (2021: 100%)

踐行責任營銷 Fulfilling Responsible Marketing

中國聯塑已制定《廣告資源管理辦法》，統一廣告宣傳、標籤使用、營銷活動的應用規範，堅持產品標籤和廣告宣傳符合法律、法規、規章及其他規範性文件要求，確保產品宣傳的真實性、可靠性，實現負責任的營銷。與此同時，中國聯塑營銷學院已開展視頻課程 480 門，自行開發上傳課程 280 門，努力打造優秀銷售團隊。

我們秉承負責任的營銷理念，倡導可持續消費，採用線上、線下銷售相結合的模式，開拓網絡直播新形式助力企業形象宣傳。2022 年，我們持續擴展線上分銷渠道，由產品直接對接終端，為消費者提供簡單快捷的貿易服務，同時方便產品側獲取終端消費者意見。

China Lesso has formulated the *Advertising Resources Management Measures* to unify the application specifications of advertisement, label use and marketing activities. We insist that product labeling and advertisement meet the requirements of laws, regulations, rules and other regulatory documents, in order to ensure the authenticity and reliability of product promotion and responsible marketing. In addition, China Lesso Marketing Institute has carried out 480 video courses, including 280 independently developed and uploaded courses to create excellent sales teams.

We adhere to the responsible marketing philosophy, advocate sustainable consumption, adopt a combination of online and offline sales, and help promote corporate image by exploring new forms of live video streaming. In 2022, we kept expanding online distribution channels so that products can be directly distributed to end users, providing consumers with simple and convenient trade services while readily gathering end consumers' opinions on products.

保護客戶信息 Protection of Customer Information

中國聯塑致力於負責任的使用及保護客戶、消費者及合作夥伴的信息。本集團通過搭建內部管理系統、帳號權限管理、信息系統內審、IT 人員保密協議簽署等多舉措，明確信息安全管理及規範，加強信息安全，以嚴格規範的流程和操作程序防範隱私洩露風險，切實保障隱私安全。

China Lesso is dedicated to responsibly using and protecting the information on customers, consumers, and partners. The Group has specified information security management and standards by means such as developing internal management systems, administering account authority, conducting internal reviews of information systems, and signing confidentiality agreement with IT staff. We enhance information security management and prevent risks of privacy disclosure through rigorous and standard procedures and operating programs to practically safeguard privacy security.

> IT 管理體系 IT management system

目前，本集團 IT 管理體系分為主動管理與被動管理。主動管理由「兩地三中心（順德龍江 - 武漢）」組成的數據中心來進行管理，並於 2022 年完成了態勢感知，對網段訪問風險進行了識別，從而進行整改並減少風險訪問行為，以保護信息與網絡安全。被動管理目前主要採用防火牆等常規被動保護措施。

At present, the Group's IT management system is classified into active and passive management. Active management is performed by the data center consisting of "three centers in two cities (Longjiang Town, Shunde - Wuhan)". In 2022, situation awareness was completed to identify network segment access risks to make remediation and reduce risk access, thus protecting information and network security. Passive management is mainly realized through conventional passive protection measures such as firewalls.

> 信息安全管理 Information security management

中國聯塑重視客戶隱私安全和信息安全，通過系統權限、數據保密、帳號管控等管理手段，強化客戶隱私保護。2022 年，本集團未發生因洩露客戶隱私引起的訴訟事件以及因信息洩漏導致的經濟損失（2021 年：0 起）。

China Lesso values customer privacy safety and information safety and reinforces customer privacy protection through such approaches as system authority, data confidentiality and account management. In 2022, the Group did not involve any litigation arising from leakage of customer privacy or any economic loss resulting from information leakage (2021: 0).





點亮綠色 邁向美麗未來

Lighting the Way to a Beautiful Future with Green

中國聯塑支持國家「碳達峰碳中和」目標，堅持將可持續發展理念融入營運全流程，開展氣候情景分析，制定環保目標，大力開發環保產品，發展綠色產業，落實行之有效的三廢管理及噪音控制，以自身實踐傳遞環保理念。

To support the national goal of “Carbon emission peak and carbon neutrality”, China Lesso has maintained the concept of sustainable development throughout its operations, by carrying out climate scenario analysis, setting eco-friendly targets, vigorously developing environmentally friendly products to promote green industries and implement practical measures to manage three types of wastes and control noise, thereby conveying the concept of environmental protection along its own practices.

關鍵績效 KPIs

- 光伏發電量**2,733**萬千瓦時 (2021年:3,014 萬千瓦時)
27.33 million kWh of photovoltaic power generation (2021: 30.14 million kWh)
- 循環利用水量**556**萬噸 (2021年:578萬噸)
5.56 million tonnes of water recycled (2021: 5.78 million tonnes)
- 回收利用塑料**156,896**噸 (2021年:176,008噸)
156,896 tonnes of plastic recycled (2021: 176,008 tonnes)





踐行綠色目標 Practicing Green Goals

中國聯塑從能源供給、能源消耗、能源轉型三方面部署減碳行動，堅定不移走綠色低碳可持續發展道路，緊跟國家的步伐力爭實現2030年碳達峰及2060年碳中和。我們將持續優化生產工藝，提升既有能源使用效率，提升清潔能源使用比率，加大新能源技術開發，確保廢棄物合規處理，推動廢料及包裝材料回收循環，將綠色發展目標貫徹始終。

China Lesso has launched carbon emission reduction initiatives in three aspects: energy supply, energy consumption and energy transformation, and resolutely pursued a green, low-carbon and sustainable development path, keeping up with the pace of the country to strive to achieve carbon emission peak by 2030 and carbon neutrality by 2060. To pursue our goal of green development consistently, we will continue to optimize our production processes, improve the efficiency of current energy use, increase the use rate of clean energy, expand the development of new energy technologies, ensure compliance with waste disposal, and promote the recycling of waste and packaging materials.

指標類型 Type	綠色目標 Green goals	實施舉措 Initiatives
溫室氣體排放量 Greenhouse gas emissions	到2025年，單位產量範圍二溫室氣體排放強度較2021年（253.59 千克二氧化碳 / 噸）累計下降3% By 2025, the Scope 2 GHG Emission intensity per unit of production will decrease by 3% compared with 2021 (253.59 kg CO ₂ /tonne).	<ul style="list-style-type: none"> 發展清潔能源：在各運營點加快佈設光伏等新能源設施，提升園區內電動叉車普及率，推動能源清潔轉型； Develop clean energy: accelerate the deployment of photovoltaic and other clean energy facilities at various operating points, increase the penetration rate of electric forklifts in the park, and promote the transition to clean energy;
有害廢棄物產生量 Hazardous waste generated	到2025年，有害廢棄物單位產值產生量控制在1.1 千克 / 噸以下 By 2025, the hazardous waste generated per unit output is controlled below 1.1 kg/tonne.	<ul style="list-style-type: none"> 改良生產工藝：持續優化產品工藝和生產工藝，盡可能採用無害化學品對於危險化學品進行替代，並採取防範措施避免危險廢物在貯存、利用、處置等過程中的環境風險。 Improve production process: Continuously optimize product processes and production processes, replace hazardous chemicals with harmless chemicals as much as possible, and take preventive measures to avoid environmental risks during the storage, utilization, and disposal of hazardous wastes.
無害廢棄物產生量 Non-hazardous waste generated	到2025年，無害廢棄物單位產值產生量 ¹ 控制在1.0 噸 / 噸以下 By 2025, the non-hazardous waste generated per unit output ¹ is controlled below 1.0 tonne/tonne.	<ul style="list-style-type: none"> 優化產品設計、實現源頭減量：通過優化產品水口等工藝設計，從源頭減少廢棄物產生量，並始終採取破碎回用的方式實生產過程中超過90%的廢棄物有效回用。 Optimize product design and reduce from source: By optimizing process design such as product inlets, reduce waste generation from the source, and always adopt the method of crushing and recycling to effectively reuse more than 90% of waste in the production process.
耗水量 Water consumption	到2025年，單位產量總耗水強度 ² 控制在1.60 噸 / 噸以下 By 2025, the water consumption intensity per unit of production ² is controlled below 1.60 tonne/tonne.	<ul style="list-style-type: none"> 加強循環利用水管理：持續進行水資源循環利用，在生產中定期巡視檢查跑冒滴漏現象，減少水資源浪費。 Strengthen the management of recycled water: continue to recycle water resources, conduct regular check for water leakage during production, and reduce waste of water. 更換節水器具、推行節約用水：在辦公場所優先採用和更換節水型器具，宣傳增強全員節約用水意識。 Replace water-saving appliances and promote water conservation: Give priority to the use and replacement of water-saving appliances in offices, and promote and increase the awareness of water conservation among all employees.
能源消耗 Energy consumption	到2025年，單位產量總電耗強度較2021年（236.47 千瓦時 / 噸）上升幅度控制在3% By 2025, the increase in electricity consumption intensity per unit of output will be controlled below 3% compared with 2021 (236.47 KWh/tonne).	<ul style="list-style-type: none"> 推進數字化能源管理：對生產、輸配和消耗環節實行動態監控和智能分析，針對各工序能耗挖掘節能潛力 Promote digital energy management: implement dynamic monitoring and intelligent analysis of production, transmission and distribution, and consumption, and tap energy saving potential for energy consumption in various processes. 優化生產工藝、開展節能改造：推行“以塑代鋼”並持續優化生產流程和工藝，調整產區及生產佈局，並持續開展餘熱回收、設備更新等節能改造 Optimize production process and implement energy-saving transformation: promote "replacing steel with plastics" and continuously optimize production processes and processes, adjust production areas and production layout, and continue to carry out energy-saving transformation such as waste heat recovery and equipment upgrade. 踐行綠色辦公：倡導綠色低碳的辦公方式，設置合理的空調溫度，鼓勵及時關閉電腦等辦公設備，減少能源浪費 Implement green office: advocate green and low-carbon office methods, set reasonable air conditioning temperatures, encourage timely shutdown of office equipment such as computers, and reduce energy waste.

¹ 包含生產過程中產生的水口料、次品以及辦公及生活區域產生的固體廢棄物。我們生產過程中產生的絕大部分無害廢棄物已進行循環利用。

Including degraded materials and defective products generated during production, and solid wastes generated in office and living areas. The vast majority of non-hazardous waste generated during our production process have been recycled fully.

² 包含生產耗水量及生活用水量。耗水量主要來自於辦公及生活區域的生活用水，生產過程主要耗水來自循環水系統補水需求。

Including production and domestic water consumption. Water consumption mainly comes from domestic water in office and living areas, and the main water consumption in the production process comes from the water replenishment demand of the circulating water system.

致力環境保護

Dedicated to Environmental Protection

打造環保產品

Creating Environmentally Friendly Products

我們順應綠色發展趨勢，將環保理念融入產品全生命流程中，通過加強產品結構性能、開發行業領先技術，以科技助力環保，助力城市可持續建設發展。

We adapt to the green development trend and integrate the concept of environmental protection into the entire life cycle of our products. By strengthening the structural performance of our products and developing industry-leading technologies, we enhance environmental protection with technology and contribute to the urban sustainable development.

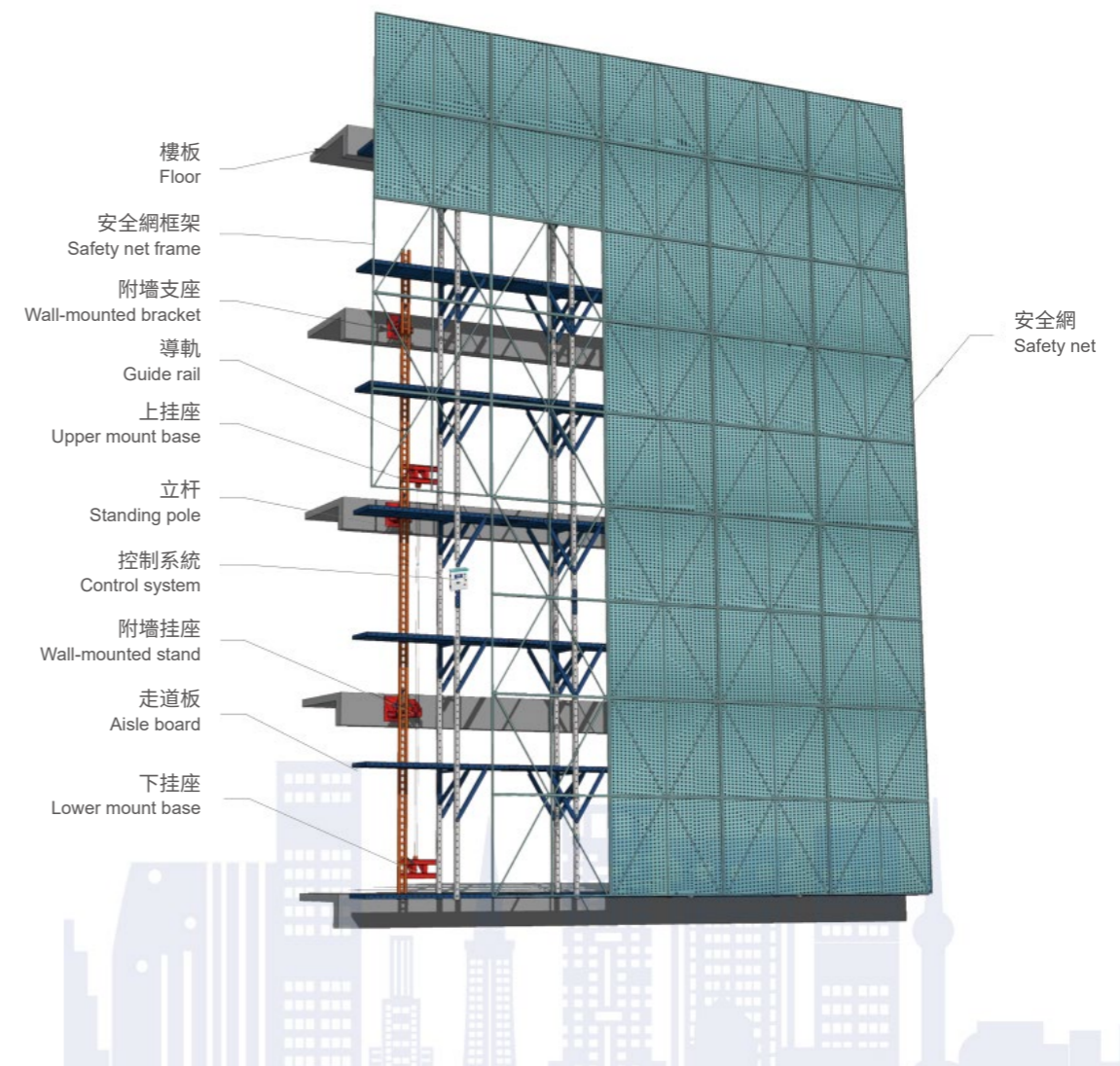
創新環保產品 Innovative eco products

產品 Product	創新技術 Innovative technology	環保效果 Environment protection effect
納米系列抗菌 PP-R 管 Nano series of antibacterial PP-R pipes	使用綠色環保原材料，具有內外三層結構，內層為白色納米銀抗菌層、中間層為綠色抗沖增強層、外層為桔黃色陽光防護外層 Made from eco-friendly green raw materials, it has a three-layer structure, with a white nano-silver antibacterial layer inside, a green impact-resistant reinforced layer in the middle, and an orange light-blocking protective layer outside.	集抗菌、抗沖、阻光等多種功能於一體，從根本上抑制細菌滋生、杜絕二次污染 A combination of anti-bacterial, impact resistant and light blocking functions can fundamentally inhibit the breeding of bacteria and eliminate secondary pollution.
RTP 連續玻纖帶增 強聚乙烯複合管 RTP glass fiber tape reinforced polyethylene composite pipe	根據使用工況、輸送介質的不同，內、外熱塑性材料層可使用 HDPE, PEX, PE-RT, UHMWPE, PA, PVDF, 中間增強層可採用玻纖、芳綸纖維、碳纖維、鋼絲、鋼帶等進行增強 According to the different working conditions and transfer medium, the inner and outer thermoplastic layer can be made of HDPE, PEX, PE-RT, UHMWPE, PA, PVDF, etc. The middle reinforced layer adopts glass fiber, aramid fiber, carbon fiber, steel wire, and steel tape for reinforcement.	質輕、耐腐蝕、柔韌度高，符合用於輸送飲用水的複合管的衛生性能並符合 GB/T 17219 的規定 Being lightweight, corrosion resistant, flexible, it meets the hygienic requirements for composite pipes used to convey drinking water and complies with the provisions of GB/T 17219.
新風管理系統 Fresh air management system	配置创新型負離子風口，採用流體模擬技術優化產品設計和管道抗菌技術 Equipped with innovative anion air outlets, it uses fluid simulation technology to optimize product design and pipe antibacterial technology.	負離子可殺滅室內多種細菌，無害分解甲醛，實現噪聲降幅約為 17.2%，抗細菌率超過 99.9% Anions can kill a wide range of indoor bacteria, and harmlessly decompose formaldehyde, with a noise reduction rate of approximately 17.2% and an anti-bacterial rate of over 99.9%.

可循環使用的智能全鋼爬架 Reusable smart all steel scaffolding

廣東領盛裝配式建築科技有限公司開發的 LC-01 型附著式升降腳手架，架體為全鋼結構，封閉性好，防護嚴密，作業環境安全安心，無任何可燃材料。架體常規設計高度為樓層的 4 層半高度，簡化了傳統腳手架的拆裝工序，一次組裝後可用到施工完畢，極大節省了人力和材料，一次投入可多次循環使用，造價低於傳統工藝，實現了成本控制與綠色建造的雙贏。

The LC-01 attached lifting scaffold developed by Guangdong Lesntec Prefabricated Building Technology Co., Ltd has an all-steel structure, and is well enclosed and tightly protected for a safe and secure working environment without any combustible materials. The general design height of scaffolding is 4.5 story above the floor level, which simplifies the disassembly and assembly processes of traditional scaffolding. Once assembled, the scaffold can be used until the construction is completed, which significantly saves manpower and materials, and can be repeatedly used. The cost is lower than that of traditional techniques, achieving a win-win solution for cost control and green construction.



發展綠色產業 Developing Green Industries

我們響應國家節能減排號召，在車間裝配、產品生產、包材使用、新能源開發等領域進行開拓和升級，積極發展光伏元件和電池業務，同時依託主體管道業務，開設環保板塊子公司，搭建危險廢物收集、運輸、預處理、處置、資源化利用、環境工程諮詢的全流程業務體系，為循環經濟發展貢獻力量。

In response to the national call for energy saving and emission reduction, we have pioneered and upgraded in the fields of assembly in workshops, product manufacturing, use of packaging materials and development of new energy sources, and actively engaged in the development of photovoltaic modules and batteries. Additionally, relying on the principal pipe business, we have set up subsidiaries in the environmental protection segment to build a full process business system comprising hazardous waste collection, transportation, pre-treatment, disposal, resource utilization and environmental engineering consultancy as a contribution to the development of the circular economy.

> 危廢處理 Hazardous Waste Disposal

永葆環保已實現工業固廢累計總處置規模 86.2 萬噸 / 年，對廢物資源化再生各類污水處理環保材料 30 至 40 萬噸 / 年，資源化再生產品在週邊地區水污染治理市場覆蓋率達 70% 以上。永葆環保承擔國家科技項目 2 項，建有危險廢棄物資源化處置工程技術研究中心和熱鍍鋅廢酸資源化處置工程研究中心，擁有 39 項自主研發專利，危廢綜合利用技術達到了國際、國內領先水平。

Yongbao Environmental Technology has achieved a cumulative total scale of 862,000 tonnes/year in respect of industrial solid waste disposal, and regenerated 300,000 to 400,000 tonnes/year of various types of eco-friendly materials from waste resources for sewage treatment. Recycled products covered more than 70% of the water contamination treatment market in the surrounding areas. Yongbao Environmental Technology has undertaken two national technology projects, and built the Engineering Technology Research Centre for the Disposal of Hazardous Waste, and the Engineering Research Centre for the Disposal of Hot Dip Galvanizing Waste Acid. With 39 self-developed patents, its comprehensive utilization technology of hazardous waste has attained advanced levels at home and abroad.



永葆環保 Yongbao Environmental Technology

永葆環保參與或制定的部分國家標準及行業標準
Some of the National and Industry Standards that Yongbao Environmental Technology has formulated or participated in formulation

序號 No.	標準名稱 Name of standard	國家 / 行業標準 National / Industry Standard	標準號 Standard No.	制定或參與 Formulate or participate in formulation
1	工業廢磷酸的處理處置規範 Specifications for the Treatment and Disposal of Industrial Waste Phosphoric Acid	國標 National standard	GB/T 37387-2019	參與 Participate in formulation
2	工業廢鹽酸的處理處置規範 Specifications for the Treatment and Disposal of Industrial Waste Hydrochloric Acid	國標 National standard	GB/T 32125-2021	參與 Participate in formulation
3	熱鍍鋅廢鹽酸的處理處置方法 Treatment and Disposal of Hot Dip Galvanizing Waste Hydrochloric Acid	化工行業 HG Chemical industry HG	HG/T 5967-2021	制定 Formulate
4	鋼絲繩酸洗廢液的處理處置方法 Treatment and Disposal of Acid Pickling Wastewater of Steel Wire rope	化工行業 HG Chemical industry HG	HG/T 6111-2022	制定 Formulate

全自動熱鍍鋅廢酸處置技術 Fully automated hot dip galvanizing waste acid disposal technology

利用自主創新研發的新興自動高效逆流交匯分離預處理技術，永葆環保實現了熱鍍鋅廢酸中鐵、鋅資源高精度分離，並形成高附加值淨水材料氯化亞鐵和再生氯化鋅等綜合利用產品。該項技術為國內首創，擁有兩項發明專利，處置工藝技術處於國內外同行業領先地位，為高速公路護欄、電力鐵塔、光伏支架、鋼材等熱鍍鋅行業解決了環保難題。

By utilizing the independently developed emerging automatic and highly efficient counter-current cross-flow separation pre-treatment technology, Yongbao Environmental Technology has achieved high-precision separation of iron and zinc resources in hot dip galvanizing waste acid and generated comprehensively recyclable products such as high value-added water purification materials ferrous chloride and recycled zinc chloride. Being the first of its kind in China, this technology carries two patents. The disposal process and technology occupy a leading position in the same industry both at home and abroad, solving environmental problems for the hot dip galvanizing industry such as highway guardrails, power pylons, photovoltaic brackets and steel.

> 包材減量 Packaging Material Reduction

為減少資源浪費，我們逐步推動部分管材取消包裝。結合市場環境、生產情況及管材條件，實現部分管材由裸管加標識貼紙，或從套袋向纏繞膜轉變，以替代原有套袋包裝方式，其中，埋地 PVC-C 電力電纜護套管、地下通信管道用 PVC 實壁管管材直接取消套裝包裝，有效實現包裝材料減量。生產過程中廢棄包裝，將交由有資質的回收公司進行資源化處理，實現資源利用最大化。

In an effort to reduce waste of resources, we have progressively promoted the elimination of packaging for some pipes. In view of the market environment, manufacturing status and pipe conditions, the packing of some pipes has been transformed from bare pipe plus logo stickers or bags to wrap film to replace the former bag packaging method. The packaging of the buried PVC-C power cable sleeving pipes and underground communication pipe is eliminated, thus effectively reducing the packaging materials. The packaging discarded during the production process will be passed on to qualified recycling companies for efficient treatment to maximize resource utilization.

> 光伏佈局 Photovoltaic Layout

我們持續佈局新能源領域，組建廣東聯塑班皓新能源科技集團有限公司，致力於為客戶提供優質的光伏建築一體化材料及光伏組件。我們分別與中建四局、五局、中電建、中電工程、華自科技等達成戰略合作，探討落實新能源項目的開發、投資、建設及營運，持續探索海上光伏氫能運輸場景，助力國家「雙碳」目標達成。

To expand our presence in the field of new energy, Guangdong Lesso Banhao New Energy Technology Group Co., Ltd. is set up and committed to providing its customers with premium quality building-integrated PV materials and PV modules. In strategic partnership with China Construction Fourth Engineering Division, China Construction Fifth Engineering Division, PowerChina, CPECC and HNAC Technology, we have discussed and firmed up the new energy projects' development, investment, construction and operation and continuously explored maritime photovoltaic hydrogen energy transportation scenarios in a bid to achieve the national "Carbon emission peak and carbon neutrality" goal.

傳遞環保理念 Environmental Protection Concepts Delivery

我們積極傳遞環保理念，重視內部培訓與外部交流，緊跟國家政策步伐，時刻保持進取之心，攜手員工及公眾踐行環境保護。2022 年，我們邀請順德區節能協會為本集團生產制造中心、模具制造中心對國家節能規劃、「十四五」規劃和清潔生產方案進行解讀；組織生產車間主要負責人和節能減排專員參觀順德區十大綠色節能低碳企業建設項目，學習優秀項目經驗。

We proactively convey our eco-friendly philosophy, value internal training and external communication, and follow the pace of national policies; at the same time, we always keep motivated, and work together with our employees and the public to protect the environment in practice. In 2022, we invited the Shunde Energy Conservation Association to interpret the national energy conservation plan, the "14th Five-Year Plan" and the clean production program for the Group's Production and Manufacturing Centre and Mould Manufacturing Centre; and arranged visits to the top ten green energy-saving and low-carbon enterprise construction projects in Shunde District for the main responsible persons of production departments and specialists in energy conservation and emission reduction so as to draw on the experience of the outstanding projects.

堅持綠色運營 Committed to Green Operation

我們在建立了完善的環境管理體系的基礎上，不斷優化環保管理規範和業務操作流程，加強環境監測、廢棄物管控及噪音控制，以期在提升能源利用效率的同時，創造安全健康的工作生產環境，打造綠色工廠。

On the basis of establishing a sound environmental management system, we have continuously optimized regulations and business operation procedures of environmental management, and strengthened environmental monitoring, waste control and noise control, in a bid to create a safe and healthy work and production environment and build green factory while improving energy efficiency.

環境管理 Environmental Management

我們嚴格遵守《中華人民共和國環境保護法》，制定了《節能降耗管理規定》《能源管理手冊》等一系列內部管控制度，同時要求各部門均能根據部門工作特性建立文件體系，並定期對制度進行合規性檢查，確保本集團各項工作均符合相關法律法規的要求。我們積極推進質量管理體系、環境管理體系、職業健康安全管理体系（QEO）一體化認證，截至 2022 年底，本集團共有 36 家子公司通過 QEO 體系認證（2021 年：36 家）。

We strictly comply with the *Environmental Protection Law of the People's Republic of China*, and prepared a series of internal control policies such as the *Management Regulations on Energy Conservation and Consumption Reduction*, the *Energy Management Manual*, while requiring all departments to establish a document system based on their work characteristics, and regularly checking the compliance of policies to ensure that all work of the Group meets requirements of relevant laws and regulations. We take initiatives to promote the integrated certification of quality, environment, and occupational health and safety management systems (QEO). As of the end of 2022, the Group had 36 subsidiaries certified through the QEO system (2021: 36).

關鍵績效 KPIs

- 廣東聯塑科技實業有限公司獲得國家工信部綠色工廠認證

Guangdong Liansu Technology Industrial Co., Ltd. obtained the certification of green factory by the Ministry of Industry and Information Technology of the People's Republic of China



廣東聯塑科技實業有限公司獲得職業健康安全管理体系認證
Guangdong Liansu Technology Industrial Co., Ltd. Certified through the Occupational Health and Safety Management System

> 管理體系運行 Operation of Management System

我們落實管理方針和目標，加強信息交流、有效實施糾正和預防措施，形成了四步管理體系，確保環境保護管理的有效性。

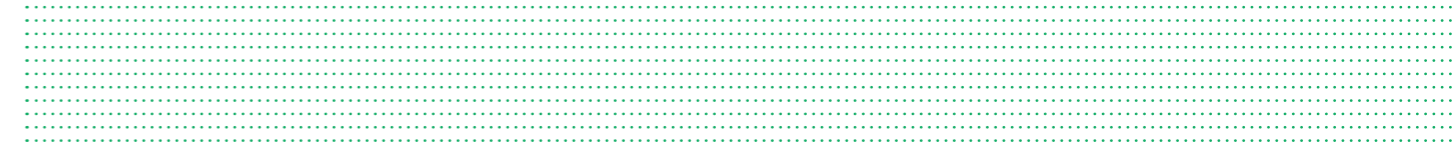
We fulfill management policies and objectives, augment information exchange, and effectively put corrective and preventive measures into practice, forming a four-step management system to ensure the effectiveness of environmental protection management.



> 管理審查評價 Inspection and Evaluation of Management

我們制定了《環境管理審查手冊》，由內審部組織審查小組開展對環境管理工作的組織機構職能、環境合規、環境績效、環境信息披露等業務的審查，及時實施糾正和預防活動，並對整改情況進行驗證，有效改善管理體系運行。

We set down the *Environmental Management Inspection Manual*, and the review group of Internal Audit Department organized the inspection team to carry out the review on environmental management businesses such as organizational functions, environmental compliance, environmental performance, and environmental information disclosure. We also put corrective and preventive measures into practice in a timely manner, inspect the remediation and effectively improve operation of the management system.



> 環境保護監測 Environmental Protection Monitoring

我們通過《環境、職安管理運行控制程序》《環境、職安管理監視和測量控制程序》《環境因素識別、評價與更新控制程序》等制度，在車間實施 6SK 現場管理要求，及時監測重要環境影響，並據監測結果制定相應控制措施；每年度對已有項目及新擴改項目開展一次環境因素識別及評價，並主動接受環保監測站監測，確保各項環境措施有效落實。

We apply the 6SK site management requirements to the workshop, monitor the significant environmental impact in a timely manner, and take corresponding control measures according to the monitoring results in compliance with policies such as the *Control Procedures for Environmental and Workplace Safety Management Operation*, *Control Procedures for Environmental and Occupational Safety Management Monitoring and Measurement* and *Control Procedures Concerning the Identification, Assessment and Updating of Environmental Factors*. We roll out annual environmental factor identification and evaluation for existing projects and newly expanded projects, and take an initiative in accepting monitoring by environmental monitoring station to guarantee the effective execution of various environmental measures.

三廢管理 Waste Management

我們嚴格遵守國家相關法律法規要求，制定《水污染防治管理規定》《大氣污染防治管理規定》《廢棄物管理規定》規範廢水、廢氣和固體廢棄物管理，並以合規為底線，以技術為突破，積極探索三廢管理創新解決方案。

In strict compliance with the national relevant laws and regulations, we have formulated the *Water Pollution Control and Management Regulations, Atmospheric Pollution Control and Management Regulations and Regulations on Waste Management* to standardize management of waste water, exhaust gas and solid pollutants. We also actively explore innovative solutions for waste management with compliance as the bottom line and technology as the breakthrough point.

> 廢水處理 Treatment of Waste Water

我們嚴格遵照《中華人民共和國水污染防治法》等法律法規要求，將冷卻水循環利用，將清洗排污水和生活污水經三級過濾後合規排放，廢液由有資質的公司合法處理，避免水體污染；同時每年依據廣東省地方標準《水污染排放限值》對污水排放進行一次檢測，發現超標時及時採取糾正措施。2022 年本集團合法達標排放生活廢水 1,910,703 噸（2021：2,179,550 噸）。

We meticulously adhered to the *Law of the People's Republic of China on Prevention and Control of Water Pollution* and other laws and regulations. We recycle the cooling water, discharge cleaning sewage and domestic sewage after three-stage filtration, and engage properly qualified companies to process waste liquids and avoid water pollution. Besides, the sewage discharge is tested annually according to the *Discharge Limits of Water Pollutants* of Guangdong Province, and corrective measures are taken immediately in case of excessive discharge. In 2022, the Group discharged 1,910,703 tonnes of domestic wastewater in a compliant manner (2021: 2,179,550 tonnes).

生活污水控制 Domestic sewage control

嚴禁將食堂殘油、剩飯菜渣倒入污水管道，嚴禁使用含磷洗滌劑，食堂污水排放口設置過濾網，定期檢查廁所設備並清洗化糞池。

It is strictly forbidden to pour residual oil and leftovers from the canteen into the sewage conduit and use phosphorous-containing detergent. A filter screen is set at the sewage outlet of the canteen, and the restroom facilities are regularly checked and septic tanks are cleaned.

雨污分流改造 Reconstruction of rainwater and sewage diversion

啟動總部廠房雨水污水分流改造工作，分設雨水和污水收集管道，避免污水污染河道，集中管理排放雨水，提供水資源處理效率。

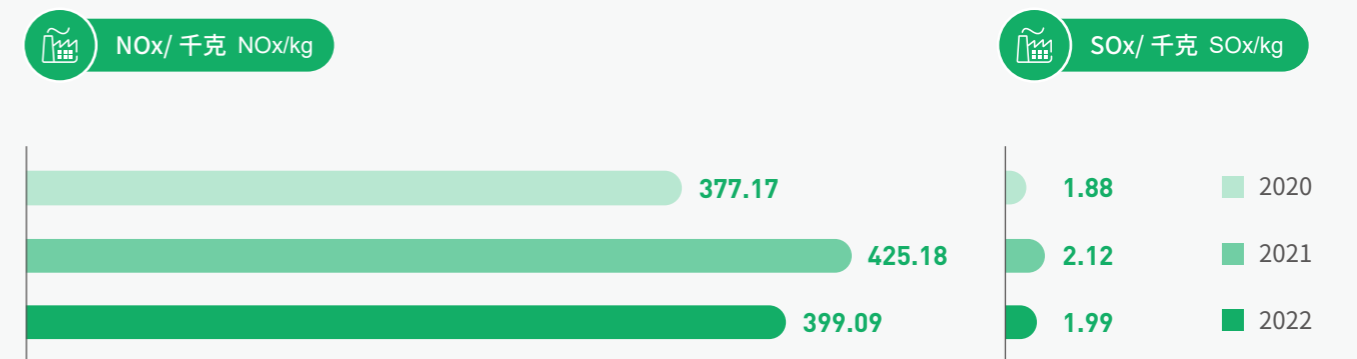
The reconstruction of rainwater and sewage diversion is kicked off in the headquarters plant. Collection pipes of rainwater and sewage are equipped to avoid sewage to pollute rivers. Rainwater is intensively managed and discharged, raising treatment efficiency of water resources.

> 廢氣管理 Waste Gas Emissions Management

我們嚴格遵照《中華人民共和國大氣污染防治法》等法律法規和國家標準要求，有組織排放廢氣及粉塵，在工業設計、材料選擇和項目建設中將廢氣排放減至最低程度，逐步改進擠、注塑用進料方式，設置專用封管道輸送，並定期檢查廢氣採集過濾裝置；在各車間安裝脈衝布袋除塵設備、揮發性有機物（VOCs）廢氣治理設施、VOC 排放處理設備和線上監測系統；選用低有機溶劑、水性溶劑的材料，從源頭降低污染物產生，與此同時，我們為員工提供防毒口罩，保障員工的安全與健康。本集團排放標準按最新《大氣污染物綜合排放標準》執行，車間粉塵廢氣排放濃度不超過 120mg/m³。2022 年本集團各車間設置 VOCs 排放處理設備共計 172 台。

In strict accordance with the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and other laws, regulations and national standards, we organize the emission of waste gas and dust, and reduce waste gas emissions to the minimum in industrial design, material selection and project construction. We gradually improve the feeding method for extrusion and injection moulding, utilize special sealed pipes for transportation, and regularly inspect the collection and filtration devices for waste gas emissions. What's more, we install pulse bag equipment for dust removal, treatment facilities of volatile organic compounds (VOCs) waste gas, treatment equipment of VOCs emission and online monitoring system in each workshop; we also select materials with low organic solvent and water-based solvent content to reduce the generation of pollutants at the source. In addition, we provide gas masks for employees to ensure their safety and health. As for emission standard, the Group refers to the latest *Integrated Emission Standard of Air Pollutants*, and the concentration of dust and waste gas emissions in the workshop is not higher than 120 mg/m³. In 2022, the Group's workshops were equipped with 172 units of VOCs emission treatment equipment.

2020-2022 年廢氣排放量
Waste gas emissions from 2020 to 2022



關鍵績效 KPIs

- VOC 排放量 **365.068** 噸
365.068 tonnes of VOC emissions
- 顆粒物排放量 **311.48** 噸
311.48 tonnes of particulate matter emissions

> 廢棄物管理 Waste Management

我們嚴格遵照《中華人民共和國大氣污染防治法》等法律法規要求，對「危險廢棄物」「一般廢棄物」「可回收廢棄物」做出明確定義及合理區分，由相應職能部門進行分類處理，積極推進源頭減量、末端無害、循環利用等措施；在產品開發中融入資源循環設計理念，遵循「減量化、再利用、再循環」原則，對模具改造創新減少能源消耗，並選用符合相應國家行業標準的可循環利用原材料，降低廢棄物對環境的影響。

Under the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and other laws and regulations, we make clear definitions and reasonable distinctions of "hazardous waste", "general waste" and "recyclable waste", which are classified and handled by the relevant functional departments. We positively push forward measures such as source reduction, harmless treatment and recycling; we integrate the concept of resource recycling design into the product development following the principle of "reduction, reuse and recycling", reduce energy consumption via innovative mold transformation, and select recyclable raw materials that meet corresponding national industry standards to weaken the impact of waste on the environment.

有害廢棄物管理 Hazardous waste management

按規存放於危廢倉庫中並粘貼相應標籤，設置台帳並進行現場管理，交由有資質的第三方處理，並主動接受第三方監測。

It is stored in hazardous waste warehouse according to regulations, marked with corresponding labels. Accounts are set up for on-site management. Hazardous waste is handled by qualified third party. We actively receive third-party monitoring.

危險廢棄物處置 Hazardous waste disposal

依託本集團環保板塊危廢處理技術優勢，探索危廢處置技術，從提取廢酸廢渣中高品位鋁、鐵資源，研發出將鋁灰、廢酸等材料轉化為淨水劑的處理工藝，形成了一條節能、低碳、環保、高效的廢酸廢渣資源化處置與循環利用工藝鏈，實現危廢資源化利用。

Relying on the advantages of hazardous waste disposal technology in the Group's environmental protection sector, we explore hazardous waste disposal technology, extract high-grade aluminium and iron resources from waste acid and waste residue, and develop a treatment process that turns materials including aluminium ash and waste acid into water purification agents, forming an energy-saving, low-carbon, environmentally friendly, and efficient processing chain for reclamation and recycling of waste acid and waste residue to recycle hazardous waste.

無害廢棄物管理 Non-hazardous waste management

一般廢棄物通常包含生活垃圾，廚餘垃圾等，該類廢棄物由環保公司進行處理；可回收廢棄物通常指廢塑料、廢鐵，廢包裝材料等，我們將可回用部分 100% 破碎後回用，其他部分由有資質的回收公司收集處理。

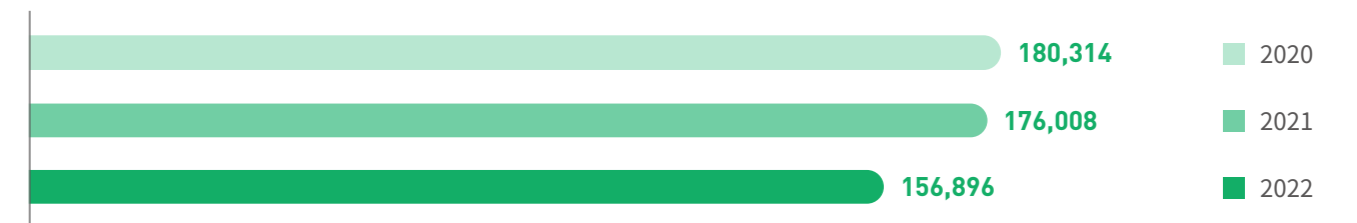
General waste usually includes domestic waste, kitchen waste, etc., which are treated by environmental protection companies. Recyclable waste generally refers to waste plastics, scrap iron, waste packaging materials, etc. We reuse the recyclable part after 100% crushing, and transfer the other parts to qualified recycling companies for collection and treatment.

有害廢棄物處理方式 Methods of hazardous waste treatment

有害廢棄物種類 Hazardous waste type	處理方式 Treatment method
廢礦油類 Used mineral oil	分類存放並交由第三方有資質公司處理（必要時給第三方公司付出費用進行無害化處理） Sorted for storage and then outsourced to qualified third-party companies for processing (if necessary, the third-party companies are paid to carry out environmentally sound processing)
廢乳化液 Used emulsion	
油墨、塗料廢物 Printer ink and paint	
含汞廢物 Mercury-containing waste	
廢酸、化驗室的廢液 Waste acid, waste liquid from laboratories	
廢鹵化有機溶劑 Waste halogenated organic solvents	
廢有機溶劑 Waste organic solvents	
化學品空瓶、空罐 Empty chemical containers, empty cans	

塑料 / 噸 Plastic/tonne

2020-2022 塑料回收量 Plastic recycled volume from 2020 to 2022



關鍵績效 KPIs

- 產生有害廢棄物 **7,203** 噸 (2021 年: 6,418 噸)
7,203 tonnes of hazardous waste produced (2021: 6,418 tonnes)
- 有害廢棄物排放密度 **0.23** 噸 / 百萬人民幣營收
Hazardous waste intensity: **0.23** tonnes/revenue per million RMB
- 合規處置有害廢棄物 **7,179** 噸 (2021 年: 6,431 噸)
7,179 tonnes of compliant disposal of hazardous waste (2021: 6,431 tonnes)

無害廢棄物處理方式
Methods of non-hazardous waste treatment

無害廢棄物種類 Non-hazardous waste type	處理方式 Treatment method
銅沙 Copper scraps	分類存放並交由第三方公司處理 Sorted for storage and then outsourced to third-party companies for processing
銅類複合帶邊角料餘料 Leftover copper composite strips	
廢鐵、鋁材 Iron scraps, waste aluminium materials	
廢料帶、紙皮、廢木頭、包裝物 Used tape feeder, cardboard, waste wood, packing materials	
錫渣、電子元件管腳和導線等 Tin dross, pins and wires from electronic components	破碎回用，如不能回用則對廢品進行插接後再次分類處理 Crushed and recycled, if not recyclable, then dismantled and re-sorted
廢塑料、不合格品塑料 Waste plastics, plastics contained in non-conforming products	
生活垃圾 Domestic waste	分類儲存，用袋裝於垃圾桶並加蓋，定期消毒，送交環保公司處理 Stored by classification, packed using garbage bags and put into garbage cans with covers, sterilized regularly and delivered to environmental protection companies

關鍵績效 KPIs

- 產生無害廢棄物 **219,905** 噸 (2021 年: 233,095 噸)
219,905 tonnes of non-hazardous waste produced (2021: 233,095 tonnes)
- 合規處置無害廢棄物 **219,799** 噸 (2021 年: 232,696 噸)
219,799 tonnes of compliant disposal of non-hazardous waste (2021: 232,696 tonnes)
- 無害廢棄物排放密度 **7.15** 噸 / 百萬人民幣營收
Non-hazardous waste intensity: 7.15 tonnes/revenue per million RMB

噪音控制
Noise Control

我們嚴格遵照《工業企業廠界環境噪音排放標準》，制定《噪聲污染管理規定》，區分廠界噪音及工位噪音，控制噪音源頭及傳播路徑，設置噪音控制標準，並定期進行噪音監測和改善措施，為工區人員提供保護措施，為員工和社區居民創造良好的生活生產環境。

We have formulated our *Regulations on Noise Pollution Management* in accordance with the relevant requirements of the *Standards for Environmental Noise Emission in Industrial Enterprises*. We distinguish factory noise and work station noise, control noise source and transmission path, set noise control standards, and regularly carry out noise monitoring and improvement, providing protection measures for employees in the work area, and creating a healthy living and production environment for employees and community residents.

噪音管理
Noise control

控制噪音源頭 Controlling noise at source	控制噪聲傳播路徑 Controlling noise transmission paths	設置噪音控制標準 Setting noise control standards
<ul style="list-style-type: none"> 更換噪音大的老舊設備 Replacement of dilapidated and noisy equipment 為破碎輸送系統管道加裝隔音棉 Application of cotton insulation in main channels of crushing and conveying systems. 對管件自動包裝機、破碎房進行樣機降噪改造實驗 Noise reduction and transformation tests were performed on prototype of automatic pipe packing machines and crushing rooms 在本集團廠區及辦公區域範圍內行駛車輛禁止響號 No honking when driving in the factory and office area of the Group. 	<ul style="list-style-type: none"> 採用短距輸送設備擴大員工與噪音源距離 Short-distance transmission equipment is used to increase the distance between employees and noise sources. 對風機房、壓縮機房等噪音大的區域圍蔽隔音 Enclose and insulate large areas such as fan rooms and compressor rooms. 對破碎車間採取密閉措施 Take sealing measures for crushing workshops. 設置破碎區輸送降噪系統、衛床設備隔音防護裝置 Install noise reduction systems in crushing areas and noise protection devices in punch machines. 對自動化機改設備增加隔音系統 Adding sound insulation systems to automatic technological transformation equipment. 為員工配備合規的耳罩、耳塞等勞保用品並指導員工合理佩戴 Employees are provided with earmuffs, earplugs, and other labour protection supplies to protect them from noise pollution. 	<ul style="list-style-type: none"> 工位噪音: ≤ 85dB(A) Work station noise: ≤85 dB(A) 廠界噪音: 白天 ≤ 65Db(A); 夜間 ≤ 55Db(B) Factory noise: ≤65 Db(A) in daytime; ≤55 Db(B) at night 當工位噪音 ≥ 110dB(A), 應立即停止生產進行整改 If the work station noise ≥ 110 dB (A), stop production immediately for remediation.



應對氣候變化 Tackling of Climate Change

在氣候變化影響日益凸顯，能源轉型需求不斷增強的當下，本集團適時調整戰略佈局，在企業風險管理流程中加入識別、評估、管理氣候相關風險，有效推進能源管理和技術創新，全面提升能源使用效率，在生產營運過程中減少碳排放，把握氣候變化機遇，應對氣候變化挑戰。

Amid the increasingly prominent influence of climate change and the growing demand for energy transformation, the Group adjusts its strategic layout, as appropriate, incorporates the identification, assessment, and management of climate-related risks into its enterprise risk management procedures, effectively promotes energy management and technological innovation, and comprehensively strengthens the efficiency of energy utilization. What's more, it reduces carbon emissions during production and operations, grasps opportunities brought by climate change, and responds to challenges posed by climate change.

管理氣候風險 Managing Climate-related Risk

我們基於氣候變化相關財務信息披露指南（TCFD）框架，按照聯交所《氣候信息披露指引》，在本年度構建適用於本集團的氣候變化情景，充分識別氣候變化風險與機遇，評估本集團適應能力，提升氣候風險管理能力。

We have proposed climate-change scenarios applicable to the Group in the year, in accordance with the framework of the Task Force on Climate-related Financial Disclosures (TCFD) and the *Guidance on Climate Disclosures* of the Stock Exchange, adequately identified the risks and opportunities of climate change, assessed the Group's adaptive capacity, and reinforced climate-related risk management.

> 治理 Governance

本集團董事局在可持續發展委員會的支持下，每年定期審議氣候相關議題及氣候相關風險和機遇，把關減緩氣候風險的戰略決策。由各業務職能的高級管理層組成的可持續發展委員會及其下設的可持續發展辦公室負責氣候風險的識別及評估，並根據董事會決策制定落實氣候變化相關的政策、行動和績效表現，實時監控相關工作目標管理進度並定期向董事局匯報。

The Board, under the support of the Sustainable Development Committee, regularly reviews climate-related topics, risks, and opportunities and review strategic decisions to mitigate climate-related risks every year. The Sustainable Development Committee, consisting of the senior management of all business functions, and the Sustainable Development Office under it, in charge of the identification and assessment of climate-related risk, formulate and implement climate change-related policies, actions and manage performance in accordance with the decisions of the Board, and monitor the progress of relevant work objectives in real time, and regularly report such progress to the Board.

我們於 2022 年 2 月 17 日面向董事會、高級管理人員及各部門社會責任相關人員開展了 1 場氣候相關風險專題培訓，介紹氣候變化相關財務信息披露指南（TCFD）及《氣候信息披露指引》，保證董事會及高級管理人員充分了解氣候風險對本集團發展的影響，掌握必備的專業知識與技能，有效進行氣候風險管理，以應對企業氣候相關披露的新要求。在氣候風險與機遇識別過程中，董事會亦向外部專家尋求專業意見，以更好支持相關決策。

A special training on climate-related risks was conducted for the Board, management and the social responsibilities-related personnel of all departments on 17 February 2022, during which the TCFD framework and the *Guidance on Climate Disclosures* were explained. The Board and management fully understand the impact of climate-related risk on the Group, grasp necessary professional knowledge and skills, and effectively manage climate-related risk to meet the new requirements of climate-related disclosure for enterprises. While identifying climate-related risks and opportunities, the Board seeks professional opinions to better support relevant decisions.



TCFD 項目培訓 Training in the TCFD

> 戰略 Strategy

我們明白氣候變化對於中國聯塑這一業務領域多樣、營運地點多元的集團經營可能產生重大影響。為更好了解氣候變化對中國聯塑的潛在影響，我們在本年度應用情景分析的方法，構建了 4 項氣候相關情景，對於各項情景下所有業務營運範圍內的短期（2025 年）、中期（2030 年）、長期（2050 年）三個時間範圍的氣候潛在風險和機遇進行了分析。

We are aware that climate change may exert a major influence on the operations of China Lesso covering diverse business areas and operating locations. In order to better comprehend the potential influence of climate change on China Lesso, we created four climate-related scenarios in the analytical methods of application scenarios for this year to analyze the potential climate-related risks and opportunities within the business scopes under all the scenarios in the time horizons of the short term (by Year 2025), medium term (by Year 2030), and long term (by Year 2050).

分析採用的氣候情景描述 Description of the Climate Scenarios Used in Analysis

情景名稱 Scenario	路徑描述 Path description	參考情景 Reference scenario
低碳空間情景 (1.5°C x 城市分散情景) Low-carbon space (1.5°C x scattered urban scenarios)	<ul style="list-style-type: none"> 全球開始採取雄心勃勃、協調一致的全球氣候行動，在 2100 年全球溫升控制在 1.5°C 以下。 The whole world starts to take an ambitious and concerted global climate action—to control the global temperature increase within 1.5°C by 2100. 中國城市發展模式向著相對均衡的方向發展，一、二、三線城市均建設符合城市特徵的生產和生活空間，城市人口密度保持合理水平，二、三線城市出現較多非公寓 / 高層居住需求。 China's urban development model is developing to become relatively balanced. Tier-one, tier-two, and tier-three cities build production and living space in line with their respective characteristics. The urban population density is maintained at a reasonable level. We see increasing demand for non-apartment/high-rise residences in tier-two and tier-three cities. 	<ul style="list-style-type: none"> IPCC - SSP1-1.9³ NGFS - Net Zero 2050⁴

³ 共享社會經濟路徑（SSPs）是政府間氣候變化專門委員會（IPCC）構建的全球社會經濟發展情景。SSP1 -1.9、2.6、4.5 分別為三項不同的社會經濟發展情景，其對應的溫升幅度分別在 1.4°C、1.7°C、2.7°C 左右。

The Shared Socio-economic Pathways (SSPs) are scenarios of global socioeconomic development created by the Intergovernmental Panel on Climate Change (IPCC). SSP1-1.9, 2.6, and 4.5 refer to three scenarios of socioeconomic development, corresponding to the temperature increases of around 1.4°C, 1.7°C, and 2.7°C, respectively.

⁴ 央行與監管機構綠色金融網絡發佈了一套六種情境，考慮了過渡風險、實體風險及氣候政策的實施。其中 Net Zero 2050、Delayed Transition、Nationally Determined Contributions (NDCs) 分別為對應 1.5°C 的有序路徑、對應 2°C 的紛亂路徑和 3°C 左右的熱房世界路徑。

The Network of Central Banks and Supervisors for Greening the Financial System (NGFS) issued a set of six different scenarios, by considering transition and physical risks and the implementation of climate policies. Specifically, Net Zero 2050, Delayed Transition, and Nationally Determined Contributions (NDCs) correspond to the orderly path of limiting global warming to within 1.5°C, the disorderly path of limiting global warming to within 2°C, and the "hothouse earth" path of limiting global warming to within about 3°C, respectively.

情景名稱 Scenario	路徑描述 Path description	參考情景 Reference scenario
綠色城市情景 (2°C x 城市集中情境) Green cities (2°C x centralized urban scenarios)	<ul style="list-style-type: none"> 全球開始逐步採取步調一致的全球氣候行動，在 2100 年全球溫升控制在 2°C 以下。 The whole world starts to take a concerted global climate action—to limit global warming to within 2°C. 中國城市發展模式向著相對集中的方向發展，一線城市及超一線城市的人口密度不斷增長至較高水平。 China's urban development model is developing to become relatively concentrated. The popularity density of tier-one and tier-one+ cities has been rising to a fairly high level. 二、三線城市出現人口明顯流出，居住需求出現明顯放緩，房屋以改造和改善需求為主。 Population outflows obviously in tier-two and tier-three cities. The demand for purchasing a new house in such cities has slowed markedly, which has been outperformed by the demands for renovating and improving existing ones. 	<ul style="list-style-type: none"> IPCC - SSP2-2.6 NGFS - Delayed Transition
棕色空間情景 (3°C x 城市分散情景) Brown space (3°C x scattered urban scenarios)	<ul style="list-style-type: none"> 全球按照目前的氣候目標和計劃開展行動，在 2100 年全球溫升控制在 3°C 以下。 The whole world takes action in line with the current climate goals and plans and intends to limit global warming to within 3°C in 2100. 中國城市發展模式向著相對均衡的方向發展，一、二、三線城市均建設符合城市特徵的生產和生活空間，城市人口密度保持合理水平，二、三線城市出現較多非公寓 / 高層居住需求。 China's urban development model is developing to become relatively balanced. Tier-one, tier-two, and tier-three cities build production and living space in line with their respective characteristics. The urban population density is maintained at a reasonable level. We see increasing demands for non-apartment/high-rise residences in tier-two and tier-three cities. 	<ul style="list-style-type: none"> IPCC - SSP2-4.5 NGFS - Nationally Determined Contributions (NDCs)
城市熱島場景 (3°C x 城市集中情境) Urban heat islands (3°C x centralized urban scenarios)	<ul style="list-style-type: none"> 全球按照目前的氣候目標和計劃開展行動，在 2100 年全球溫升控制在 3°C 以下。 The whole world takes action in line with the current climate goals and plans and intends to limit global warming to within 3°C. 中國城市發展模式向著相對集中的方向發展，一線城市及超一線城市的人口密度不斷增長至較高水平。 China's urban development model is developing to become relatively concentrated. The popularity density of tier-one and tier-one+ cities has been rising to a fairly high level. 二、三線城市出現人口明顯流出，居住需求出現明顯放緩，房屋以改造和改善需求為主。 population outflows obviously in tier-two and tier-three cities. The demand for purchasing a new house in such cities has slowed markedly, which has been outperformed by the demands for renovating and improving existing ones. 	<ul style="list-style-type: none"> IPCC - SSP2-4.5 NGFS - Nationally Determined Contributions (NDCs)

在情景分析過程中，本集團各相關部門積極參與了氣候相關風險與機遇的溝通過程，共同識別出以下可能對企業營運造成影響的氣候參數，不同情景的關鍵參數設置如下。

All relevant departments of the Group, during scenarios analysis, actively participated in the communication about climate-related risks and opportunities and jointly identified the following climate parameters that might affect the business operations. The key parameters of different scenarios are set up as follows.

氣候情景關鍵風險參數設計
Design of the Key Risk Parameters of Climate Scenarios

情景 Scenario		低碳空間情景 (1.5°C x 城市分散情景) Low-carbon Space (1.5°C x Scattered Urban Scenarios)	綠色城市情景 (2°C x 城市集中情境) Green Cities (2°C x Centralized Urban Scenarios)	棕色空間情景 (3°C x 城市分散情景) Brown Space (3°C x Scattered Urban Scenarios)	城市熱島場景 (3°C x 城市集中情境) Urban Heat Islands (3°C x Centralized Urban Scenarios)
颶風 Typhoons	颶風造成的直接損失 Direct loss caused by typhoons	較 2015 年上升 2.8% 左右 Increase by around 2.8% from 2015	較 2015 年上升 6.7~7.9% Increase by 6.7-7.9% from 2015	較 2015 年上升 18.3~19.3% Increase by 18.3-19.3% from 2015	較 2015 年上升 18.3~19.3% Increase by 18.3-19.3% from 2015
熱浪 Heat waves	2100 年溫升 Temperature increased by 2100	1.3~1.4 °C	1.6~1.7 °C	2.6~2.7°C	2.6~2.7°C
	員工生產效率 Employees' production efficiency	較 2015 年降低 0.6% 左右 Decrease by around 0.6% from 2015	較 2015 年降低 1.0%~1.1% Decrease by 1.0%-1.1% from 2015	較 2015 年降低 2.5%~3.3% Decrease by 2.5%-3.3% from 2015	較 2015 年降低 2.5%~3.3% Decrease by 2.5%-3.3% from 2015
強化排放量披露義務 Enhanced emissions reporting obligations	強制碳披露 Mandatory carbon disclosure	已實施，並且在 2025 年開始要求企業針對範圍 3 進行披露和管理。 This policy has been implemented. Additionally, enterprises are required to disclose and manage Scope 3 from 2025.	已實施，並且在 2025 年開始要求企業針對範圍 3 進行披露和管理。 This policy has been implemented. Additionally, enterprises are required to disclose and manage Scope 3 from 2025.	僅要求企業針對範圍 1&2 數據進行管理。 Enterprises are only required to manage the data of Scopes 1 and 2.	僅要求企業針對範圍 1&2 數據進行管理。 Enterprises are only required to manage the data of Scopes 1 and 2.
提高溫室氣體排放定價 Increased pricing of greenhouse gas emissions	碳價格 Carbon prices	2050 年，400 美元 / 噸二氧化碳左右 Around USD400/tonne of carbon dioxide in 2050	2050 年，200 美元 / 噸二氧化碳左右 Around USD200/tonne of carbon dioxide in 2050	2050 年，<50 美元 / 噸二氧化碳 < USD50/tonne of carbon dioxide in 2050	2050 年，<50 美元 / 噸二氧化碳 < USD50/tonne of carbon dioxide in 2050
	政策轉型速度 Speed of policy transformation	快速而協同的政策行動，且各國政策向低碳轉型步調相對一致。 Rapid and concerted policy actions, and the relatively consistent pace of all countries' policies toward low-carbon transformation	緩慢但具備明確政策行動，且各國政策向低碳轉型步調不一致，注重氣候公平討論。 Slow but specific policy actions, the inconsistent pace of all countries' policies toward low-carbon transformation, and emphasis on the discussion about climate equity	緩慢且消極的政策行動，發達國家低碳轉型投入不足，發展中國家轉型能力不足。 Slow and negative policy actions, inadequate input of developed countries in low-carbon transformation, and inadequate capacity of developing countries in the transformation	緩慢且消極的政策行動，發達國家低碳轉型投入不足，發展中國家轉型能力不足。 Slow and negative policy actions, inadequate input of developed countries in low-carbon transformation, and inadequate capacity of developing countries in the transformation

情景 Scenario		低碳空間情景 (1.5°C x 城市分散情景) Low-carbon Space (1.5°C x Scattered Urban Scenarios)	綠色城市情景 (2°C x 城市集中情境) Green Cities (2°C x Centralized Urban Scenarios)	棕色空間情景 (3°C x 城市分散情景) Brown Space (3°C x Scattered Urban Scenarios)	城市熱島場景 (3°C x 城市集中情境) Urban Heat Islands (3°C x Centralized Urban Scenarios)
原料成本上漲 Rise in the cost of raw materials	清潔能源可得性 Clean energy availability	2030年，多數國家實現廣泛的清潔能源覆蓋。 By 2030, most countries have an extensive coverage of clean energy.	2030年起，化石能源使用出現明顯下降趨勢，新建煤電在這一時期完全停止。 From 2030, the use of fossil energy shows a significant decrease, and no more coal-fired power plant will be established.	部分發展中國家對於清潔能源投資投入不足，無法滿足廣泛的清潔能源需求。 Some developing countries have inadequate input in clean energy and fail to meet the extensive demand for clean energy.	部分發展中國家對於清潔能源投資投入不足，無法滿足廣泛的清潔能源需求。 Some developing countries have inadequate input in clean energy and fail to meet the extensive demand for clean energy.
	電動貨車普及率 Popularity of electric trucks	2050年，約90%的貨車已採用電能/氫能驅動。 By 2050, approximately 90% of trucks are electricity- or hydrogen-driven.	2050年，約50%的貨車仍採用汽油/柴油驅動。 By 2050, approximately 50% of trucks still use gasoline or diesel.	2050年，大部分的貨車仍採用汽油/柴油驅動。 By 2050, most trucks still use gasoline or diesel.	2050年，大部分的貨車仍採用汽油/柴油驅動。 By 2050, most trucks still use gasoline or diesel.
	技術發展 Technological development	清潔低碳轉型相關技術迅速發展，清潔能源相關技術成本明顯降低。 Technologies related to clean and low-carbon transformation develop rapidly, and the cost of clean energy-related technologies declines sharply.	由於歷史排放累計較高，碳消除技術得到格外重視。 Given the high, cumulative emissions, carbon-elimination technologies become highly valued.	由於較為嚴重的氣候災害，災害適應技術得到更高的重視。 Due to severe climate disasters, disaster-adaptive technologies become highly valued.	集中式基礎設施建設和城市尺度適應災害技術得到更高的重視。 Centralized infrastructure construction and urban scale disaster adaptation technology have received higher attention.
客戶行為變化 Changes in customer behavior	綠色轉型需求 Demand for green transformation	智能基建、遠端控制系統、用戶能源生產和存儲產品的需求增長。 The demands for intelligent infrastructure, remote control systems, and user energy production and storage products increase.	商用建築太陽能、節能等技術需求增長。 The demands for technologies, such as commercial solar energy for construction purposes and energy conservation, increase.	用戶能源生產和存儲產品的需求增長。 The demand for user energy production and storage products increases.	無 None
	適應性技術需求 Demand for adaptive technologies	全球消費者對於低碳消費意願和認知增強，且由於總體轉型較為公正，且具備進行低碳消費的能力。 Global consumers become more willing and aware regarding low-carbon consumption. As the overall transformation is fair, they can afford low-carbon consumption.	無 None	需要構建適應力更強的基礎設施。 More adaptive infrastructure should be built.	需要構建適應力更強的基礎設施。 More adaptive infrastructure should be built.
利益相關方關注 Stakeholder concerns	PRI投資者要求 Requirements for investors to practice the Principles for Responsible Investment (PRI)	強化ESG投資要求，要求企業ESG評級達到行業領先水平。 Make ESG investment requirements stricter, and require the ESG rating of China Lesso to be industry-leading.	強化ESG投資要求，要求企業ESG評級達到行業中上水平。 Make ESG investment requirements stricter, and require the ESG rating of China Lesso to be at a medium level or above in the industry.	無 None	無 None

風險分析 Risk analysis

本集團參考 SSP 5-8.5、SSP 1-2.6 及中國自主貢獻目標 (NDCs) 路徑，對短期 (2025年)、中期 (2030年)、長期 (2050年) 三個時間範圍下，識別了在短、中、長期對可能導致重大業務影響的實體風險、轉型風險和機遇。同時，我們使用 TCFD 框架進行氣候情景分析，將分析結果納入管理策略制定過程中，進一步提高氣候相關風險管理策略的有效性。

The Group identified the physical and transition risks and opportunities that might cause a major impact on its business in the time horizons of the short term (by Year 2025), medium term (by Year 2030), and long term (by Year 2050), with reference to SSP5-8.5, SSP1-2.6, and China's NDCs. Additionally, we deployed the TCFD framework to analyze climate scenarios, incorporated the analysis results into the formulation of management strategies, and further improved the effectiveness of strategies for climate-related risk management.

氣候變化風險與機遇 Risks and Opportunities of Climate Change

風險類型 Risk Type	影響因素 Influencing Factor	業務可能受到的影響 Possible Impact on Business	時間尺度 Time Scale	應對策略 Strategy
實體風險 Physical risk	急性風險 Acute risk	颶風 Typhoons	中期 Medium-term	根據現有颱風綜合風險等級地區評估，中國境內中國聯塑下屬 5 個營運地點的生產基地位於極高和高風險颱風受災地區，在未來高強度颱風的強度增加的預期下，本集團預計將遭遇更多的生產營運中斷次數和總天數，導致更高的生產經營中斷損失。同時，因颶風引起的洪澇、火災等次生災害，可能導致廠房、設備及資產受到破壞。 Based on the existing comprehensive regional typhoon risk rating assessment, the production bases of the five operating locations under China Lesso are located in very high and high risk typhoon affected areas within China. Given the expectation of increased intensity of high-strength typhoons in the future, the Group is anticipated to experience more interruptions of production and operation and a higher total number of days, resulting in greater losses from such interruptions. Meanwhile, secondary disasters such as floods and fires caused by typhoons may result in damage to factories, equipment, and assets.
實體風險 Physical risk	急性風險 Acute risk	熱浪 Heat waves	長期 Long-term	中國聯塑主要營運地點之一，廣東省，預計是極端高溫熱浪天氣的高度受影響地區。在高溫天氣持續延長的背景下，本集團生產和營運所需的通風、制冷及空氣調節設備執行時間和運行強度均有所增加，用電量持續增長，預計將持續導致營運成本增加。 As one of China Lesso's major operating locations, Guangdong province, is expected to become highly affected by extreme heat waves. Against the prolonged periods of hot weather, the use and operating intensity of the Group's ventilation, cooling and air conditioning equipment required for production and operations have increased, and electricity consumption has continued to grow, which is expected to continue to increase operating costs.
轉型風險 Transition risk	政策及法規風險 Policy and regulatory risk	強化排放量披露義務 Enhanced emissions reporting obligations	短期 Short-term	本集團目前上市所在的聯交所已要求所有上市企業披露溫室氣體排放量，並進一步要求披露氣候變化應對事宜。 At present, the Stock Exchange, on which the Group is listed, has required all listed companies to disclose their greenhouse gas emissions and further requires disclosure on the responses to climate change.
				各營運地點關注極端天氣預警信息，制定了極端天氣應急方案，增強本集團預防和減輕颱風等極端天氣災害的能力。 Each operating site pays attention to extreme weather warning information, and has formulated extreme weather contingency plans to enhance the Group's ability to guard against and mitigate extreme weather disasters such as typhoons.
				開展空調等制冷設備的能源管理，採購能效標準高的設備，推行綠色辦公理念。 Energy management of air-conditioning and other refrigeration equipment are carried out, equipment meeting high energy efficiency standards is purchased, and the green office concept is promoted.
				聘請外部機構協助開展溫室氣體盤查和氣候相關風險評估，提升能源管理能力。 Engage external organizations to assist in conducting greenhouse gas emission inspections and climate-related risk assessments, and continue to enhance our energy management capabilities.

風險類型 Risk Type	影響因素 Influencing Factor	業務可能受到的影響 Possible Impact on Business	時間尺度 Time Scale	應對策略 Strategy
政策及法規 風險 Policy and regulatory risk	提高溫室氣體排放定價 Increased pricing of greenhouse gas emissions	本集團不屬於首批納入中國碳市場的控排行業，但考慮在中長期碳市場範圍可能進一步擴大。本集團若排放超出限額的溫室氣體，將需要付出額外經營成本。 The Group is not one of the first emission controlled industries included in China's carbon market, but it is considered that the scope in the medium- and long-term carbon market may be further expanded. The Group will incur additional operating costs if its emission of greenhouse gases exceeds the limits.	長期 Long-term	著手制定本集團溫室氣體排放管理目標，長期響應中國3060目標要求。 Start to develop the Group's greenhouse gas emission management targets in response to China's "3060 target" in long term.
	加強現有產品和服務的要求及監管 Strengthen the requirements and supervision of the current products and services	政府或行業協會對產品能耗標準、行業碳強度要求愈加嚴格，管控產品全生命週期碳排放量，甚至要求淘汰高碳產品。本集團的管道業務也將面臨能耗限額控制。 Governments or industry associations propose higher standards of product energy consumption and stricter requirements of the carbon intensity of the industry, control the carbon emissions during the whole lifecycle of products, and demand the phase-out of high-carbon products. The Group's pipeline business will be subject to energy-consumption limits.	長期 Long-term	從產品設計端減碳降排，提供產品低碳表現，降低產品單位能耗量。 Reduce carbon emissions during product design, provide the low-carbon performance of products, and cut the unit energy consumption of products.
	客戶行為變化 Changes in customer behavior	越來越多消費者對氣候變化議題更為重視，要求企業提供低碳產品。若標明產品碳足跡的「碳標籤」得以大範圍推廣，低碳消費品可能會擠壓傳統消費品的市場份額。例如隨著低溫綠色建築的建設，對綠色管材的需求可能逐漸上升。 Increasing consumers attach greater importance to topics of climate change and require enterprises to provide the low-carbon products. If "carbon labelling"—labelling the carbon footprint of products is widely promoted, low-carbon consumer goods may elbow their way through traditional consumer goods. For instance, with the construction of low-carbon and green architectures, the demand for green piping materials may gradually grow.	中期 Medium-term	重視產品革新與節能改造，落實生產廢料及回收材料再利用，提高產品使用效率，積極佈局新能源和清潔能源，參與低碳產品開發和標準制定。 Focus on product innovation and energy-conservation transformation, reuse production scraps and recovered materials, enhance product utilization, actively input in new and clean energy, and participate in the development and standard formulation of low-carbon products.
	原料成本上漲 Rise in the cost of raw materials	由於環保要求日漸嚴格，對原材料及能源的低碳轉型要求越來越高，供應商將環保成本轉嫁至下游，能源、原材料等成本因低碳轉型要求價格上漲（如電力、天然氣、蒸汽、PVC粉等）。 Due to the increasingly strict environmental requirements, the requirements for the low-carbon transformation of raw materials and energy are becoming higher and higher. Suppliers shift environmental costs downstream. Costs, such as energy and raw materials (e.g., electricity, natural gas, steam, and PVC powder), increase, due to the requirements for low-carbon transformation.	長期 Long-term	大力推進節能改造，嚴格控制本集團能源消耗和溫室氣體排放水平。開始溫室氣體減排戰略和目標制定工作，並將實施一系列脫碳行動。 Vigorously promote energy-conservation transformation, and strictly control the Group's energy consumption and greenhouse gas emissions. Start to formulate strategies and objectives for the reduction of greenhouse gas emissions and take decarbonization actions.
聲譽風險 Reputational risk	利益相關方關注 Stakeholder concerns	越來越多的投資者採用責任投資原則等 ESG 投資準則，高度關注企業氣候變化行動。如本集團未能積極開展脫碳轉型，可能導致投資者低估企業價值。 An increasing number of investors are adopting ESG investment guidelines such as the principles for responsible investment, placing a strong focus on corporate climate change actions. If the Group fails to proactively carry out the shift to decarbonization, this may result in investors underestimating the value of the company.	中期 Medium-term	

風險類型 Risk Type	影響因素 Influencing Factor	業務可能受到的影響 Possible Impact on Business	時間尺度 Time Scale	應對策略 Strategy
機會 Opportunities	商品和服務 Products and services	越來越多的公司將進入提供低碳商品和服務的業務領域，在氣候風險的適應和應對中提供如清潔能源等具備節能、減排作用的產品，以及能夠提升地區應對氣候風險能力的產品。 More and more companies will enter into the business areas of low-carbon commodities and services, and provide products favorable for energy conservation and emission reduction, such as clean energy, during the adaption and response to climate-related risk, as well as products that can help regions improve their response to climate-related risk.	長期 Long-term	本集團作為塑料管道行業龍頭企業，將持續受益於排水管道建設需求的提振，加速工廠太陽能供電改造，積極發展光伏產品、電池業務及廢棄物處理，並計劃逐步探索綠色建築、綠色農業、新材料等行業。 As a leading company in the plastic piping industry, the Group will continue to benefit from the boost in demand for drainage pipe construction, accelerate the solar energy renovations in its plants, and earnestly develop photovoltaic (PV) products and battery business, and improve waste disposal. Furthermore, we plan to gradually probe into industries, such as green building, green agriculture, and new materials.
	採用更高效率的運輸方式 Take more efficient means of transportation	越來越多的公司在營運中制定運輸結構和運輸效率的提升計劃，實施改善產品包裝、優化運輸結構、數字化信息化管理等運輸優化方式，減少運輸過程中的能源消耗。 As an increasing number of companies make plans to improve transportation structure and efficiency during operations, optimize transportation by improving product packaging, transportation structure, and digital information-based management, and reduce energy consumption during transportation.	短期 Short-term	推進生產過程信息化管理和車間自動化改造，裝配 MES 系統及 TMS 系統管理全生產週期，實現配件備貨單自動分派和庫存定位信息化，優化物流動線，採購新能源汽車進行運輸，提高生產及運輸效率，降低能源消耗。 Drive information-based management and workshop automation transformation during production, adopt the manufacturing execution system (MES) and the transportation management system (TMS) to manage the whole production cycle, and fulfill automatic assignment of the inventory list of accessories and information-based management of inventory positioning. Optimize logistics trajectories, purchase new energy vehicles for transportation, improve production and transportation efficiency, and cut energy consumption.
	資源效率 Resource efficiency	為減少資源消耗，越來越多的公司開展生產材料回收再利用工作，使用回收材料替代原材料，或是處理廢料使其重新投入生產流程，減少生產過程中對原材料的消耗；提高良品率，減少廢品回收能耗。 In order to reduce resource consumption, more and more companies recycle production materials, replace raw materials with recycled materials or turn scraps reusable in production, cut the consumption of raw materials during production, raise yield of qualified products, and reduce energy consumption during recycling.	短期 Short-term	對可回收廢棄物實現 100% 破碎回用，對廢酸、鋁泥進行資源化處置，減少包裝材料使用，通過將 PVC 模具改為熱流道等技術從生產端減少廢品產生。 Recyclable waste is crushed and recycled 100%. Waste acids and aluminium-containing sludge are recycled. Fewer packing materials are used. PVC models are replaced by hot runners and other technologies to reduce scraps from production.
	減少用水量 和耗水量 Reduce water supply and consumption	在未來水資源壓力逐步提升的背景 下，越來越多的公司開展水資源管理，優化生產工藝和流程，使用耗水更低的營運方法。 As water resources pressure rises in the future, a growing number of companies will manage water resources, optimize production techniques processes, and adopt operating methods that consume less water.	短期 Short-term	實現冷卻水循環利用，進行雨污分流改造，在智能農業領域開發智能節水灌溉系統，減少生產過程中的耗水量。 Recycle cooling water, divert rain and sewage flow, develop intelligent water-saving irrigation systems in intelligent agriculture, and reduce water consumption during production.

風險管理 Risk Management

審核委員會下設的風險管理項目組將氣候相關風險類型納入本集團風險管理，定期討論並開展氣候風險的管理控制工作，並與可持續發展委員會合作，了解並積極應對氣候風險和機遇對本集團營運帶來的影響。我們開展氣候風險全面識別和評估工作，確定了可能影響本集團業務營運的實體風險和轉型風險。我們將根據氣候風險識別評估結果，由董事會領導指導制定相應管理政策和行動計劃。基於主體管道業務，我們正在重點佈局光伏新能源，結合區域業務重點發展水環境、水生態、土壤礦山治理等領域的業務，響應綠色發展趨勢。

The Risk Management Project Team under the Audit Committee incorporated the types of climate-related risks into the Group's risk management and regularly discussed and conducted climate-related risk control. It also cooperated with the Sustainable Development Committee to learn about and proactively respond to the influences of risks and opportunities of climate change on the Group's operations. We performed the comprehensive identification and assessment of climate-related risks and identified the physical and transition risks that might affect the Group's business operations. Additionally, the Board guided the formulation of the corresponding management policies and action plans, based on the identification and assessment results of climate-related risk. We, based on the main pipeline business, are focusing on the investment in PV new energy and giving priority to business in water environment, water ecology, and soil and mining governance, in combination of regional business, to respond to the trend of green development.

減緩氣候變化 Climate Change Mitigation

我們構建能源管理體系，從能源供給和消費端出發，積極開發光伏發電等清潔能源，提高清潔能源消納佔比，從生產端推進工藝節能，從源頭減少溫室氣體排放量，緩解氣候變化對本集團及社會帶來的影響。

We established a energy management system, actively developed clean energy, such as PV power generation, from the perspectives of energy supply and consumption, and raised the proportions of acceptance and consumption of clean energy. In addition, energy conservation in processes was promoted during production, and greenhouse gas emissions were reduced from the source so as to mitigate the adverse impact of climate change on the Group and society.

2020-2022 年本集團光伏發電裝機量及節約電費⁵
Table 29 The Group's Installed Capacity of PV Power Generation and Electric Bills Saved from 2020 to 2022⁵

	光伏發電裝機量 (單位：萬千瓦時) Installed Capacity of PV Power Generation (Unit: 10,000 kWh)	光伏消納電量 (單位：萬千瓦時) PV Power Consumption (Unit: 10,000 kWh)	節省電費效益 (單位：千元) Electricity Bills Saved (Unit: RMB1,000)	相當於節約標準煤 (單位：噸) Equivalent to Standard Coal Saved (Unit: Tonne)
2020	2,389	2,238	2,388	2,751
2021	3,014	2,759	3,146	3,391
2022	2,733⁶	2,585	3,421	3,176

2020-2022 年溫室氣體排放量⁷及 2022 年溫室氣體排放密度
Greenhouse Gas Emissions from 2020 to 2022⁷ and 2022 intensity

	直接排放量 (範疇一) /TCO ₂ e Direct Emissions (Scope 1)/TCO ₂ e	間接排放量 (範疇二) /TCO ₂ e Indirect Emissions (Scope 2)/TCO ₂ e	合計 (範疇一 + 範疇二) /TCO ₂ e Total (Scopes 1 + Scopes 2) /TCO ₂ e
2020	19,891.96	671,196.06	691,088.02
2021	24,014.12	698,168.07	722,182.19
2022	18,228.11	676,278.53	695,001.15
2022 年溫室氣體排放密度 (TCO ₂ e/百萬人民幣營收) GHG emission intensity in 2022 (TCO ₂ e/revenue per million RMB)	0.59	22.00	22.59

2020-2022 年能源消耗量
Energy Consumption from 2020 to 2022

	電能 / 萬千瓦時 Electricity/10,000 kWh	柴油 / 噸 Diesel/Tonne	汽油 / 噸 Gasoline/Tonne	天然氣 / 萬立方米 Natural Gas/10,000 m ³	潤滑油 / 噸 Lubricating Oil/Tonne
2020	117,406.98	3,304.09	791.97	284.31	96.25
2021	118,437.92	4,107.16	984.57	320.50	86.38
2022	118,582.94	2,809.19	948.42	300.84	82.14

關鍵績效 KPIs

- 能源總耗量 **1,263,991.53** 兆瓦時
Total Energy Consumption **1,263,991.53** MWh
- 能耗密度 **41.08** 兆瓦時 / 百萬人民幣營收
Energy Consumption intensity **41.08** MWh/revenue per million RMB



⁵ 不同時期的電費標準差異導致 2020-2022 年消納電量和節省電費效益未成正比。

Differences in electricity rates between periods resulted in unproportional benefits in terms of electricity consumption and savings for the periods 2020–2022.

⁶ 本集團正在以聯塑班皓光伏產品替換舊期與第三方公司合作開發的光伏發電項目，導致發電設備暫時有所減少。

The Group is replacing the PV power generation projects previously developed in cooperation with third-party companies with LESSO Banhao PV products, resulting in a temporary reduction in power generation equipment.

⁷ 溫室氣體範疇一統計口徑包括本集團擁有或控制業務消耗的汽油、柴油及天然氣所產生的直接溫室氣體排放。溫室氣體範疇二統計口徑為本集團外購電力所導致的間接溫室氣體排放。2022 年範疇一相較往年增加了天然氣消耗產生的溫室氣體排放量統計，我們對 2020 年及 2021 年的直接溫室氣體排放量亦進行了追溯調整並重列。

Scope 1 measures direct emissions from gasoline, diesel and natural gas consumed by the Group's owned or controlled operations. Scope 2 measures indirect emissions resulting from the Group's purchased electricity. Scope 1 for 2022 includes additional data on greenhouse gas emissions from natural gas consumption compared to previous years, and our direct emissions for 2020 and 2021 have been retrospectively adjusted and restated.

資料計算參考標準 Data Calculation Reference Standard

汽油、柴油產生的直接溫室氣體排放參考聯交所發佈的《環境關鍵績效指標匯報指引》計算；天然氣產生的直接溫室氣體排放參考國家發展改革委發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南（試行）》計算。

Direct greenhouse gas emissions from gasoline and diesel are calculated using the *Reporting Guide of Environmental Key Performance Indicators* issued by the Stock Exchange. Direct greenhouse gas emissions from natural gas are calculated using the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Enterprises in Other Sectors of the Industry (for Trial Implementation)* issued by the National Development and Reform Commission.

外購電力及外購熱力產生的間接溫室氣體排放參考聯交所發佈的《環境關鍵績效指標匯報指引》計算，電力排放因子參考國家生態環境部《關於做好 2023—2025 年發電行業企業溫室氣體排放報告管理有關工作的通知》中規定的 2022 年度全國平均排放因子。

Indirect greenhouse gas emissions from the purchased electricity and heat are calculated according to the requirement of the *Reporting Guide of Environmental Key Performance Indicators* issued by the Stock Exchange. For the emission factors of electricity, we refer to the average emission factors nationwide in 2022, stipulated in the *Notice on Properly Managing the Reporting of Greenhouse Gas Emissions by Power Generation Enterprises from 2023 to 2025*, issued by the Ministry of Ecology and Environment of the People's Republic of China.

能源總耗量參考《中華人民共和國國家標準—綜合能耗計算通則》（GB/T2589-2020）及工業與信息化部發佈的《各種能源折標準煤參考係數》計算。

Total energy consumption is calculated according to the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T2589-2020) issued by National Standard of the People's Republic of China, and the Conversion Coefficients of Standard Coal for Various Energy Sources issued by Ministry of Industry and Information Technology of the People's Republic of China.



> 能源管理體系 Energy Management System

我們依據《能源管理體系要求》（ISO 50001:2018）標準，制定《能源管理手冊》，設立管理者代表定期向總裁匯報能源管理體系績效，制定能源方針目標，並通過《目標和指標及管理方案控制程序》《能源評審控制程序》《能源基準及績效參數指定控制程序》《能源管理方案》等內部管控文件。從策劃、設計、採購、評審等多方面實施、保持並持續改進能源管理體系。

The *Energy Management Manual* was laid down in accordance with ISO 50001:2018 *Energy Management Systems—Requirements with Guidance for Use*. Management representatives were assigned to regularly report the performance of the energy management system to the President. Energy guidelines and objectives were established. Besides, internal control documents were passed, such as the *Control Procedures for Objectives, Indicators, and Management Plans*, the *Control Procedures for Energy Evaluation and Review*, the *Control Procedures for Energy Baselines and Performance Parameter Assignment*, and the *Energy Management Plan*. The energy management system was implemented, maintained, and constantly improved from the aspects of planning, design, purchase, and review.

> 節能減排行動 Energy Conservation and Emission Reduction Actions

我們遵循《中華人民共和國節約能源法》等法律法規要求，堅持全生產週期節能降耗行動，開展多項節能改造項目，淘汰年限超過 10 年度高耗能設備，裝配數字化能源管理系統，優化生產處理工藝，利用用電低谷進行儲能。同時積極向外部借鑒節能經驗，選擇適合本集團的方法逐步推進。

In conformity with laws and regulations, such as the *Energy Conservation Law of the People's Republic of China*, we adhered to energy conservation and emission reduction actions during the whole production cycle, carried out multiple projects of energy-conservation transformation, and weeded out energy-intensive equipment that has been used for more than 10 years. Additionally, we adopted a digital energy management system, optimized production and treatment processes, and stored energy by taking advantage of electricity troughs. Meanwhile, we took the initiative to learn from the external experience in energy conservation and selected and gradually improved the methods appropriate to the Group's actual situation.

以塑代鋼 Replacement of steel with plastics

研發高性能工程塑料件，以環保節能的塑料制品代替生產過程高耗能、高污染的銅件，減少其在高溫冶煉、鍛造、熱處理以及機加工、電鍍過程中的碳排放。

High-performance engineering plastic parts were developed. Eco-friendly and energy-saving plastic products were used to replace copper parts that consume high energy and produce high pollution during production. Carbon emissions were cut during high-temperature smelting, forging, heat treatment, machining, and electroplating.

廠區改造 Plant renovation

廠區內使用電動叉車，更換節能燈，大幅減少用電量和尾氣排放；優化廠區佈局，減少拖頭車運行距離，降低能耗。

In the plants, electric forklifts were used and energy-saving lamps were fitted to significantly reduce energy consumption and exhaust gas emissions. The layout of the plants was optimized to shorten the travel distance of trailers and reduce energy consumption.

優化資源利用

Optimizing Resource Utilization

打造循環經濟

Building a Circular Economy

本集團響應國家「十四五」循環經濟發展規劃，助力資源循環型社會建立，持續提高生產營運過程中各類資源的利用效率，大力發展循環經濟，並培養員工日常工作中的節約意識，做到物盡其用，減少資源浪費。

In response to the circular economy development planning in the national "14th Five-Year Plan" and to support the establishment of a resource recycling-oriented society, the Group has continuously improved the utilization efficiency of various resources in the process of production and operations, vigorously developed circular economy, and fostered employees' awareness of thrift in their day-to-day tasks. It has been endeavoring to make the best use of materials and tools and reduce resource waste.

循環用水 Water recycling

生產用水實現循環再用，加裝濾水系統，配置冷卻水塔為生產過程中的冷卻用水補充蒸發水分，對冷卻水塔揮發損耗開展熱能回收，有效降低對水資源的消耗；對生產循環水池加裝水質淨化處理設備，改善冷卻循環水水質。

The Group recycles production water and has installed a water filtration system. In addition, cooling water tower has also been installed to offset water evaporated during the water cooling and production process and the heat energy dissipated from the cooling water tower evaporation is recycled, effectively reducing the amount of water resources consumed. The Group has equipped the production water recycling pool with water purification devices to improve the quality of recycled cooling water.

包裝材料節約 Reduction of packaging materials

使用 PE 膜採用纏繞式包裝替代套袋包裝，大幅減少包裝量，提高包裝緊密度，降低消防隱患；部分管材取消套裝帶，由裸管標識貼紙以節省耗材；包裝使用環保水性油墨，節省油墨成本；積極研發液收縮膜等新材料，同步進行包材回收再利用，實現包裝節約。

Winding package is used instead of bag package for PE film and the amount of packaging is significantly reduced, which can improve the compactness of packaging and reduce fire hazards. For some pipes, to reduce the use of consumables, wrapping bands are replaced with logo stickers on bare pipes. The Group uses environmentally friendly water-based printer ink on packaging, thereby bringing down printer ink costs. It has actively developed new materials such as shrink film while recycling packaging materials simultaneously to achieve packaging reduction.

關鍵績效 KPIs

- 耗水量 **370.78** 萬噸 (2021 年: 440.87 萬噸); 耗水量密度 **0.01** 萬噸 / 百萬人民幣營收
3,707,800 tonnes of water consumed (2021: 4,408,700 tonnes); intensity: **100** tonnes/revenue per million RMB
- 循環利用水資源 **566.05** 萬噸 (2021 年: 577.93 萬噸)
5,660,500 tonnes of water resources recycled (2021: 5,779,300 tonnes)
- 包裝材料使用量 **35,332.89** 噸; 包裝材料密度 **1.15** 噸 / 百萬人民幣營收
35,332.89 tonnes of packaging materials used; intensity: **1.15** tonnes/ revenue per million RMB

推廣綠色辦公

Promoting Green Offices

我們全面貫徹可持續發展理念，制定綠色辦公行動指南，堅持循環經濟 3R (Reduce, Reuse, Recycle) 原則，在工作和生產中踐行綠色環保理念。在辦公區域，我們倡導節約用電用水，定期維護辦公設備，控制辦公用品採購，使用森林管理委員會 (FSC) 認證紙張用於名片列印，培養員工人走燈滅、人走水停、計算機不空轉、空調不低於 26°C 等習慣。在生產區域，我們升級預約卸貨系統，實施單據無紙化，提升信息傳遞效率，減少紙張浪費。2022 年，我們各子公司的辦公用紙量共計約為 66 噸。

Comprehensively following the sustainable development philosophy, we have developed guidelines for green office actions, stuck to the 3R principle of circular economy (Reduce, Reuse and Recycle) and integrated the concept of green office with our work and production. For the office areas, we advocate thrift for electricity and water consumption, maintain the office equipment on a regularly basis, and control procurement of office supplies; at the same time, we adopt paper with the Forest Stewardship Council (FSC) certification for the name cards and encourage employees to turn off the lights and water when they leave the office, avoid leaving computers idle and set the air conditioning lower than 26°C. For the production areas, in an effort to minimize paper waste, we have updated the prescheduled unloading system, used electronic receipts, and raised the efficiency of information communication. In 2022, paper consumption for office of our subsidiaries was approximately 66 tonnes in total.

LESSO



關愛員工 相伴共同成長

Caring about Employees and Their Development

中國聯塑憑藉完備的管理制度與卓越的企業表現，切實保障員工一切合法權益，積極打造多元包容、開放進取的企業文化，與員工共同成長，為員工職場生活與職業發展保駕護航。

With a sophisticated management system and excellent corporate performance, China Lesso protects all the legal rights of our employees, actively build a diversified, inclusive, open and aggressive corporate culture to develop together with our employees, and give full support for their profession and career development.

關鍵績效 KPIs

- 員工培訓總時間**346,519**小時(2021年:394,096小時)，開發培訓課程**91**門(2021年:177門)
Total training time for employees is **346,519** hours (2021: 394,096 hours), with **91** training courses developed (2021: 177 courses)
- 社會保險覆蓋率**99.28%**(2021年:99.12%)
Social insurance coverage **99.28%** (2021: 99.12%)



保障員工權益

Safeguarding the Rights and Interests of Employees

我們嚴格遵守《中華人民共和國勞動法》以及各運營地的勞工政策，制定《勞動關係管理辦法》及《員工手冊》，從招聘錄用、薪酬管理、績效考核、培訓發展、意見反饋和福利保障多角度構建員工管理體系。我們確保員工享有平等的工作機會、開放的工作環境及豐富的薪酬福利。

In strict compliance with the *Labor Law of the People's Republic of China* and the labor policy on overseas employment, we have formulated the *Methods for the Management of Labor Relations and Employees Manual*, and set down the employee management system from such aspects as recruitment, salary management, performance appraisal, training development, opinions feedback and benefits guarantee. We ensure that the employees enjoy equal working opportunities, open working environments and rich compensation benefits.

多元包容職場

Diverse and Inclusive Workplace

秉承多元包容的原則，在招聘過程中，我們吸納各路英才，致力於打造多層次、高質量的人才梯隊；在職場生活中，我們明確支持員工自由結社與集體談判行為，堅決杜絕歧視和騷擾行為，保障員工合法權益，並借助工會、職工代表大會、員工訪談、意見收集平台和滿意度調查多渠道了解員工心聲，積極響應員工需求。本集團工會人數 11,994 人，佔本集團員工總數的 68.3%（2021 年：50.51%）。

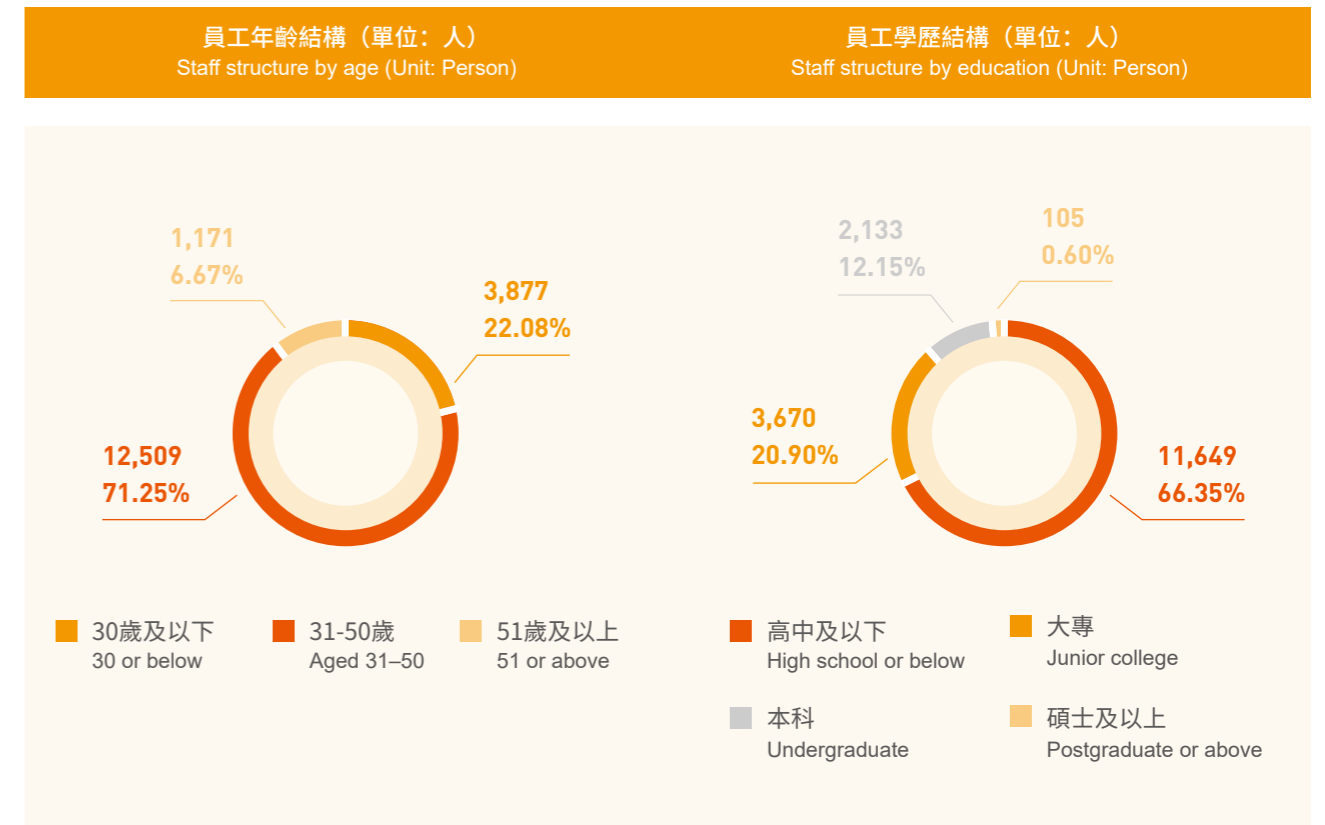
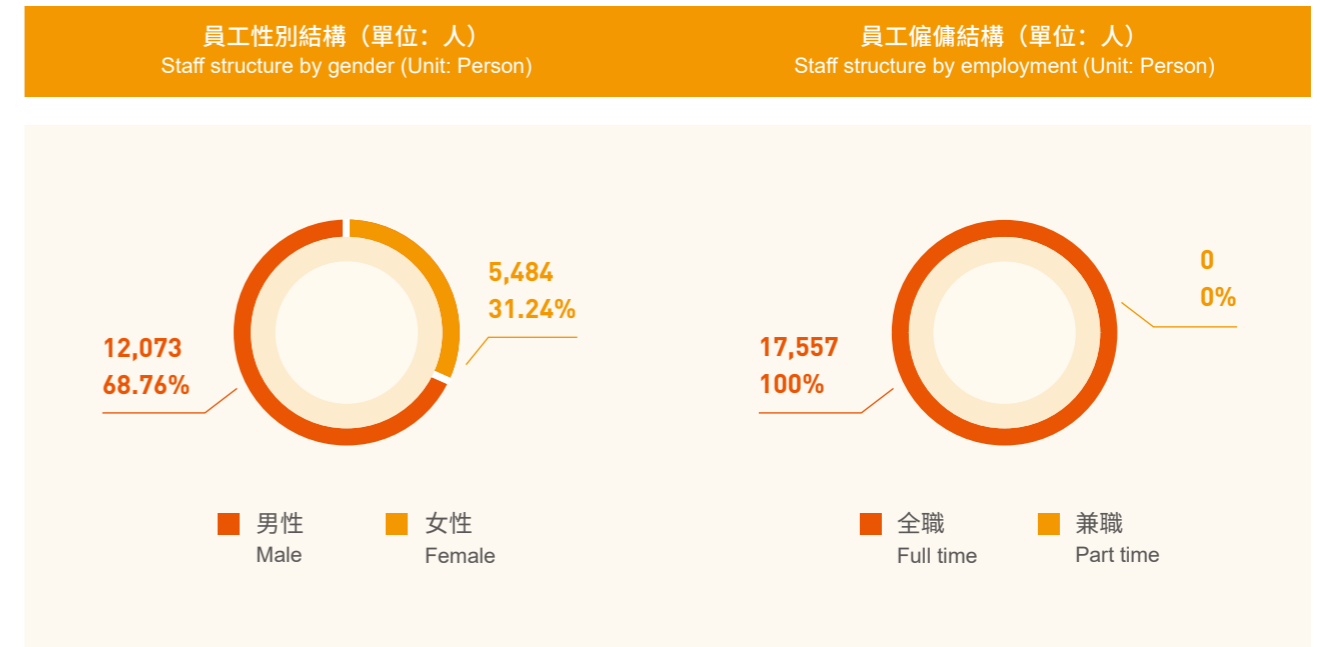
Adhering to the principle of diversity and inclusiveness, in the recruitment process, we attract talents from all walks of life and strive to build a multi-level and high-quality talent team; in workplace, we clearly support employees' free association and collective bargaining behavior, firmly eliminate discrimination and harassment, and protect employees' legitimate rights and interests; In addition, we give ear to the voices of employees through multiple channels such as labor unions, employee representative assemblies, employee interviews, opinion collection platforms and satisfaction surveys, and actively respond to employees' needs. A total of 11,994 employees of the Group join labor union, accounting for 68.3% of the total number of employees. (2021: 50.51%)

關鍵績效 KPIs

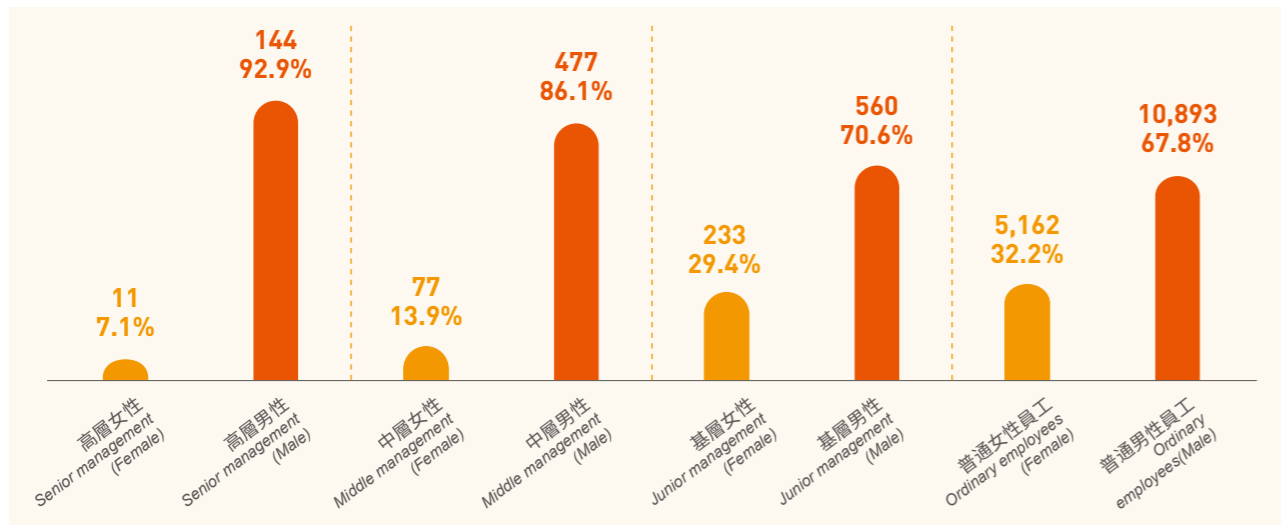
- 員工總數 **17,557** 人⁸
(2021 年：18,781 人)
- Total number of staff **17,557**⁸(2021: 18,781)

⁸ 員工總數及員工構成統計截至2022年12月31日，統計範圍參照“關於本報告”中的“報告範圍”。
Total number of employees and employee structure of the Group as of December 31, 2022, coverage scope refer to Scope of This Report in About This Report.

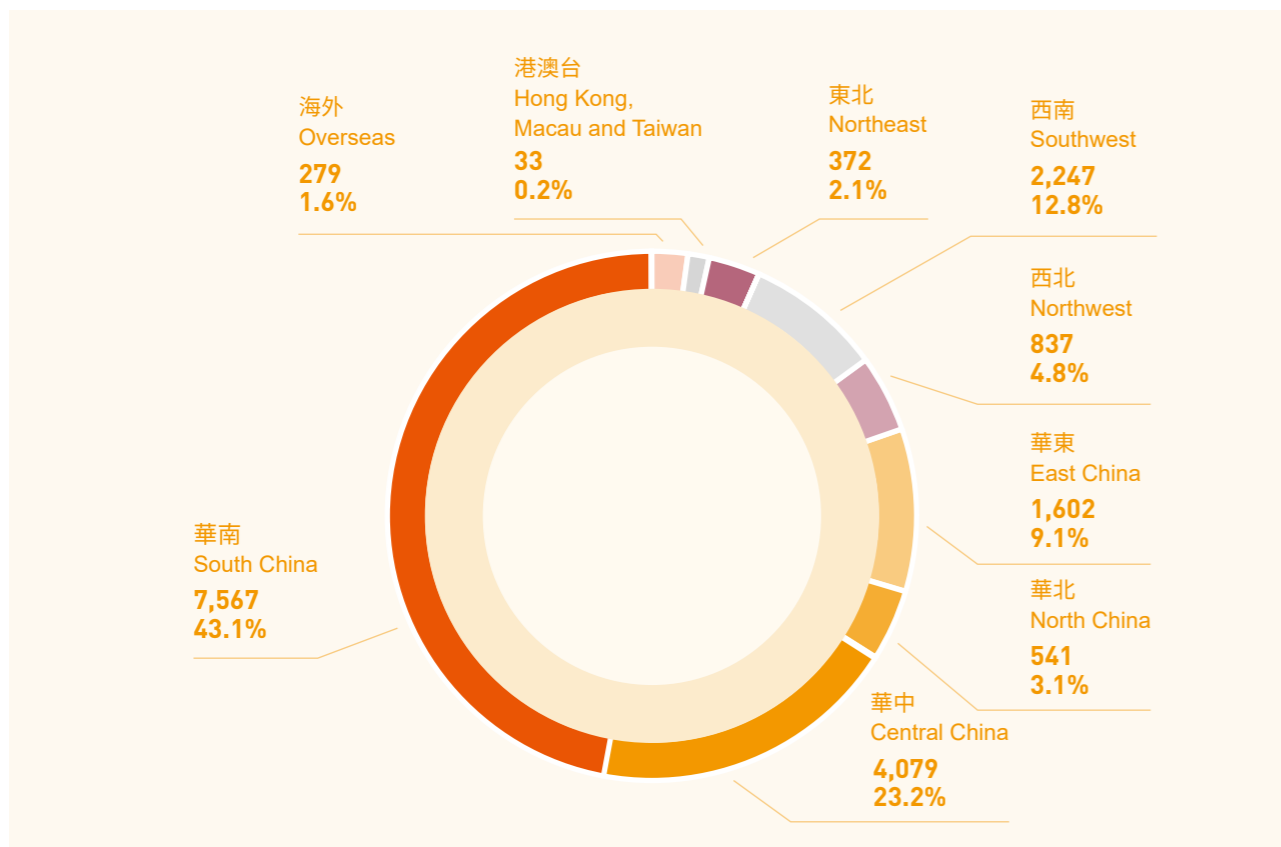
2022 年本集團員工構成⁶ Employee Structure of the Group in 2022⁶



員工類型結構 (單位: 人)
Employee Hierarchy (Unit: person)



員工地區分佈 (單位: 人)
Employee Hierarchy (Unit: person)



2022 年本集團員工流失比率 Employee Turnover of the Group in 2022

流失員工分類 Classification of Employee Turnover	流失員工比率 ⁹ Employee Turnover ⁹	
按性別劃分的員工流失比率 Employee Turnover Rate by Gender	女性 Female	21.7%
	男性 Male	24.0%
按年齡劃分的員工流失比率 Employee Turnover Rate by Age	30 歲及以下 30 or below	28.4%
	31-50 歲 Aged 31-50	21.2%
	51 歲及以上 51 or above	21.3%
按職級劃分的員工流失比率 ¹⁰ Employee Turnover Rate by Rank ¹⁰	高層 Senior management	1.1%
	中層 Middle management	5.3%
	基層 Junior management	1.9%
	普通員工 Ordinary employees	31.0%
按職位劃分的員工流失比率 Employee Turnover Rate by Position	高級行政人員 Senior executives	1.3%
	技術人員 Technical Staff	19.1%
	行政管理人員 Administrative Staff	12.2%
	生產人員 Production Staff	27.4%

⁹ 自 2021 年開始, 員工流失比率計算方式變更為【當年流失員工人數 / (年初 + 本期增加)】, 2021 年之前年度計算方式為【當年流失員工人數 / 當年員工總人數】。
Since 2021, the calculation of employee turnover has been changed to [number of employees turnover rate during the year/(beginning of the year + current period increase)], instead of [number of employees turnover rate during the year/total number of employees during the year] as previously.

¹⁰ 因完善內部層級系統, 2022 年員工職級劃分較 2021 年有所調整, 按職級劃分的員工人數統計方式變更, 因此流失率數據波動較大。
Due to the improvement of the internal hierarchy system, the employee hierarchy in 2022 has been adjusted compared to 2021, with changes in the way of counting the number of employees by rank, resulting in fluctuations in turnover rate.

流失員工分類 Classification of Employee Turnover	流失員工比率 ⁹ Employee Turnover ⁹
華南 South China	18.8%
華中 Central China	24.1%
華北 North China	17.9%
華東 East China	39.0%
按地區劃分的員工流失比率 Employee Turnover Rate by Region	
西北 Northwest	28.1%
西南 Southwest	25.4%
東北 Northeast	22.3%
港澳台 Hong Kong, Macau and Taiwan	23.4%
海外 Overseas	19.8%

堅持平等僱傭 Insisting on Equal Employment

我們嚴格遵守《中華人民共和國勞動合同法》等法規政策要求，秉承平等僱傭原則，尊重員工多樣性。我們制定了《招聘錄用制度》，明確規定在員工招聘、僱傭、考核、晉升等方面，杜絕任何員工因年齡、宗教信仰、國籍、婚姻狀態、種族、膚色、民族、殘疾狀況、性取向及性別認同等因素而產生的歧視行為。對於相同工作、付出等量勞動且取得相同業績的勞動者，我們承諾給予同等的勞動報酬及福利待遇。

We strictly abide by the regulatory requirements of the Labour Contract Law of the People's Republic of China, adhere to equal employment principle and respect the diversity of employees. We have developed the Recruitment and Employment System, clearly stipulating that we firmly stamp out any discrimination against employees on the basis of age, religion, nationality, marital status, race, skin, ethnicity, disability, sexual orientation and gender identity and other factors in the recruitment, employment, evaluation, and promotion of employees. For the workers assuming same work, taking on equal amount of labour and obtaining same performance, we promise that they are treated equally in terms of labour compensation, welfare and benefits.

關鍵績效 KPIs

- 勞動合同簽訂率 **100%** (2021年: 100%)
Employment contracts signing rate **100%** (2021: 100%)

我們遵照《中華人民共和國未成年人保護法》和《禁止使用童工規定》，在《招聘錄用制度》中明確要求本集團下屬所有用人單位均不得招用不滿 16 週歲的未成年人（童工），並通過在招聘過程中核實員工的身份信息的方式避免錯招童工。同時，我們依法禁止強制勞動行為。一旦發現疑似情況，我們將立刻發起調查；如涉嫌構成強迫勞動罪，我們將相關材料移送國家檢察機關處理，並對直接負責的主管人員和其他直接責任人員進行處罰。2022 年，本集團及涉及的供應鏈中未發現存在違規使用童工和強制勞工的行為。

We comply with the Law of the People's Republic of China on the Protection of Minors and the Regulations on the Prohibition of Child Labour. In the Recruitment and Employment System, we explicitly require that all employers of the Group are prohibited from recruiting minors under the age of 16 (child labour), and we avoid the wrongful recruitment of child labour by verifying the identity information of employees during the recruitment process. In addition, we prohibit forced labour by law. Once a suspicious situation is found, we will initiate a survey at once; if it is suspected of constituting a forced labour crime, we will transfer the relevant materials to be handled by the National Prosecuting Authority and penalize the directly responsible supervisors and other directly responsible personnel. In 2022, no violations of child labour or forced labour were found in the Group or the supply chains.

豐富薪酬福利 Rich Compensation and Benefits

我們遵守各項法律法規與勞動政策，嚴格執行國家及地方社會保障機制。通過制定《薪酬管理制度》，我們為員工提供富有競爭力的薪資福利，保障人才的吸納及留存，實現集團與員工的利益共享。

We rigorously implement national and local social security mechanisms in compliance with various laws, regulations and employment policies. By formulating the Compensation Management System, we provide competitive salaries and benefits to employees, ensure the recruitment and retention of talents, and share the interests of the Group with our employees.

關鍵績效 KPIs

- 為員工發放獎勵及補貼共計 **95,181,447** 元
Awards and subsidies totaling RMB **95,181,447** were granted to employees
- 獲得獎勵或補貼的員工數量為 **17,568** 人
17,568 employees received awards or subsidies

榮譽 Honor

- 獵聘網 2022 非凡僱主
Extraordinary Employer of 2022 on Liepin website
- 2022 佛山好僱主
Satisfying Employer of Foshan in 2022
- 2022 「BOSS 直聘」王者招聘組
King Recruitment Group on "BOSS Zhipin" in 2022



績效激勵與積分管理
Performance incentive and points management

我們制定《薪酬管理制度》與《績效考核制度》，合理制定薪酬水平和動態激勵機制，為考核表現優異的員工提供額外的績效工資並給予優先調薪的機會；試點開展積分制管理，用分數評價員工行為表現並與績效對接，充分調動員工積極性，有效提高管理效率。

We have formulated the *Compensation Management System* and the *Performance Appraisal System*, reasonably setting salary level and dynamic incentive mechanisms to provide employees who performed well in the assessment with additional performance-based pay and the opportunity of prior salary adjustment. We have carried out the points system management on a pilot basis, using the points to evaluate the behavior of employees and link their compensation to their performance, so as to fully mobilize the enthusiasm of employees and effectively improve the management efficiency.



保險體系與住房福利
Insurance system and housing benefits

我們建立全方位的保險制度體系為員工購買醫療、養老、生育、失業、工傷等社會保險，補充醫療保險及商業保險。另外，我們為有需要的員工推出夫妻宿舍、提供免費宿舍，並結合地方人才政策積極為員工申請住房補貼。

We have established a comprehensive insurance system to purchase social insurance, such as medical, pension, maternity, unemployment, work-related injury insurance, etc., as well as supplementary medical insurance and commercial insurance for employees. In addition, we offer couples' dormitories and free dormitories for employees in need, and actively apply for housing subsidies for employees based on local talent policies.



獎勵方案與特殊補貼
Incentive programs and special subsidies

除法定的福利保障外，員工也能夠通過高新技術研發與專利、職業資格證書與獎項、特殊人才政策等方式獲取額外獎勵。我們為員工提供餐費補貼、高溫補貼、差旅補貼及出勤補貼。我們尊重海外員工的宗教信仰和文化習俗，在特定的宗教節日給予津貼，做禮拜期間允許員工提前半小時下班。2022年，我們開展了疫情管理的評優工作，給予長工時員工薪酬獎勵。

In addition to the legal welfare guarantee, employees can also obtain additional rewards by means of high-tech R&D and patents, professional qualification certificates and awards, special talent policies, etc. We provide meal allowance, high temperature allowance, travel allowance and attendance allowance for our employees. We respect religious beliefs and cultural customs of overseas employees, provide allowances on specific religious festivals, and allow overseas employees to leave work half an hour earlier for worship services. In 2022, we carried out the evaluation of pandemic management, and offered incentive remuneration to employees working long hours.

賦能員工成長

Empowering Employee Growth

員工是本集團發展中最寶貴的財富，我們將打造具有中國聯塑特色的人才供應鏈和中國領先的僱主品牌作為人力資源工作的願景目標和戰略支撐，高度重視員工的成長與進步，為員工提供暢通的職業晉升通道、豐富的技能培訓資源及完備的人才發展平台。

Employees are the most valuable asset in the development of the Group. We will build a talent supply chain with the characteristics of China Lesso and China's leading employer brand as the vision, objectives and strategic support of our efforts in human resources, give top priority to the growth and progress of employees, and provide employees with smooth career promotion channels, rich skills training resources and a comprehensive talent development platform.

暢通職業通道

Smooth Career Development Paths

我們借助完善的人力資源管理體系，實現員工自我激勵與約束，促進優秀人才脫穎而出。本集團目前已有《招聘錄用制度》《關鍵崗位員工管理辦法》等 19 項人事管理制度，並根據企業戰略、市場需求及員工反饋不斷更新與完善。

Thanks to the sound human resource management system, we can achieve self-motivation and self-restraint of employees and promote talents. At present, the Group has 19 HR management systems, such as the *Recruitment and Employment System*, the *Management Measures for Employees in Key Positions*, etc., which are constantly updated and improved according to corporate strategies, market demands and employee feedback.

我們通過制定年度用人計劃，確保人崗匹配，提高人資效能。在本集團《職務職級管理辦法》中，我們構建了 3 大系列 30 個職級的管理體系，以員工的能力、承擔的責任和對本集團的貢獻及價值確定職級，為員工提供充足的發展空間。

We make annual employment plan to ensure that employees are matched to suitable posts and to improve the efficiency of human resources. In the Group's *Job Grade Regulations*, we set up three series of management systems covering 30 ranks, in order to determine the ranks according to the ability of employees, their responsibilities, their contributions and value to the Group, and to provide adequate development space for employees.

中國聯塑職級體系
China Lesso Grading System



建設人才梯隊 Building Teams of Talent

人才梯隊建設是企業穩健發展的重中之重。我們從人才引進和人才培訓兩方面合力打造「聯塑特色人才供應鏈」，招募優質人才，加強技能培養，為員工打造職業夢想，為本集團注入新鮮血液。為及時獲取員工建議，我們開展了員工滿意度調查，並結合實際情況開展行政和人力資源自查整改工作，統計風險整改數據，進一步完善人力資源制度。

關鍵績效 KPIs

- 員工滿意度調查結果為 **84.6%**
The employee satisfaction survey result was **84.6%**.

The construction of talent teams is the absolute priority for the steady development of enterprises. From the two aspects such as talent introduction and talent training, we join hands to create "a talent supply chain with the characteristic of Lesso", so as to recruit high-quality talents, strengthen skill training, create career dreams for employees, and introduce newcomers to the Group. In order to get suggestions from employees in time, we carried out an employee satisfaction survey, conducted self-inspection and rectification of administrative and human resources staff based on the actual situation, collected risk rectification data, and further improved the human resources system.

多渠道拓展人才版圖 Expanding the talent map through multiple channels

對外通過網絡招聘、校企合作、校園招聘、獵頭 RPO、直播招聘等方式進行人才招聘，並採取了直播帶崗、空中宣講會等較為新穎的招聘方式，充分滿足本集團人才需求；對內通過內部推薦、內部競聘，實現各崗位、各條線、各子公司人才在本集團內部的靈活調動，確保人崗適配，提升人員利用效率。

Externally, we recruit talents through online recruitment, school-enterprise cooperation, campus recruitment, headhunting RPO, live recruitment, and other innovative recruitment methods such as live streaming for jobs and live career talk, etc., to fully meet the Group's need for talents. With internal recommendation and internal competition, we can flexibly transfer talents for various positions, lines and subsidiaries within the Group, ensuring person-job fit and improving the efficiency of employee's utilization.

關鍵績效 KPIs

- 共舉行了 **15** 場內部競聘，涉及 **26** 個崗位共選拔內部骨幹 **40** 人
A total of **15** internal competitions were held, involving **26** posts, and **40** internal backbone candidates were selected.

> 「千百十」青年人才引進計劃 "Thousand-Hundred-Ten" Young Talent Introduction Program

鼓勵本集團各子公司與合作院校簽訂校企合作協議，開展畢業生招聘會和引入實習生，共建學生實踐教學基地、訂單班、產學研戰略合作，為本集團輸送人才。針對本集團光伏新能源發展需要，我們與廣東機電職業技術學院、佛山職業技術學院、廣東石油化工學院、羅定職業技術學院、順德職業技術學院等光伏專業強勢院校建立了校企合作。

The Group encourages its subsidiaries to sign school-enterprise cooperation agreements with partner colleges, to conduct job fairs for graduates and introduce interns, works together for practical teaching bases for students and order classes, and makes strategic industry-university-research cooperation, so as to provide talents for the Group. To meet the needs of PV new energy development of the Group, we have established school-enterprise cooperation with colleges and universities boasting strong PV majors, such as Guangdong Mechanical & Electrical Polytechnic, Foshan Polytechnic, Guangdong University of Petrochemical Technology, Luoding Polytechnic, Shunde Polytechnic.



「千百十」人才引進計劃： "Thousand-Hundred-Ten" Young Talent Introduction Program:

千：本集團招聘應屆畢業生 **1,000** 人以上
Thousand: The Group recruits more than **1,000** fresh graduates

百：本集團三年新增校企合作院校約 **200** 所
Hundred: Over three years, the Group added approximately **200** new school-enterprise cooperation colleges

十：本集團各部門實習生認識佔正式員工大約 **10%**
Ten: The number of interns in each department is approximately **10%** of the number of regular employees

關鍵績效 KPIs

- 校企合作單位 **106** 家，累計招聘應屆畢業生 **1,037** 人
There are **106** school-enterprise cooperation units, and **1,037** fresh graduates have been recruited in total.
- 參加「校園雙選會」**18** 場，招收應屆畢業生 **150** 人
We participated in **18** "campus recruitment fairs" and recruited **150** fresh graduates.

助力人才成長 Helping Talents Grow

我們打造「百千萬」儲備幹部人才庫，實施「人人持證上崗」工程，提升各崗位員工的人崗適配度和職業技能。聯塑學院作為本集團培訓工作的核心，依據本集團人力資源發展的目標任務，開展「人才盤點」工作，優化培訓課程體系，有針對性地開設培訓課程、開發培訓項目，並將培訓結果作為後備幹部任用和晉升的依據，提升培訓效能。

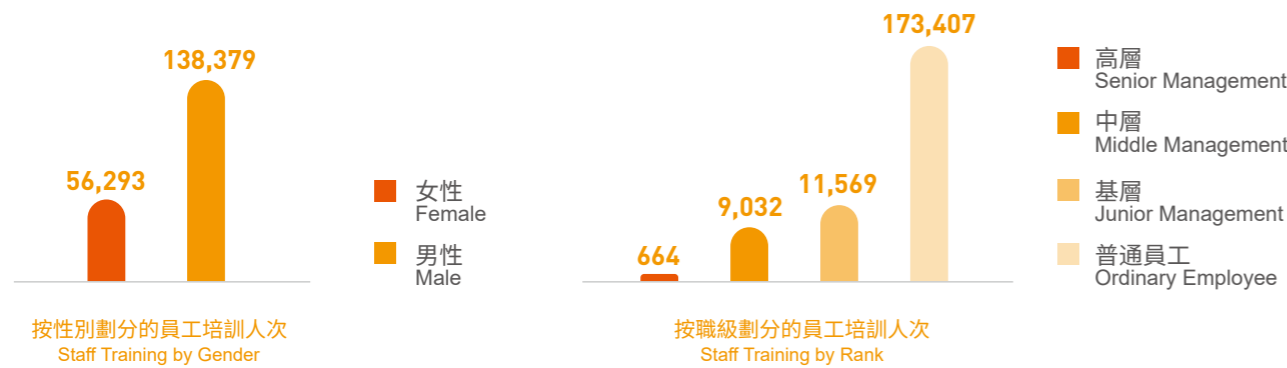
We have built a pool of “Hundred-Thousand-Ten Thousand” reserve cadre talents and implemented the project of “Everyone should Work with a Certificate” to improve the person-job fit and vocational skills of employees in all positions. As the core of the Group’s training work, Lesso College is responsible for conducting “talent review”, optimizing the training course system, setting up training courses and developing training programs in a targeted way. To improve the training efficiency, the training results will be taken as the basis for the appointment and promotion of reserve cadres.

中國聯塑培訓課程體系 Training Course System of China Lesso

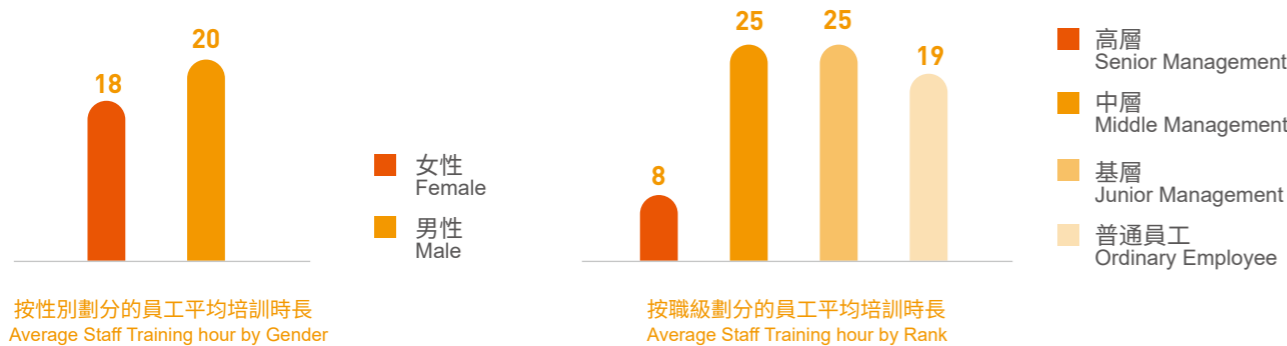
人力資源發展戰略 HR Development Strategies			
百千萬人才培養工程 “Hundred-Thousand-Ten Thousand” Talents Training Project			
百 - 企業管理人才梯隊 企業戰略解讀 管理技能課程	掌舵計劃 Steering Plan	M8、P9 及以上職級員工 Employees at the levels of M8, P9 and above	<p>開闊眼界、提升領導力和戰略思維 Broadening of horizons, enhancement of leadership and strategic thinking</p> <p>MBA、名企考察、戰略解讀、商業思維 MBA, visits of well-known companies, strategic understanding, business thinking</p>
	領航計劃 Navigation Plan	M6-M7、P7-P8、T7-T8 M6-M7, P7-P8, T7-T8	<p>提升全面管理素養，培養後備高層管理幹部 Improvement of overall management capacity, training of reserve senior management cadres</p> <p>績效改進、目標計劃、組織策劃、客戶導向 Performance improvement, target planning, organizational planning, customer focus</p>
	遠航計劃 Voyage Plan	M4-M5、P5-P6、T6 M4-M5, P5-P6, T6	<p>提升管理水平和業務能力，培養後備中層管理幹部 Improvement of the management level and professional ability, training of reserve middle management cadres</p> <p>團隊管理、教練技術、溝通協調、管理職責 Team management, coaching techniques, communication and coordination, management responsibilities</p>

人力資源發展戰略 HR Development Strategies								
百千萬人才培養工程 “Hundred-Thousand-Ten Thousand” Talents Training Project								
千 - 企業崗位 骨幹隊伍 崗位技能課程 專業知識課程	揚帆計劃 Sailing Plan	M1-M3、P1-P4、T1-T5 M1-M3, P1-P4, T1-T5	提升專業技能，培養員工成為業務骨幹和技術能手 Enhancement of professional skills, training of employees for business backbone and technical experts					
			生產製造 Production/ Manufacturing	行政管理 Administration	技術研發 Technological R&D	營銷服務 Marketing/ Services	財務資金 Finance/ Funding	物流採購 Logistics/ Procurement
			現場管理 On-site Management	人資管理 HR Management	技術標準 Technical Standards	管道開發 Channel Development	內控管理 Internal Control Management	倉儲管理 Warehouse Management
班組建設 Team Buliding	勞資管理 Employment Labour Management	產品設計 Product Design	客戶管理 Customer Management	財稅分析 Finance/ Tax Analysis	供應鏈管理 Supply Chain Management			
萬 - 企業優秀 職工隊伍 通用技能課程 專業知識課程	啟航計劃 Casting Off Plan	新進員工和新 任管理人員 New staff and new managers	快速融入企業文化，熟悉公司和崗位工作要求，成為合格「聯塑人」 Helping them quickly settle into the corporate culture, get familiar with the company and job requirements, and become qualified “member of Lesso family”					
			通用課程 General course	大專班 / 本科班 Junior college classes/ Undergraduate classes	知識理論、技能實操、職業素養 Knowledge-based theory, Skills practice, Professionalism			
			在線學習 Online learning platform	聯塑客戶學堂 Lesso School for Clients	聯塑雲學堂 Lesso Cloud School			
品牌培訓項目 Brand training project	聯塑講壇 Lesso Lecture Forum	名師堂 Guest Talks	聯塑工匠 Lesso Craftsmanship	聯塑私塾 Lesso Tutoring	內訓師工作坊 Internal Trainer Workshops			
人才評價體系 Talent appraisal system	人才盤點 Talent review			技能鑒定 Skill evaluation				

員工參與培訓人次 Number of Employees participating in Training



員工參與培訓平均時長 Average Employee Training Hour Spent



關鍵績效 KPIs

- 參與培訓員工 **194,672** 人次
(2021年: 213,525 人次)
194,672 employees participated in training sessions
(2021: 213,525)
- 培訓場次 **7,578** 場
(2021年: 7,222 場)
7,578 training sessions (2021: 7,222)
- 員工培訓共計 **346,519** 小時
(2021年: 394,096 小時)
The time of employee training totaled **346,519** hours (2021: 394,096 hours)
- 課程滿意度平均分 (滿分為 10 分) **9.3** 分
(2021年: 9.0 分)
The average score of course satisfaction was **9.3** (out of 10) (2021: 9.0 points)
- 累計開發培訓課程 **268** 門
(2021年: 177 門)
A total of **268** training courses were developed
(2021: 177 courses)

> 多元賦能平台 Diversified Enabling Platform

聯塑雲學堂 Lesso Cloud School

我們建立雲學堂在線學習平台，滿足差異化的培訓需求，已完成 2,600 多家經銷商和 2 萬多員工的組織信息系統對接導入。雲課堂亦為海外印尼公司、柬埔寨公司提供當地語系化的生產操作培訓，幫助新建生產基地員工快速提升生產技術能力。

We have established the Cloud School online learning platform to meet the differentiated training needs, and completed the interconnection and import of organizational information systems for more than 2,600 distributors and more than 20,000 employees. The Cloud School also provides localized production and operation trainings for overseas companies in Indonesia and Cambodia, helping employees in newly built production bases quickly improve their production technical capabilities.



聯塑之書 The Book of Lesso

我們集中多年沉澱的業務流程教學和專業知識培訓，推出本集團知識門戶「聯塑之書」，為員工提供各個部門的介紹、制度、工作流程，形式包括視頻、課件、文檔資料、制度文件等，進一步完善員工學習內容和渠道。

Based on the rich business process teaching experiences and professional knowledge trainings having been accumulated over the years, we have launched the knowledge portal "The Book of Lesso" to provide employees with the introduction, system and working process of each department in various forms including videos, courseware, files, system documents, so as to further improve the learning contents and channels for employees.

內訓師培養 Internal Trainer Training

《內訓師管理辦法》選拔培養兼職承擔培訓任務的在職員工，為內訓師提供最高 1,000 元 / 課 / 次津貼和積分獎勵，在本集團內形成積極進取的良好風尚。2022 年，本集團認證了 113 名內訓師，內訓師共開展 1,654 場培訓，培訓員工 9,655 人。

We have formulated the *Internal Trainer Management Measures* to select and cultivate current employees who undertake additional training tasks, and provide the internal trainers with allowance of RMB1,000/month/class/time or less and bonus points, thus creating a positive and enterprising atmosphere within the Group. In 2022, the Group certified 113 internal trainers, and 1,654 training sessions were conducted by internal trainers for 9,655 employees.

> 持續技能提升 Constant Skill Improvement

提升員工學歷 Upgrading Employees' Academic Qualifications

《繼續教育管理辦法》通過多項創新性學歷教育激勵員工主動提升，滿足本集團戰略發展對高素質人才的需求。我們為獲得畢業證書的員工提供本科 6,000 元，專科 4,000 元的學費補貼，為理工科畢業且在本集團繼續工作滿 2 年的學員額外獎勵 2,000 元。

We have formulated the *Management Measures for Continuing Education* to encourage employees to proactively improve their qualifications through a number of innovative academic education, with an aim to meet the Group's strategic development needs for high-quality talents. For those who hold graduation certificates after the continuing education, we will provide tuition subsidy of RMB 6,000 for each undergraduate student and RMB 4,000 for each college student, and an additional RMB 2,000 for each student who holds a science or engineering degree and continues to work in the Group for 2 years.

加強員工技能 Improving Employee Skills

《員工職稱及考證管理辦法》為員工在職期間獲得與本職工作相關的職稱或職業資格給予最高至 3,000 元的獎勵，並每月額外發放補貼。我們已取得「模具工」「電工」「起重裝卸機械操作工」「塑料注塑工」及「塑料擠出工」5 個技術工種的認定資質，2022 年，本集團已獲得技能等級證的員工 1,589 人。

We have formulated the *Measures for the Management of Employee Title and Certificate*, and provide a reward of up to RMB3,000 as well as additional monthly subsidy for the employee who obtains the title or professional qualification related to the job during the tenure. We have obtained certification for five technical areas, namely, "mold worker", "electrician", "lifting and loading machinery operator", "plastic injection worker" and "plastic extruder". In 2022, the Group had 1,589 employees who obtained the skill certificates.

評優評先激勵 Excellence evaluation incentives

為激勵員工團結奮進，我們根據《2022 年度評優評先活動方案》，為個人設置勞動模範、優秀員工、優秀管理骨幹等獎項；為集體設置突出貢獻獎、技術進步獎、卓越經營獎，表彰為本集團提出管理創新的優化方案，以及獲得政府嘉獎或補貼的集體。同時，本集團也憑藉在員工管理和生產制造的突出表現，獲得了政府和大眾的肯定。

To motivate employees to work together and forge ahead, we set up awards such as model worker, outstanding employee and outstanding management backbone for individuals, according to the *2022 Excellence Evaluation Activity Plan*, and set up the Outstanding Contribution Award, the Technological Progress Award and the Business Excellence Award for teams, in order to commend the teams that proposed the optimization plan for management innovation for the Group and won the government award or subsidy. In addition, the Group has won recognition from the government and the public for its outstanding performance in employee management and manufacturing.

打造人才培養項目，彌補行業人才缺口 Building a talent training program to fill the talent gap in the industry

2022 年，本集團打造了《「引育」結合：優化高端人才和技能人才供給，助力製造業高質量發展》人才培養項目。該項目獲政府競爭性人才扶持項目資金支持，引入經費 30 萬元，建設週期兩年。該項目將為行業培養技能操作工人 210 人，其中電工 60 人，維修工 30 人，叉車工 60 人，模具工 30 人，自動化數控車床工 30 人。完成認定中級工 1,500 人、高級工 1,000 人，有力彌補行業技術工種的人才缺口。

In 2022, the Group set up Combining "Introduction and Education: Optimizing the Supply of High-end Talents and Skilled Talents to Promote the High-quality Development of Manufacturing Industry" talent training program. The program was funded by the government as competitive talents support project, with an investment of RMB300,000 and a construction period of two years. The program is designed to train 210 skilled operators for the industry, including 60 electricians, 30 maintenance workers, 60 forklift workers, 30 mold workers and 30 automatic CNC lathe workers. We have certified 1,500 intermediate workers and 1,000 senior workers, effectively making up for the shortage of technical workers in the industry.



聯塑家裝戰略協同分享會
Home decoration strategic collaboration sharing meeting of Lesso



企業常見生態違法行為法律責任解析與警示
Analysis and warning of legal liability of common ecological violations of enterprises



2022 年節能政策解讀會
Energy conservation policy interpretation meeting for 2022



團隊整合、技術服務雙賦能訓練營
Team integration and technical service dual enabling training camp

關鍵績效 KPIs

- 為 10 個優秀集體及 650 位先進個人進行表彰並發放獎金
10 outstanding teams and 650 advanced individuals were honored and awarded bonuses

員工關懷 Employee Care

我們建立健全職業健康與安全管理體系，加強員工安全培訓，開展日常巡檢和定期維護，為員工創造安全無優的工作環境，並通過開展豐富多彩的員工關愛與幫扶活動，進一步強化員工對本集團的歸屬感。

We establish and improve the occupational health and safety management system, strengthen staff safety training, and carry out daily inspection and regular maintenance, in order to create a secure working environment for staff. In addition, we carry out a variety of staff care and supportive activities, further strengthening their sense of belonging to the Group.

關愛員工健康 Caring about Employee Health

> 加強員工健康管理 Enhancing Employee Health Management

我們參照《職業健康安全管理體系要求及使用指南》（GB/T45001-2020），制定了《特殊工種崗位人員管理辦法》《環境 / 職安管理運行控制程序》《環境 / 職安管理監視和測量控制程序》《危險源辨識、風險評價和措施控制程序》《應急準備和響應程序》等控制程序，根據實際情況執行疫情防控工作，全方位保障員工的環境健康安全。

We have formulated control procedures such as the *Management Measures for Staff Working in Special Position*, the *Control Procedures for Environmental and Workplace Safety Management Operation*, the *Control Procedures for Environmental and Occupational Safety Management Monitoring and Measurement*, the *Hazard Source Identification, Risk Assessment and Measure Control Procedures*, the *Emergency Preparedness and Response Procedures*, etc., according to the *Occupational Health and Safety Management System Requirements and Guidelines for Use (GB/T45001-2020)*, and carried out pandemic prevention and control work according to the actual situation, in order to fully assure employees' environmental health and safety.



安全工作環境 Safe working environment

實施工作環境分級管理，對辦公室現場管理進行定期檢查，對車間等二類環境聘請專業第三方機構進行現場職業危害檢測，排查各崗位職業危害因素類型，分析職業病危害狀況開展針對性治理；對生產經營過程進行環境因素評價分析、危險源辨識評價，並針對重要環境因素、需要控制的危險源制訂管理方案或措施；實現 PVC 系列管材車間 VOCs 廢氣收集與處理系統全覆蓋；在工區設置微型消防站，配備防毒面具、滅火器、防火衣。2022 年，本集團對老舊廠房進行了消防改造，加建消防水泵房，投入改造費用超過 4,000 萬。

We implement hierarchical working environment management, conduct regular inspection of the office site management, hire professional third-party institutions to conduct work site occupational hazard testing for workshops and other Class II environments, rank the types of occupational hazards for each position, conduct an analysis of the state of occupational disease hazards, and carry out targeted management; evaluate and analyze environmental factors and identify and evaluate hazard sources in the process of production and operation, and develop management plans or measures according to important environmental factors and hazard sources that need to be controlled; deploy VOC waste gas collection and treatment systems in all the PVC pipe workshops; and equip the work area with miniature fire stations, gas masks, fire extinguishers and fire-proof clothing. In 2022, the Group renovated the old plant for fire protection and built a fire pump room, which cost more than RMB 40 million.

主動健康預防 Proactive health protection

開展特殊工種體檢，當發現員工出現職業病危害時，及時調整員工崗位，給予適時治療；設定零事故率、零事故次數管理目標，對因違規違紀造成的安全事故持續追責；建立應急響應小組，定期開展消防演習，對高空作業等類型的工作開展專項演練。

We carry out physical examination for workers engaged in special work, and promptly move employees to other posts and appropriate treatment is given when they are found to suffer from occupational hazards. With the management target of zero accident rate and zero accident, we continuously investigate and affix the responsibility for safety accidents caused by violations of regulations. We set up emergency response teams, conduct regular fire drills, and carry out special drills for aerial work and other types of work.

嚴格安全檢查 Strict safety inspection

形成「策劃 - 實施 - 檢查 - 改進」的 PDCA 循環，有效組織內審及日常檢查，對各部門日常工作中存在的 / 潛在的不符合項開展了糾正和預防活動。2022 年，本集團共排查並整改安全隱患 4,000 余項，並圍繞機械傷害開展全方位巡查，及時發現設備管理缺陷，確保設備設施安全運行，為員工創造安全工作環境。

With the PDCA cycle of "planning-implementation-inspection-improvement", we effectively organize internal audit and daily inspection, and carry out correction and prevention of the existing/potential non-conformance items in the daily work of various departments. In 2022, the Group investigated and rectified 4,000 safety hazards, and carried out all-round inspection for mechanical injuries to detect the equipment management defects in a timely manner, thus ensuring the safe operation of equipment and facilities, and creating a safe working environment for employees.

多部門聯合進行機械傷害整改巡查
Several departments jointly conducted mechanical injury rectification and inspections

2022年，本集團開展了覆蓋五省六工業區的機械傷害整改巡查，對PVC線管包裝機、PP-R包裝機、線槽包裝機、PVC線管包裝機、纏膜機等進行檢查，發現部分需要完善優化的整改項，及時編制整改方案下發到各廠區執行，加強員工操作培訓，有效預防和避免可能帶來的機械傷害。

In 2022, the Group carried out a mechanical injury rectification and inspection covering five provinces and six industrial zones. We inspected the PVC pipe packaging machines, PP-R packaging machines, slot packaging machines, PVC pipe packaging machines, film wrapping machines, detected the rectification items that need to be improved and optimized, prepared the rectification plan and sent it to each factory for implementation in a timely manner, and strengthened the operation training of staff, thus effectively preventing and avoiding the possible mechanical injury.

積極疾病治療
Active disease treatment

設置工傷協調小組，由來源於法律、財務、安全監察、工會等部門和高層領導組成；制定嚴格報告處理流程，重大傷亡事故按國家法律法規處理；工會亦設置獨立部門，組織活動慰問工傷事故家屬，支付相應治療費用，並協調醫院綠色通道優先治療。對於員工意外疾病和工傷，與醫療機構開展綠色通道合作，本集團將為其支付醫療費用，優先給員工做搶救。

We have set up a work injury coordination team, which is composed of staff from legal department, finance department, safety department and labour union and of senior leaders, formulated strict reporting and handling procedures, and handled major casualties in accordance with national laws and regulations. The labour union has also set up an independent department to organize visits to the families of employees who had work-related accidents, paid the corresponding treatment costs, and coordinated the green channel treatment in hospitals. For accidental diseases and work injuries of employees, green channel cooperation will be carried out with medical institutions. The Group will pay medical expenses for employees for the priority to rescue of employees.

溫暖心理諮詢
Warm psychological counseling

積極開展員工疾病治療和心理輔導，定期舉辦安全健康講座；設立女性員工心理諮詢室，針對女性員工在親子關係、婚姻關係等家庭或工作中的問題，提供心理諮詢業務，幫助員工排憂解難，保障女性心理健康。

We actively carry out staff disease treatment and psychological counseling, hold regular safety and health lectures; and set up a psychological counseling room for female employees to provide psychological counseling services for issues female employees face at home or at work, such as parent-child and spousal relationships, to help employees resolve their issues and safeguard the psychological health of female employees.

嚴密疫情防
Strict pandemic prevention and control

更新防疫措施，制定應急預案，及時向員工及時傳達疫情防要求，向上級防部門提供員工行程信息，並積極組織員工接種疫苗和核酸檢測。2022年，本集團總部員工疫苗接種率95.3%，公司內組織核酸檢測超過60場次，檢測人數超300,000人次。

We updated pandemic prevention measures, formulated emergency plans, communicated pandemic prevention and control requirements to employees in a timely manner, provided staff travel information to superior prevention and control departments, and actively organized vaccination and nucleic acid testing for employees. In 2022, the staff vaccination rate at the Group headquarters reached 95.3%. We organized more than 60 nucleic acid testing, testing more than 300,000 people.

2020-2022年本集團工傷及損失工作日數
Work Injuries and Lost Days Due to Work Injuries from 2020 to 2022

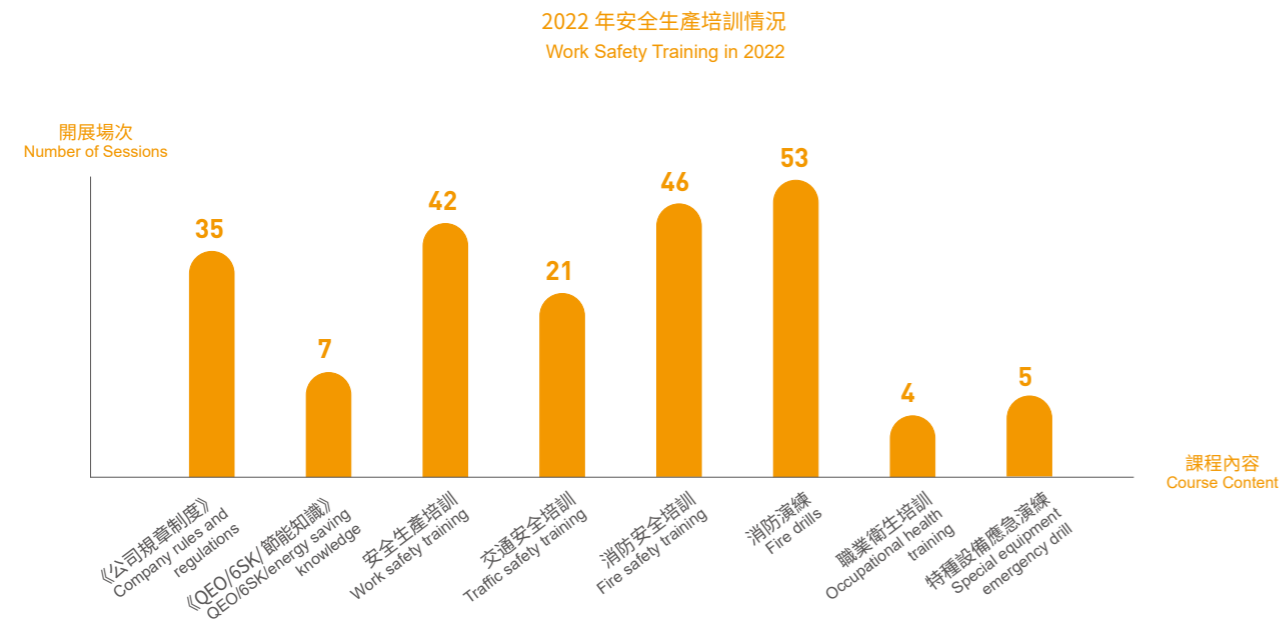
	2020	2021	2022
因工傷損失工作日數 / 工作日 Lost days due to work injury (working day)	5,443	8,058	4,728
因工亡故人數 / 人 Number of work-related deaths (persons)	0	0	0
因工亡故比率 / % Work-related death rate (%)	0	0	0
千人工傷意外率 / ‰ Frequency rate of disabling injury per 1,000 people (‰)	4.84	4.70	4.78



> 提升員工安全意識 Enhancing Safety Awareness of Employees

我們組織開展多種安全生產相關培訓，包括公司規章制度、QEO/6SK/ 節能知識、安全生產、交通安全、消防安全、職業衛生及特種設備使用等內容，並定期舉辦安全健康講座，提高員工的職業安全防護意識和技能。

We organize and carry out a variety of safety production related training, including training for company rules and regulations, QEO/6SK/ energy saving knowledge, work safety, traffic safety, fire safety, occupational health and special equipment use, etc., hold regular safety and health lectures to improve employees' awareness and skills of occupational safety protection.



安全生產月主題活動及安全知識競賽 Theme activities and safety knowledge competition for Work Safety Month

在一年一度的「安全生產月」期間，本集團圍繞安全生產開展了消防逃生演練、環保知識競賽、危險化學品洩露演練等活動，並開展了安全知識競賽，豐富員工安全生產知識，強化員工安全生產意識，營造和諧、平安、美好的安全文化氛圍。

During the annual "Work Safety Month", the Group carried out activities such as fire escape drill, environmental protection knowledge contest, hazardous chemical leakage drill and others around safe production, and organized safety knowledge competition, in order to enrich employees' knowledge of work safety, strengthen employees' awareness of work safety, and create a harmonious, safe and nice safety culture atmosphere.

多彩員工生活 Varied Staff Care

我們認真傾聽員工心聲，積極調研員工需求，為員工的工作生活提供便利，營造豐富多彩的企業生活，讓員工快樂工作，竭力滿足員工對美好生活的嚮往。

We carefully listen to the employees, actively investigate the needs of employees, facilitate employees' work and life, and enrich corporate life, in order to make employees happy and to meet their aspirations for a better life as best we can.

- 為困難員工爭取補貼，為員工及家屬爭取優惠的商業保險方案。
We try our best to obtain subsidies for employees in difficulty, and preferential commercial insurance plans for employees and their families.
- 為所有員工提供一次免費體檢，協助員工辦理子女入學事宜，以積分方式分配本集團入學名額。
We provide a free physical examination for each employee, assist employees in handling their children's admission matters, and distribute the Group's admission places by points.
- 派發新春慰問金和禮品，為春節留守崗位的員工派發年夜飯。
We distribute New Year's cash gifts and other gifts, and provided New Year's Eve dinner to staff who is on duty during the Spring Festival.
- 組織親子教育、在線聯誼、技能比武及觀影活動，組織女性員工及家屬參加秋遊。
We organize parent-child education, online socials, skill competition and movie watching activities, and invite female employees and their families to participate in autumn outing.
- 組織婦女節慰問、中秋節燈謎活動、運動會、設置免費健身房和圖書館。
We organize the celebration of Women's Day, Mid-Autumn Festival lantern riddles activities, sports day, and set up free gym and library.



員工年夜飯 New Year's Eve dinner for employees



一線員工慰問 Solace to front-line employees



公園秋遊 Autumn outing in the park



線下交友聯誼活動 Offline socials



攜手夥伴 促就合作共贏

Teaming Up with Partners for Win-win Cooperation

中國聯塑積極為合作夥伴赋能，致力於與合作夥伴实现共贏。我們注重供應鏈管理，打造負責任的供應鏈，不斷提升供應商與經銷商的产品與服務質量，攜手上下游夥伴建立緊密的合作關係，共同構建合作共贏的行業生態。

China Lesso actively empowers its partners and is committed to achieving win-win results with partners. Focusing on supply chain management, we have built a responsible supply chain, constantly improved the quality of products and services of suppliers and distributors, and established close cooperation with upstream and downstream partners, in order to jointly build a win-win industry ecology.

關鍵績效 KPIs

- 執行《採購流程手冊》的供應商比例**100%**
100% of suppliers executing the Procurement Process Manual
- 審查的供應商數量**1,169**個
1,169 suppliers under examination
- 開展**115**次供應商培訓，共**224**家供應商參與培訓
115 supplier trainings were conducted,
in which 224 suppliers participated



構建可持續供應鏈

Building a Sustainable Supply Chain

規範流程管理

Standardizing the Process Management

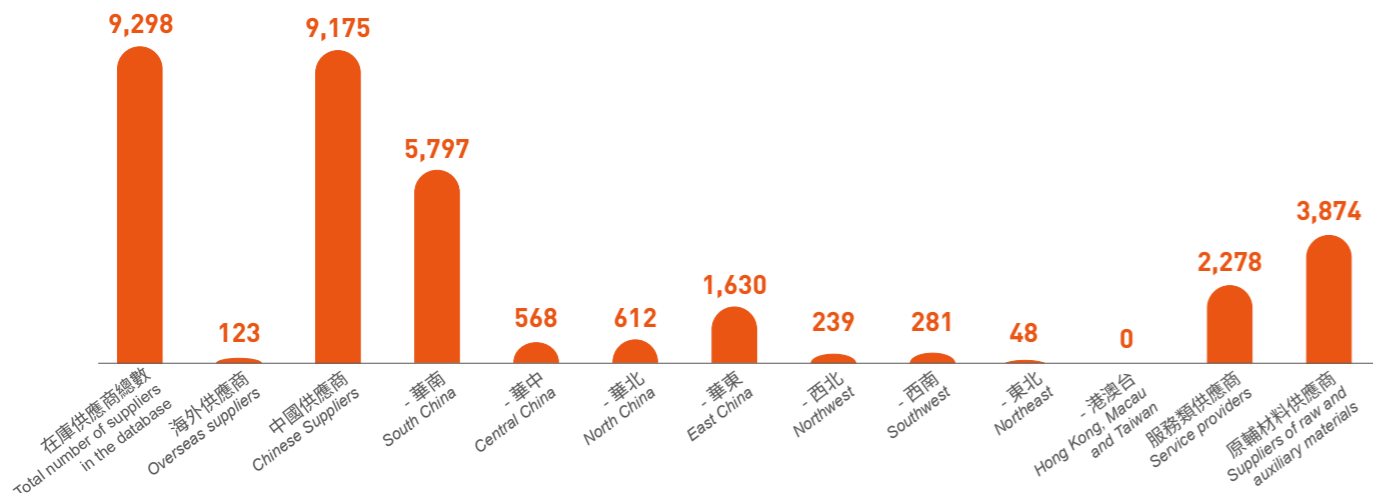
為規範供應商管理，提高管理水平，防範採購風險，我們制定了《供應商比選及採購定價內控流程手冊》《供應商入庫管理內控流程手冊》《採購流程手冊》等內部制度，建立有效的供應商引入機制，合理確保引入新供應商前對其有充分的了解，知悉供應商的能力範圍及潛在風險，建立合理的供應商信息更新機制，確保供應商數據更新有據可依，以實現「保障生產需求、保證採購質量、降低採購成本」的目標。

To standardize our supplier management, improve our management level and prevent procurement risks, we have formulated internal systems such as the *Internal Control Process Manual for the Comparison and Selection of Suppliers and Procurement Pricing*, the *Internal Control Process Manual for Supplier Access Management* and the *Procurement Process Manual*, established an effective supplier introduction mechanism to reasonably ensure that we have the full understanding of new suppliers, including scopes of their capabilities and potential risks, before introducing them, set up a reasonable supplier information update mechanism to ensure that supplier data update is based on evidences, in order to achieve the goal of "ensuring production demands, ensuring the procurement quality and reducing procurement costs".

2022 年，本集團全面推行供應商管理系統，加強供應鏈信息化管理，有效管理規範供應鏈採購、送貨、入庫、對賬各個流程，提高供應商合作效率。

In 2022, the Group comprehensively implemented the supplier management system, strengthened the supply chain information management, effectively managed and standardized supply chain procurement, delivery, warehousing and account checking processes, and improved the supplier cooperation efficiency.

供應商數目 / 個
Number of suppliers



> 供應商管理流程 Supplier management process

准入 Selection

嚴格要求供應商的產品全部符合國家標準及本集團的企業標準。出台制度性文件要求，明確了針對供應商的內控標準、驗收標準、生產工藝流程標準。

Suppliers are strictly required to comply with national standards and the Group's enterprise standards for all products. We issue system document requirements, clarifying internal control standards, acceptance standards, and production process standards for suppliers.

考察 Inspection

聯合生產、採購、品管等部門對供應商廠區進行實地考察或突擊檢查，期間要求供應商披露他們上下遊供應商、環保、工資發放、工作環境等方面的情況。

Joint production, procurement, quality control and other departments conduct site visits or surprise inspections at suppliers' factories, during which suppliers are required to disclose details regarding their upstream and downstream suppliers, environmental protection, payroll, and working environment, etc.

評價 Assessment

設立供應商考核檔案，要求供應商遵守道德操守、尊重人權、遵守環保法律法規、資源循環利用等，依據《供應商評估內控流程手冊》由各部門對供應商進行評價。

We set up supplier appraisal files have suppliers complied with ethical conduct, respected human rights, complied with environmental laws and regulations, and recycled resources, etc. Suppliers will be assessed by the relevant departments according to the *Supplier Assessment Internal Control Procedure Manual*.

退出 Termination

對低分供應商採取預警機制，提出整改意見，限期督促整改，否則取消合作並對其實施經濟處罰。依據供應商的違約行為程度，處罰一般包括責令整改、罰款、暫停供貨以及取消合作等。

Early warning mechanisms, covering suggestions and deadlines for rectification and improvement will be imposed on underperformed suppliers. If no improvement, cooperation will be canceled and economic measures will be imposed. Depending on the degree of non-compliance by the supplier, penalties generally includes rectification, fine, suspension of supply and cancellation of the cooperation.

關鍵績效 KPIs

- 執行《採購流程手冊》的供應商比例 **100%**
100% of suppliers executed the *Procurement Process Manual*
- 審查的供應商數量 **1,169** 個
1,169 suppliers have been examined
- 因為社會責任不合規被中止合作的供應商數量 **3** 個
3 suppliers were involved in the termination due to non-compliance of social responsibilities
- 因反貪腐而終結合作關係的供應商數量 **0** 個
0 supplier was involved in the termination due to anti-corruption action

> 供應鏈風險管理 Supply chain risk management

我們持續加強供應鏈風險管理能力，將風險管控融入到整個供應鏈的管理中，持續完善供應鏈風險管理相關制度，構建監督長效機制，打造可持續供應鏈。

We constantly strengthen the capacity of supply chain risk management by integrating risk control into the management of the entire supply chain, improving the relevant systems of supply chain risk management, and building a long-term supervision mechanism, in order to build a sustainable supply chain.

流程 Process	主要風險點 Key Risk Points	主要控制點 Key Control Points
供應商入庫 Supplier access	<p>新供應商開發工作缺乏控制，可能導致公司引入的新供應商不符合要求</p> <p>A lack of control in the development of new suppliers may result in the Company introducing new suppliers that do not meet the requirements</p>	<p>建立新供應商引入審核機制，包括文書審查、現場審查、樣品試用</p> <p>We establish the new supplier introduction examination mechanism, including document review, on-site review, sample trial</p>
	<p>供應商主數據更新前未經過合理控制，供應商關鍵數據被不當修改，導致資金損失</p> <p>A supplier's master data may not be properly controlled before update, and the supplier's key data may be improperly modified, resulting in capital loss</p>	<p>建立供應商庫信息更新審核機制，財務部對更新申請進行獨立審核</p> <p>We establish the information update review mechanism for our supplier database, and the financial department shall independently review the update application</p>
供應商退出 Supplier elimination	<p>無法短期內開發新的代替供應商；淘汰供應商存在未完結事項，導致車間停產、訂單無法推進</p> <p>We may be unable to develop new alternative suppliers in short term; and there may be unfinished issues with the suppliers eliminated, resulting in workshop shutdown and suspension of order fulfillment</p>	<p>同一產品保證有 2 家或以上的供應商，維護良好供應商關係，根據實際情況進行配方的調整和改進</p> <p>We ensure that there are 2 or more suppliers for the same product, maintain good relationship with suppliers, adjust and improve the formula according to the actual situation</p>
物料試用 Material trial	<p>物料試用環節不完善，缺乏有效的物料驗證機制</p> <p>The material trial process may be defective, lacking an effective material verification mechanism</p>	<p>物料試用工作由負責質量核對總和物料運用的技術部門開展。</p> <p>The material trial work is carried out by the technical department responsible for quality inspection and material application.</p>

流程 Process	主要風險點 Key Risk Points	主要控制點 Key Control Points
經銷商管理 Distributor management	<p>經銷商管理工作缺乏控制，可能導致經銷商產品質量標準、品牌及推廣、行為準則與商業操守不符合要求</p> <p>A lack of control in the distributor management may lead to non-conformity of a distributor's product quality standards, brand and promotion, code of conduct and business ethics</p>	<p>利用積分制管理和信息化工具支持經銷商的規範管理，並提供多方面的培訓</p> <p>We make use of points system management and information tools to support the standardized management of distributors, and provide training in all aspects</p>
	<p>經銷商交貨減少導致銷售訂單減少，材料需求用量減少，造成材料積壓，去庫減慢，影響生產成本</p> <p>A reduction of distributor delivery may lead to the reduction of sales orders and the reduction of material demand and consumption, resulting in material backlog and slow destocking and affecting the production cost</p>	<p>維護良好經銷關係，提升經銷商服務工作，特定時期給予經銷商優惠政策</p> <p>We maintain good distribution relationship, improve the service of distributors, and implement preferential policies for distributors in specific periods</p>
物流管理 Logistics management	<p>油價上調、新冠疫情、交通堵塞等原因造成物流運輸成本增加、貨物運輸時間延長、車間停產</p> <p>Reasons such as rising oil prices, COVID-19 pandemic and traffic jams may increase logistics costs, lengthen transport time and halt production</p>	<p>採用公路運輸、鐵路運輸以及海運等多種運輸方式分散物流運輸的風險</p> <p>We adopt road transport, railway transport, sea transport and other transport modes to reduce the risk of logistics transportation</p>

踐行責任採購 Practicing Responsible Purchase

為提升供應商的可持續發展表現，降低價值鏈風險，我們建立規範良性的採購和供應鏈管理機制，制定並實施《供應商行為守則》。2022 年，我們對供應商環境、社會和管治（ESG）評估體系進行優化升級，從勞工準則、職業健康與安全、產品質量、環境保護、商業道德、管理體系 6 個維度，面向代工類供應商開展 ESG 評估，並將此項作為代工類供應商選取的重要參考信息。未來，我們計劃逐步將 ESG 績效表現納入各類供應商的准入和評估標準。

To enhance suppliers' performance in sustainable development and reduce value chain risks, we have established normative and sound procurement and supply chain management mechanisms, and formulated and implemented the *Code of Conduct for Suppliers*. In 2022, we optimized and upgraded the supplier environmental, social and governance (ESG) evaluation system, conducted the ESG evaluation for suppliers in six aspects such as labour standards, occupational health and safety, product quality, environmental protection, business ethics and management system, and used it as an important reference for selecting suppliers. In the future, we will gradually incorporate ESG performance into the admission and evaluation criteria of suppliers.

促進能力提升 Promoting Capacity Improvement

中國聯塑堅持與供應鏈合作夥伴共同成長的理念，重視供應鏈可持續發展能力的培養，在內外協作中關注夥伴的核心訴求，通過技術交流會、實地考察等形式賦能供應商。2022年，我們共開展115次供應商培訓，共224家供應商參與培訓。

Upholding the philosophy of growing together with supply chain partners, China Lesso focuses on the cultivation of sustainable development ability of supply chain, pays close attention to the core demands of partners in internal and external cooperation, and empowers its suppliers through technical exchanges, field visits, etc. In 2022, we conducted a total of 115 supplier trainings, in which 224 suppliers participated.

產品質量提升 Improvement of product quality

通過產品改善，調試、檢測等現場指導對供應商產品工藝進行提升；針對重點供應商建立質量檔案與質量交流群，確保供應商及時獲取客戶質量問題反饋並提高質量控制能力

We helped improve suppliers' product processes through product improvement, commissioning, testing and other field guidance. For the key suppliers, we established quality files and quality communication groups to ensure that suppliers can obtain customer feedback on quality problems and improve quality control ability in a timely manner.

物流運輸協助 Assistance in logistics and transportation

一對一協助供應商解決新冠疫情下的物流運輸問題；發揮聯塑應用平台的作用，提升物流信息化傳遞，加強運輸風險管控

We offered one-to-one assistance to suppliers to solve logistics and transportation problems during the COVID-19 pandemic; gave full play to the role of Lesso application platform, improved logistics information dissemination, and enhanced transport risk control.

綠色金融服務 Green financial services

對符合綠色標準的供應商給予貸款扶持，對滿足能耗環境目標的供應商提高貸款優惠

we provided loan support to the suppliers that meet green standards, and increased loan concessions for the suppliers that reach the environmental target of energy consumption.

新能源項目推廣 Promotion of new energy projects

面向供應商推廣光伏發電項目，協助供應商實現節能減排

we communicated information about photovoltaic power projects to suppliers for promotion and helped them achieve energy conservation and emission reduction.

助力經銷商成長 Helping Distributor Development

我們充分利用積分制管理和信息化工具支持支持經銷商的規範管理，並提供店面管理、商務及法律等多方位的培訓，全方位扶持經銷商發展。

We make full use of points system management and information tools to support the standardized management of distributors and provide store management, business and legal training to help the development of distributors in all aspects.

> 加強經銷商管理 Strengthening distributor management

積分制管理 Points system management

依照《經銷商積分管理獎勵方案》對經銷商的團隊建設、產品知識、廣告、銷量、服務質量等方面進行綜合評價和排序，根據積分排名分級獎勵金額，金額可用於貸款抵扣、購買產品及服務，激勵供應商以高於法律法規的要求開展經營活動，履行社會責任。

We carry out a comprehensive evaluation and ranking of distributors in terms of their team building, product knowledge, advertising, sales volumes, and service quality, etc., in accordance with the *Distributor Points Management Incentive Program*, and grant hierarchical rewards, which can be used to offset loans, purchase products and services, to distributors according to their points ranking, in order to encourage distributors to conduct business activities according to the standards higher than the requirements of laws and regulations, and fulfill social responsibilities.

信息化管理 Information-based management

開發經銷商在線下單辦公系統、內部溝通系統、TMS運輸管理系統、智能裝載系統，更新手機APP老閩通平台，實現下單、車輛定位、裝貨等全流程信息化管理，全面提升效率。

We have developed a distributor online order office system, internal communication system, transportation management system (TMS), intelligent loading system, and updated the Laobantong smartphone app platform, achieving whole-process information-based management such as in order placement, vehicle locating, and loading, etc. to improve overall efficiency.

> 提供多樣化支持 Providing diversified support

銷售渠道拓展 Expanding sales channels

建設網上商城領尚滴滴及星鏈商城平台等在線平台，拓展經銷商的銷售渠道，助力經銷商轉型升級。

We have built online platforms such as the LS DiDi and LessoLink Mall online malls to expand distributor sales channels, helping them to upgrade.

開店扶持 Supporting distributors in opening stores

扶持經銷商開專賣店和體驗館，協助經銷商為客戶提供更多的售前、售中、售後服務。

We support distributors in opening stores and experience spaces, helping them to provide more pre-sales, after-sales and sales-related services to customers.

商務支持 Business support

選派商務團隊長期駐點區域，對各區域市場經銷商進行維護管理並提供銷售、公關、談判等支持，保護經銷商權益。

The Group assigns business support teams to work in regional markets to maintain and manage relationships with local distributors, and provide them with sales, public relations and negotiation-related support to safeguard their rights and interests.

培訓賦能 Training and empowerment

持續建設並完善聯塑客戶學堂，為經銷商和加盟商提供團隊人才培養、產品、技術和管理實戰經驗等各類培訓，通過終端客戶落地推介會、直播溝通等方式協助經銷商學習經營管理和門店管理方法以及銷售技巧、獲客渠道等。

We continue to develop the Lesso School for Clients, providing training for distributors and franchisees on team building, products, and technology, as well as real-world management experience, and help distributors learn about business and store management methods, as well as sales techniques and customer acquisition channels through end-customer introduction presentations and livestream chats, etc.

關鍵績效 KPIs

○ 線下和在線直播：

Offline and online live streaming:

開展經銷商訓練營 **7** 個，培訓課程 **46** 門，培訓時長 **63** 小時，培訓人次 **7,178** 人次

We have launched **7** training camps for distributors, covering **46** training courses, **63** hours of training, and **7,178** trainees.

○ 視頻學習：

Video learning:

營銷學院視頻課程共計 **480** 門，月平均流覽量 **23,949** 人次，月平均學時 **6,560** 小時

The Marketing School has a total of **480** video courses, with average monthly views of **23,949** person-time and an average monthly class time of **6,560** hours.



共創行業未來

Working Together for the Future of the Industry

我們秉持「開拓進取，務實創新」企業精神，積極參與制定行業標準，推動行業技術創新，與領先研發機構及公司開展產學研合作和戰略合作，參加行業技術交流，攜手重要相關方創造共贏價值。

Upholding the enterprise spirit of "pioneering, aggressive, pragmatic and innovative", we actively participate in the formulation of industry standards, promote industry technology innovation, make industry-university-research cooperation and strategic cooperation with leading R&D institutions and companies, and participate in industrial technical exchanges, in order to create win-win value together with important stakeholders.

制定行業標準

Developing Industry Standards

行業技術標準能夠有效地規範和提升行業整體發展水平，為消費者提供更優質產品。參與行業技術標準的制定對企業具有重要的戰略意義。中國聯塑在建築給排水、裝修設計、綠色建材、聚合物材料等技術領域均直接或間接、主導或參與國家標準、行業標準和團體標準的制定，2022年內我們累計主導或參與的行業標準制定超過50餘項，不斷引領並推動行業技術發展。

Industry technical standards can effectively help standardize the industry and improve the overall development level of the industry, and provide consumers with better quality products. It is of great strategic significance for enterprises to participate in the formulation of industrial technical standards. China Lesso directly or indirectly leads or participates in the formulation of national, industrial and group standards in the technical fields such as building water supply and drainage, decoration design, green building materials, polymer materials, etc. In 2022, we led or participated in the formulation of more than 50 industrial standards, leading and promoting the technological development of the industry constantly.



開展產學研合作

Industry-University-Research Cooperation

我們深知國家推進產學研合作的初心和意義。中國聯塑以強大的技術優勢與資源充分投入的科學平台，支持科研人員不斷向行業輸出具有前瞻性、創新性的研究，深化行業人才隊伍建設。我們設立了廣東省博士工作站、廣東省科技專家工作站及廣東省重點實驗室，並獲得企業技術中心的國家認定。我們不斷深化與中山大學、華南理工大學、廣東省科學院新材料研究所、廣州質量監督檢測研究院等高校及研究院的「產、學、研」合作關係，深入探索管道建材產業的前沿領域，發揮優勢互補，助力各高校人才發展，攜手共建開放創新生態。2022年，中國聯塑與全國102家高等院校建立了校企合作關係。

We are well aware of the original aspiration and significance of the state in promoting industry-university-research cooperation. With its strong technical advantages and scientific platform equipped with investment of adequate resources, China Lesso supports researchers to constantly export forward-looking and innovative researches to the industry, and deepens the construction of industry talent team. We have set up Guangdong Doctoral Work Station, Guangdong Provincial Science and Technology Experts Workstation and Guangdong Key Laboratory, and obtained national recognition for our enterprise technology center. We constantly deepen the "industry-university-research" cooperation with Sun Yat-sen University, South China University of Technology, Institute of New Materials, Guangdong Academy of Sciences, Guangzhou Quality Supervision and Testing Institute and other universities and research institutes, and deeply explore the frontier fields of pipeline and building materials industry, complementing each other's advantages and helping the talent development of universities, in order to jointly build an open and innovative ecosystem. In 2022, China Lesso collaborated with 102 institutions of higher learning across the country.



與華南理工大學產學研合作研發海洋養殖網箱

Industry-University-Research cooperation with South China University of Technology on the Marine Aquaculture Cages

中國聯塑與華南理工大學開展產學研合作，將「動態表面海洋防污材料及配套防護技術」項目發明的生物降解聚酯-聚氨酯防污技術應用於聯塑海洋養殖網箱上，該技術應用後網箱的海洋防污性能顯著提高，養殖產量及使用壽命得到提升。

China Lesso made industry-university-research cooperation with South China University of Technology, applying the biodegradable DAD-2 adhesive agent antifouling technology invented in the project of "Dynamic Surface Marine Antifouling Materials and Supporting Protection Technology" to the marine aquaculture cages of Lesso. Thanks to the application of this technology, the marine antifouling performances of the cages were significantly enhanced, and the aquaculture yield and service life were improved.



開展戰略合作 Strategic Cooperation

本集團與合作夥伴一路相伴、共同成長，以「為健康美好空間永續」為品牌承諾，攜手合作夥伴共同推進城市建設。本年度，我們與中建六局中國建築第六工程局有限公司、佛山市建設發展集團有限公司、中國金茂控股集團有限公司、珠海採築電子商務有限公司等公司達成戰略合作，為城市建設新浪潮提供動力。

The Group and partners work and grow together all the way. With the brand commitment to "Sustaining a Healthy, Scenic Living Space", we work together with partners to promote urban construction. This year, we made strategic cooperation with companies such as China Construction Sixth Engineering Bureau Corp., Ltd, Foshan Construction & Development Group Co., Ltd, China Jinmao Holdings Group Limited, Zhuhai AUPUP E-commerce Co., Ltd. etc., to provide impetus for the new wave of urban construction.

與佛山市建設發展集團有限公司開展戰略合作 Making strategic cooperation with Foshan Construction & Development Group Co., Ltd

2022年8月，中國聯塑與佛山市建設發展集團有限公司簽訂戰略合作協議，雙方具有高度業務契合度，就建材產品、原材料採購，新能源、綠色建築等開展全面合作，形成經營、管理、數據化、生產、產品等方面的全面戰略合作關係。

In August 2022, China Lesso signed a strategic cooperation agreement with Foshan Construction & Development Group Co., Ltd. With high degree of business fit, the two parties would make comprehensive cooperation in fields such as building materials products, raw material procurement, new energy, green building, etc., and form a comprehensive strategic partnership in operation, management, data, production, products, etc.



參與行業交流 Participating in Industry Exchanges

本集團積極參加政府、協會、行業組織的宣講會、專題論壇、展會等溝通交流活動，不斷提高技術水平，提升行業知名度。2022年，本集團參與光伏展、中國木門技術聯盟論壇、中國設施農業產業大會、中國進出口商品交易會等活動，並舉辦開發者大會，共同推動行業可持續發展。

The Group actively participates in information sessions, special forums, exhibitions and other communication activities held by governments, associations and industry organizations, with an aim to continuously improve the technical level and enhance its popularity in the industry. In 2022, the Group participated in various activities, such as Photovoltaic Exhibition & Conference, China Wooden Doors Technology Alliance Forum, China Facility Agriculture Industry Conference, and China Import and Export Fair, and held a developer conference to jointly promote the sustainable development of the industry.

舉辦第四屆開發者大會 Holding the 4th developer conference

2022年11月，中國聯塑舉辦第四屆開發者大會，主題為「夯實技術 韌性成長 助力創新」，旨在為IT技術開發者搭建交流學習的平台，構建更廣泛的技術生態環境。本屆大會邀請二十多家企業的首席信息官，以及本集團領導、員工等250人參與，進一步推動了本集團向數字化、網絡化、智能化管理邁進。

In November 2022, China Lesso held the 4th Developer Conference with the theme of "strengthening technology, ensuring resilient growth and enabling innovation", aiming to build a platform for IT technology developers to exchange and learn, and build a broader technology ecosystem. The conference invited 250 attendees including chief information officers of more than 20 enterprises and leaders and employees of the Group, further promoting the digital, networked and intelligent management of the Group.





踐行公益 傳遞愛心溫度

Practicing Charity and Spreading Love

中國聯塑秉承責任與擔當的精神，建立《慈善公益項目管理辦法》，倡導在經營發展過程中積極回饋社會，主動參與社會公益慈善活動，發揮自身在社會影響力，積極促進當地經濟發展、開展鄉村振興、公益慈善、社區關愛等活動，促進企業與社會的良性互動，實現與社區和諧共融、共同發展。

With the spirit of responsibilities and obligations, China Lesso has formulated the *Management Measures for Charitable Public Welfare Projects* to advocate actively giving back to the society in the process of operation and development. We actively participate in social public welfare and charity activities, exert our social influence, actively promote the local economic development, carry out rural revitalization, public welfare and charity, community care and other activities, and promote the positive interactions between enterprises and society, in order to achieve harmonious integration and common development with the community.

關鍵績效 KPIs

- 對外捐贈**775**萬元
External donations of RMB**7.75** million
- 員工志願服務達**178**小時
Up to **178** hours spent on voluntary services by our employees
- 員工參與志願活動**67**次
Participation in volunteer activities by employees:
67 times



助力鄉村振興 Supporting Rural Revitalization

中國聯塑始終牢記企業擔當，主動履行企業社會責任，積極回應國家鄉村振興戰略，在促進民生保供、促進鄉村教育等領域開展公益活動，深入鄉村開展管網改造等工作，助力鄉村振興發展。2022年，我們向龍江中學捐贈200萬元用於塑料跑道建設；廣東聯塑科技實業有限公司向劍河縣紅十字會捐贈20萬元用於南明中學教學樓改建項目，為振興鄉村教育事業貢獻力量。

Bearing in mind its corporate responsibilities, China Lesso takes the initiative to fulfill its corporate social responsibilities, and actively responds to the national rural revitalization strategy. We launch public welfare activities in areas such as promoting the guarantee of supply for people's livelihood and rural education, and carry out pipe network renovation in rural areas, with an aim to support the rural revitalization and development. In 2022, we donated RMB2 million to Longjiang Middle School for the construction of plastic track. Guangdong Liansu Technology Industrial Co., Ltd. donated RMB200,000 to Red Cross Society of Jianhe for the classroom building reconstruction project of Nanming Middle School, contributing to the revitalization of rural education.

陽春市永寧鎮長坑村飲用水管網更新工程 Drinking water pipe network renovation project for Changkeng Village, Yongning Town, Yangchun City

中國聯塑心系中國農村振興事業，重點關注城市及農村的給排水管網建設。長坑村位於陽春市中部的群山當中，陳舊老化的飲用水管網威脅到了當地居民的飲用水安全。於2022年1月14日，中國聯塑助力陽春市永寧鎮長坑村的飲用水管網更新工程，為當地送去一批價值兩萬多元的管材管件，幫助當地解決管網老化帶來的飲用水安全問題。



China Lesso is committed to supporting the rural revitalization of China, focusing on the construction of water supply and drainage networks in urban and rural areas. In Changkeng village, which was located in the mountains in central Yangchun City, residents were threatened by the aging drinking water network. On 14 January 2022, China Lesso contributed to the drinking water pipe network renovation project of Changkeng Village, Yongning Town, Yangchun City, and sent a batch of pipe fittings worth more than RMB20,000 to the local people to help solve the drinking water safety problem caused by the aging local pipe network.

河源市和平縣上陵鎮豐溪村供水管網項目 Water supply pipe network project of Fengxi Village, Shangling Town, Heping County, Heyuan City

2022年，中國聯塑為河源市和平縣上陵鎮豐溪村委會蘇屋村供水管網項目捐贈價值2萬多元的PVC管材和管件，幫助全村160多人解決飲用水問題。

In 2022, China Lesso donated PVC pipes and pipe fittings worth more than RMB20,000 for the water supply pipe network project of Suwu Village, Fengxi Village Committee, Shangling Town, Heping County, Heyuan City, helping more than 160 people in the village solve the drinking water problems.



淮陽區安嶺鎮張莊村莊道路改造工程 Road reconstruction project of Zhangzhuang Village, Anling Town, Huaiyang District

我們關注週邊農村貧困人群，在力所能及的範圍內參與精準扶貧活動，實現企業回報社會的義務。2022年1月19日，河南聯塑在淮陽區安嶺鎮張莊開展捐贈活動，捐贈現金兩萬元支持村莊道路亮化升級改造工程，為困難群眾帶去企業關懷。



We care about the poor in neighboring rural areas, and take part in targeted poverty alleviation activities to the best of our ability to fulfill the obligation of enterprises to give back to society. On 19 January 2022, Lesso Henan conducted a donation in Zhangzhuang, Anling Town, Huaiyang District, donating RMB20,000 in cash to support the village road upgrade and reconstruction project, bringing our care to the poor people.

雲南聯塑開展愛心捐贈 Lesso Yunnan made charity donation

多年來，雲南聯塑在穩健發展的同時，積極履行企業社會責任，關愛當地社區的發展。2022年，雲南聯塑為大莊小學、大莊中學等8所學校以及趙官村委會、三街村委會、居家養老日照中心捐贈現金及物資共計104,140元。



Over the years, while developing steadily, Yunnan Lesso has actively fulfilled its corporate social responsibility and cared for the development of local communities. In 2022, Lesso Yunnan donated cash and materials totaling RMB104,140 to eight schools, including Dazhuang Primary School and Dazhuang Middle School, as well as Zhaoguan Village Committee, Sanjie Village Committee and Home-based Elder Care Center of Rizhao.

開展安心幫扶

Offering Targeted Support and Assistance

中國聯塑心系社區，深入了解社區發展中存在的問題，開展一系列公益活動及志願服務，切實提升當地居民的生活質量，攜手社區共同發展。

China Lesso cares about communities. Deeply understanding the problems existing in the community development, we carry out a series of public welfare activities and voluntary services to effectively improve the life quality of local residents and work together with the community for common development.

西溪社區開展 2022「美好生活」重陽節主題敬老活動 Xixi Community launched 2022 "Better Life" themed activities for the Double Ninth Festival to respect the elder

2022年9月30日，西溪2022「美好生活」重陽節主題敬老活動在西溪居委會舉行。廣東聯塑向西溪社區大社、凌巷、黃巷等13個村共812位老人每人發放600元重陽節慰問金，共發放48.72萬元。該活動獲得廣泛稱讚，並獲得由西溪社區黨委會頒發的「關愛老人，情暖人間」牌匾。



On 30 September 2022, Xixi 2022 "Better Life" themed activity for the Double Ninth Festival, which was designed to respect the elder, was held by Xixi Neighborhood Committee. Guangdong Liansu distributed RMB600 to each of 812 elderly people in 13 villages in Xixi Community, including Dashe Village, Lingxiang Village and Huangxiang Village, for the Double Ninth Festival. A total of RMB487,200 was distributed. Guangdong Liansu was widely praised for the activity and awarded a plaque of "Caring for the Elder Warming the World" by Xixi Community Party Committee.

鶴山聯塑慰問桃源鎮高速口便民服務點、敬老院和衛生院 Heshan Lesso visited the convenience service station at the highway entrance, nursing home and health center in Taoyuan Town

2022年4月15日，鶴山聯塑代表慰問桃源鎮高速口便民服務點、敬老院和衛生院，慰問隊將清涼飲料、食品等物資送到便民服務點，感謝一線工作人員為疫情防控所作的貢獻。



On 15 April 2022, representatives of Heshan Lesso visited the convenience service station at the highway entrance, nursing home and health center in Taoyuan Town. The team delivered cool drinks, food and other supplies to the convenience service station and thanked the front-line staff for their contributions to the pandemic prevention and control.

助力疫情防控

Helping with the Pandemic Prevention and Control

自新冠疫情爆發以來，中國聯塑在嚴格遵守防疫要求、保障生產的同時，也秉持著社會關懷精神落實社會責任，以捐款捐物等方式，奉獻企業的愛心。

Since the outbreak of COVID-19, China Lesso has not only strictly complied with the requirements of the pandemic prevention and production, but also fulfilled its social responsibility in the spirit of social concern and donated money and materials to show our love.

香港方艙醫院建設支援工程 Supporting the construction of Hong Kong Makeshift Hospital

2022年3月，香港爆發第五波新冠疫情，中國聯塑緊急承建中央援港社區隔離及治療設施（方艙醫院），大力支持抗疫工程，捐贈價值155萬餘元的PE管材及配件，為香港方艙醫院建設營運作出重大貢獻。



In March 2022, when the fifth wave of COVID-19 broke out in Hong Kong, China Lesso undertook the construction of the community isolation and treatment facilities (makeshift hospitals) for the central support to Hong Kong, providing strong support for the pandemic prevention project. In addition, we donated PE pipes and accessories worth more than RMB1.55 million, making a significant contribution to the construction and operation of Hong Kong makeshift hospitals.

蘭州防疫物資捐贈工作 Donation of pandemic prevention materials for Lanzhou

2022年7月，蘭州爆發新冠疫情以來第四波疫情，突如其來的疫情導致疫情嚴重的臨夏州東鄉、廣河縣域防疫物資短缺。陝西聯塑響應政府動員捐贈防疫物資的號召，立即組織物資，向東鄉縣、廣河縣，捐贈太陽傘、帳篷各100套。



In July 2022, the fourth wave of COVID-19 broke out in Lanzhou. The sudden outbreak caused a shortage of pandemic prevention supplies in Dongxiang County and Guanghe County of Linxia Prefecture, which were hit hard by the pandemic. In response to the government's call for donations of pandemic prevention supplies, Lesso Shaanxi immediately organized supplies and donated 100 sets of sun umbrellas and tents to each of Dongxiang County and Guanghe County.

未來展望 Outlook

儘管外部環境仍然複雜嚴峻，新冠疫情反覆延宕，全球經濟復蘇進程壓力重重，但我們相信可持續發展仍是未來全球經濟社會發展的主旋律。中國聯塑將牢牢把握這一發展趨勢，抓住「十四五」期間高質量發展的戰略機遇，在新品牌戰略的指引下穩步發展，提升業務多元發展的競爭力，打造健康美好的生活空間。

我們將持續遵循監管機構相關指引要求，響應利益相關方關注的各項重要性議題，充分發揮董事會的 ESG 領導作用，完善 ESG 各項議題的管理機制和政策，將重要 ESG 議題全面融入本集團營運管理中。我們將加大創新研發投入，以多元、優質、綠色的產品組合，為城市與鄉村建設美麗

生活空間貢獻力量。我們將繼續踐行低碳、綠色製造，全面打造智能制造體系，不斷推動環保節能設備的使用、升級和更新，積極管理氣候風險。我們將始終秉持「以人為本」的理念，打造一支富有活力的人才梯隊，建設和諧的職場工作環境。我們積極與合作夥伴攜手，打造可持續供應鏈，共同推動行業發展與進步，並將持續履行企業社會責任，將發展成果回饋社會，積極落實企業的公益慈善理念，開展多樣性的慈善公益活動。

草木蔓發，春山可望。新的一年，中國聯塑將以更加堅定的信心、更加堅實的腳步，戮力同心，拼搏進取，攜手各利益相關方共同邁向更可持續的未來。

In a persistently complex and challenging external environment where the COVID-19 pandemic has been continuously recurred and the global economic recovery is under pressure, we believe that sustainable development will remain the mainstream of global economic and social development in the future. In tune with this development trend, China Lesso will capture the strategic opportunity for high-quality development during the 14th Five-Year Plan period, go to all lengths to develop steadily under the guidance of the new branding strategy, and sharpen the competitive edge of diversified business development to create a healthy and scenic living space.

In continued compliance with the requirements of the relevant guidelines of the regulatory authorities and in response to the various important issues that stakeholders are highly concerned with, we will put the leadership role of the Board in ESG into full play, improve the management mechanism and policies on various ESG issues, and fully integrate important ESG issues into the operation and management of the Group. We will increase our investment in innovation and R&D, and go all out to do our part in the construction

of beautiful living spaces in cities and villages with our diversified, high-quality and green product mix. We will insist on practicing low-carbon and green manufacturing to build a comprehensive smart manufacturing system, continuously promote the use, upgrade and renewal of environmental protection and energy-saving equipment, and take the initiative to manage climate risks. We will always uphold the concept of "people-oriented" to build a dynamic team of talent and a harmonious work environment. We actively team up with our partners to build a sustainable supply chain and jointly promote the development and progress of the industry. And we will persist in fulfilling our corporate social responsibility, return our development gains to the community, proactively follow our corporate philanthropic philosophy by carrying out a variety of charitable activities.

The flourishing grass and trees likely promise a mountain with the tinges of spring. China Lesso will work at full stretch with more confidence and more solid efforts to strive forward and make progress, and move towards a more sustainable future by making joint endeavors with all stakeholders.

ESG 指引索引

ESG Guideline Index

環境 Environment			
層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
A1: 排放物 A1: Emissions	一般披露 General Disclosure	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： a) 政策；及 b) 遵守對發行人 有重大影響的相關法律及規例的資料。 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	堅持綠色運營 Committed to Green Operation 應對氣候變化 Tackling of Climate Change
	A1.1	排放物種類及相關排放數據。 The types of emissions and respective emission data.	三廢管理 Waste Management
	A1.2	直接（範圍 1）及能源間接（範圍 2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	減緩氣候變化 Climate Change Mitigation
	A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	三廢管理 Waste Management
	A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	三廢管理 Waste Management
	A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emissions target(s) set and steps taken to achieve them.	踐行綠色目標 Practicing Green Goals 三廢管理 Waste Management
	A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	踐行綠色目標 Practicing Green Goals 三廢管理 Waste Management

層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
A2: 資源使用 A2: Use of Resources	一般披露 General Disclosure	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	優化資源利用 Optimizing Resource Utilization
	A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時間計算）及密度（如以每產量單位、每項設施計算）。 Direct and/or indirect total energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	減緩氣候變化 Climate Change Mitigation
	A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。 Water consumption and intensity (e.g. per unit of production volume, per facility).	打造循環經濟 Building a Circular Economy
	A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。 Description of energy use efficiency target(s) set and steps taken to achieve them.	踐行綠色目標 Practicing Green Goals 減緩氣候變化 Climate Change Mitigation
	A2.4	描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and the steps taken to achieve them.	踐行綠色目標 Practicing Green Goals 打造循環經濟 Building a Circular Economy
A2.5	制成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	打造循環經濟 Building a Circular Economy	
A3: 環境及天然資源 A3: Environment and Natural Resources	一般披露 General Disclosure	減低發行人對環境及天然資源造成重大影響的政策。 Policies on minimising the issuer's significant impacts on the environment and natural resources.	優化資源利用 Optimizing Resource Utilization
	A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	優化資源利用 Optimizing Resource Utilization
A4: 氣候變化 A4: Climate Change	一般披露 General Disclosure	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	應對氣候變化 Tackling of Climate Change
	A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。 Description of significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	應對氣候變化 Tackling of Climate Change

社會 Society			
層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
B1: 僱傭 B1: Employment	一般披露 General Disclosure	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的資料。 a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	保障員工權益 Safeguarding the Rights and Interests of Employees
	B1.1	按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	2022 年本集團員工構成 Employee Structure of the Group in 2022
	B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover by gender, age group and geographical region.	2022 年本集團員工流失比率 Employee Turnover of the Group in 2022
B2: 健康與安全 B2: Health and Safety	一般披露 General Disclosure	有關提供安全工作環境及保障僱員避免職業性危害的資料。 a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	關愛員工健康 Caring about Employee Health
	B2.1	過去三年（包含匯報年度）每年因工亡故的人數及比率。 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2020-2022 年本集團工傷及損失工作日數 Work Injuries and Lost Days Due to Work Injuries from 2020 to 2022
	B2.2	因工傷損失工作日數。 Lost days due to work injury.	2020-2022 年本集團工傷及損失工作日數 Work Injuries and Lost Days Due to Work Injuries from 2020 to 2022
	B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	關愛員工健康 Caring about Employee Health
B3: 發展及培訓 B3: Development and Training	一般披露 General Disclosure	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	賦能員工成長 Empowering Employee Growth

層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
B3: 發展及培訓 B3: Development and Training	B3.1	按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	員工參與培訓人次 Number of Employees participating in Training
	B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。 The average training hours completed per employee by gender and employee category.	員工參與培訓平均時長 Average Employee Training Hour Spent
B4: 勞工準則 B4: Labour Standards	一般披露 General Disclosure	有關防止童工或強制勞工的資料。 a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	堅持平等僱傭 Insisting on Equal Employment
	B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。 Description of measures to review employment practices to avoid child and forced labor.	堅持平等僱傭 Insisting on Equal Employment
	B4.2	描述在發現違規情況時消除有關情況所採取的步驟。 Descriptions of steps taken to eliminate such practices when discovered.	堅持平等僱傭 Insisting on Equal Employment
	一般披露 General Disclosure	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	構建可持續供應鏈 Building a Sustainable Supply Chain
B5: 供應鏈管理 B5: Supply Chain Management	B5.1	按地區劃分的供應商數目。 Number of suppliers by geographical region.	構建可持續供應鏈 Building a Sustainable Supply Chain
	B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	構建可持續供應鏈 Building a Sustainable Supply Chain
	B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	構建可持續供應鏈 Building a Sustainable Supply Chain
	B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	構建可持續供應鏈 Building a Sustainable Supply Chain

層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
B6: 產品責任 B6: Product Responsibility	一般披露 General Disclosure	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	嚴控產品質量 Controlling Product Quality Strictly 提升客戶體驗 Improving Customer Experience
	B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	嚴控產品質量 Controlling Product Quality Strictly
	B6.2	接獲關於產品及服務的投訴數目以及應對方法。 Number of products and service related complaints received and how they are dealt with.	提升客戶體驗 Improving Customer Experience
	B6.3	描述與維護及保障知識產權有關的慣例。 Description of practices relating to observing and protecting intellectual property rights.	知識產權保護 Intellectual Property Protection
	B6.4	描述質量檢定過程及產品回收程序。 Description of quality assurance process and recall procedures.	產品召回機制 Product Recall Mechanism
	B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	保護客戶信息 Protection of Customer Information
B7: 反貪污 B7: Anticorruption	一般披露 General Disclosure	有關防止賄賂、勒索、欺詐及洗黑錢的： a) 政策；及 b) 遵守對發行人有重大影響的相關法律及規例的資料。 Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	反腐敗與反舞弊 Anti-Corruption and Anti-Fraud Campaigns
	B7.1	於匯報期內對發行人或其雇員提出並已審結的貪污訴訟案件的數目及訴訟結果。 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	反腐敗與反舞弊 Anti-Corruption and Anti-Fraud Campaigns
	B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	反腐敗與反舞弊 Anti-Corruption and Anti-Fraud Campaigns

層面 Aspect	指標編號 Indicator No.	指標內容 Content	所在報告位置 Location in the Report
B7: 反貪污 B7: Anticorruption	B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and staff.	反腐敗與反舞弊 Anti-Corruption and Anti-Fraud Campaigns
B8: 社區投資 B8: Community Investment	一般披露 General Disclosure	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	踐行公益 傳遞愛心溫度 Practicing Charity and Spreading Love
	B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。 Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	踐行公益 傳遞愛心溫度 Practicing Charity and Spreading Love
	B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus area.	踐行公益 傳遞愛心溫度 Practicing Charity and Spreading Love

責任榮譽

Responsibility Honors

環保榮譽 Honors Won for Environmental Efforts		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
廣東華清生態環境有限公司 Guangdong Huaqing Ecological Environment Co., Ltd.	廣東省優秀環境檢測實驗室 Guangdong Province Excellent Environmental Testing Laboratory	廣東省環境監測協會 Guangdong Association of Environmental Monitoring
廣東華清生態環境有限公司 Guangdong Huaqing Ecological Environment Co., Ltd.	廣東省環保技術諮詢服務能力評價證書乙級 Guangdong Province Environmental Protection Technical Consulting Services Certificate of Competence Evaluation with Level B	廣東省環境保護產業協會 Guangdong Association of Environmental Protection Industry
廣東華清生態環境有限公司 Guangdong Huaqing Ecological Environment Co., Ltd.	廣州市黃埔區「綠+」企業 Guangzhou Huangpu District "Green+" Enterprise	廣州開發區金融工作局 Guangzhou Development District Financial Work Bureau
廣東領和複合材料有限公司 Guangdong Linghe Composite Material Co., Ltd.	入選「十四五」裝配式建築適用綠色低碳產品、技術推薦目錄 Selected for the "14th Five-Year Plan" Catalogue of Green and Low-carbon Products and Technologies Recommended for Prefabricated Buildings	中國建材工業經濟研究會裝配式建築和綠色發展分會 Prefabricated Building and Green Development Branch of China Society of Building Materials Industry Economy
湖南聯塑科技實業有限公司 Hunan Lesso Technology Industrial Co., Ltd.	全國綠色建材下鄉活動（湖南站）參與企業 Enterprise Participating in the National Green Building Materials to the Countryside Activities (Hunan Station)	湖南省工業和資訊化廳 Industry and Information Technology Department of Hunan Province
聯塑科技發展（貴陽）有限公司 Lesso Technology Development (Guiyang) Co., Ltd.	貴州省節能減排示範單位 Model Unit of Energy Conservation and Emission Reduction of Guizhou Province	貴州省企業聯合會、貴州省企業家協會 Guizhou Provincial Enterprise Confederation, Guizhou Provincial Enterprise Directors Association
安全榮譽 Safety-related Honors		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
聯塑市政管道（河北）有限公司 Lesso Municipal Pipe (Hebei) Co., Ltd.	滄州市職業健康企業 Cangzhou Occupational Health Enterprise	滄州市衛生健康委員會 Cangzhou Health Commission
聯塑市政管道（河北）有限公司 Lesso Municipal Pipe (Hebei) Co., Ltd.	任丘市職業健康企業 Renqiu Occupational Health Enterprise	任丘市衛生健康局 Renqiu Health Bureau
南京聯塑科技實業有限公司 Nanjing Lesso Technology Industrial Co., Ltd.	安全生產標準化三級企業 Three-level Enterprise for Safety Production Standardization	南京市溧水區應急管理局 Emergency Management Bureau, Lishui District, Nanjing

產品質量 Product Quality		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國產品和服務質量誠信示範企業 National Product and Service Quality Integrity Model Enterprise	中國質量認證中心 China Quality Certification Center
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國產品和服務質量誠信領先品牌 National Product and Service Quality Integrity Leading Brand	中國質量認證中心 China Quality Certification Center
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國質量檢驗信譽保障產品 National Quality Inspection Reputational Guarantee Product	中國質量認證中心 China Quality Certification Center
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	LESSO 聯塑卓越質量品牌 LESSO Outstanding Quality Brand	廣東卓越質量品牌研究院 Guangdong Institute of Excellent Quality and Brand
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	廣東省質量檢驗協會理事單位 Member of Guangdong Association of Quality Inspection	廣東省質量檢驗協會 Guangdong Association of Quality Inspection
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國質量檢驗穩定合格產品 National Quality Inspection Stable Qualified Products	中國質量檢驗協會 China Association for Quality Inspection
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國質量檢驗信譽保障產品 National Quality Inspection Reputational Guaranteed Product	中國質量檢驗協會 China Association for Quality Inspection
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國產品和服務質量誠信品牌 National Integrity Brand for good product and service quality	中國質量檢驗協會 China Association for Quality Inspection
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	質量信用 AAA 示範企業 AAA Quality Credit Model Enterprise	中國質量認證發展委員會、全國品牌評價中心 China Quality Certification Development Committee, National Brand Evaluation Center
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	全國質量誠信標杆企業 Enterprise Meeting National Quality Standards of Integrity	中國質量檢驗協會 China Association for Quality Inspection
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	中國質量檢驗協會團體會員單位 Group member of China Association for Quality	中國質量檢驗協會 China Association for Quality Inspection
湖南聯塑科技實業有限公司 Hunan Lesso Technology Industrial Co., Ltd.	質量效益型企業 Quality and Benefit Oriented Enterprise	寧鄉工業企業協會 Ningxiang Association of Industrial Enterprises

社會榮譽 Social Honors		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
長春聯塑實業有限公司 Changchun Lesso Industrial Co., Ltd.	AAA 企業信用等級證書 AAA Corporate Credit Level Certificate	吉林省重諾信用認證中心 Jilin Province Zhongnuo Credit Certification Center
長春聯塑實業有限公司 Changchun Lesso Industrial Co., Ltd.	吉林省守合同重信用證書 Jilin Province Certificate for Honoring Contracts and Being Trustworthy	吉林省重諾信用認證中心 Jilin Province Zhongnuo Credit Certification Center
長春聯塑實業有限公司 Changchun Lesso Industrial Co., Ltd.	吉林省誠信法人證書 Jilin Province Integrity Legal Person Certificate	吉林省重諾信用認證中心 Jilin Province Zhongnuo Credit Certification Center
長春聯塑實業有限公司 Changchun Lesso Industrial Co., Ltd.	吉林省消費者可信賴企業證書 Jilin Province Consumer Trusted Enterprise Certificate	吉林省重諾信用認證中心 Jilin Province Zhongnuo Credit Certification Center
廣東華清生態環境有限公司 Guangdong Huaqing Ecological Environment Co., Ltd.	廣東環保產業協會企業信用 AA 級證書 Guangdong Environmental Protection Industrial Association AA Corporate Credit Level Certificate	廣東省環境保護產業協會 Guangdong Association of Environmental Protection Industry
廣東領和複合材料有限公司 Guangdong Linghe Composite Material Co., Ltd.	鶴山慈善銅鶴獎 Heshan Charity Bronze Crane Award	鶴山市慈善活動指揮部 Command Office for Charity Activities of Heshan City
廣東聯塑安防科技有限公司 Guangdong Lesso Safety & Fire Protection Technology Co., Ltd.	納稅大戶 Substantial Taxpayer	鶴山工業城管理委員會 / 鶴山市共和鎮人民政府 Heshan Industrial City Management Committee / People's Government of Gonghe Town, Heshan City
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	聯塑有愛 春暖萬家 Liansu Extends Care and Support to the Public	佛山市順德區龍江慈善會 Longjiang Charity Association, Shunde District, Foshan
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	塑料管道優質服務獎 -2022 年度 Plastic Pipe High Quality Service Award - 2022	中國採購與招標網、中國名企排行網 China Procurement and Tender Website (www.chinabidding.com.cn), China Famous Enterprises Ranking Website (www.paihang360.com)
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	中國建築金屬結構協會管道委員會副主任委員單位 Deputy Director Unit of Pipe Committee of China Construction Metal Structure Association	中國建築金屬結構協會管道委員會 Pipe Committee of China Construction Metal Structure Association
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	塑料管道優質服務獎 -2022 年度 Liansu Pipe High Quality Service Award-2022	中國採購與招標網、中國名企排行網 China Procurement and Tender Website (www.chinabidding.com.cn), China Famous Enterprises Ranking Website (www.paihang360.com)
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	順德納稅 100 強 -2022 年度 Shunde Top 100 Tax Payers -2022	中共佛山市順德區委員會、佛山市順德區人民政府 Shunde District Party Committee, Foshan, Shunde District People's Government, Foshan

社會榮譽 Social Honors		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	順德正能量傳播致敬單位 Shunde Respectable Unit for Positive Energy Communication	中共佛山市順德區委宣傳部、佛山市順德區精神文明建設委員會辦公室 Shunde Publicity Department of District Party Committee, Foshan, Shunde District Civilization Development Committee Office, Foshan
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	尊師重教、先進個人 Advanced Individual for Respecting Teachers and Valuing Teaching	順德區教育局、順德教育基金會 Education Bureau of Shunde District, Shunde Education Foundation
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	關愛老人、情暖人間 Care and Support for the elderly and the public	佛山市順德區龍江鎮西溪社區居民委員會 Xixi Community Resident Committee, Longjiang Town, Shunde District, Foshan
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	捐贈支持「順家協杯」龍江鎮首屆龍 BA 慈善籃球賽 Donation to support the "Shunde Furniture Industry Association Cup" Long Jiang Town's first Long BA Basketball Tournament for Charity	佛山市順德區龍江慈善會 Longjiang Charity Association, Shunde District, Foshan
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	「順家協杯」龍江鎮首屆龍 BA 慈善籃球賽 - 特別貢獻獎 "The first Long Jiang Town Long BA Basketball" Tournament for Charity - Special Contribution Award	龍江鎮宣傳文體旅遊辦公室 Office of Publicity, Culture, Sports and Tourism, Longjiang Town
廣東聯塑科技實業有限公司 Guangdong Liansu Technology Industrial Co., Ltd.	尊師重教先進單位 Advanced Unit for Respecting Teachers and Valuing Teaching	花 YOUNG 成長嘉年華暨龍江鎮第 26 屆獎教獎學頒獎晚會 Flower Young Growth Carnival & Long Jiang Town's 26th Gala Awards for Teachers and Students
廣東聯塑閥門有限公司 Guangdong Liansu Valve Co., Ltd.	納稅信用 A 級榮譽證書 Taxpaying Credit Grade A Certificate of Merit	國家稅務總局雲浮市稅務局 Yunfu Tax Service, State Taxation Administration
湖南華清檢測技術有限公司 Hunan Huaqing Testing Technology Co.,Ltd.	長沙市守合同重信用企業 Enterprise Honoring Contracts and Being Trustworthy of Changsha City	長沙市守合同重信用企業協會 Changsha City for Enterprises of Observing Contract & Valuing Credit
湖南華清檢測技術有限公司 Hunan Huaqing Testing Technology Co.,Ltd.	湖南省守合同重信用企業 Enterprise Keeping Promise and Honoring Contracts, Hunan Province	湖南省守合同重信用企業協會 Hunan Association of Enterprises Keeping Promise and Honoring Contracts
湖南華清檢測技術有限公司 Hunan Huaqing Testing Technology Co.,Ltd.	AAA 級企業信用等級證書 2022 年 AAA Corporate Credit Level Certificate of 2022	湖南華夏標準信用管理有限公司 Hunan Sino Standard Credit Management Co., Ltd.
湖南聯塑科技實業有限公司 Hunan Lesso Technology Industrial Co., Ltd.	長沙市守合同重信用企業 Enterprise Honoring Contracts and Credit Publicity of Changsha City	長沙市守合同重信用企業協會 Changsha City for Enterprises of Observing Contract & Valuing Credit

社會榮譽 Social Honors		
公司名稱 Company name	2022 年所獲榮譽 Honors obtained in 2022	頒獎單位 Presented by
湖南聯塑科技實業有限公司 Hunan Lesso Technology Industrial Co., Ltd.	湖南省守合同重信用企業 Enterprise Honoring Contracts and Being Trustworthy, Hunan Province	湖南省守合同重信用企業協會 Hunan Association of Enterprises Keeping Promise and Honoring Contracts
湖南聯塑科技實業有限公司 Hunan Lesso Technology Industrial Co., Ltd.	誠信企業 Integrity Enterprise	甯鄉市優化營商環境工作領導小組辦公室 Office of the Leading Group for Optimizing Business Environment in Ningxiang City
聯塑科技發展（貴陽）有限公司 Lesso Technology Development (Guiyang) Co., Ltd.	貴州省履行社會責任五星級企業 Five-star Enterprise for Fulfilling Social Responsibility in Guizhou Province	清鎮市紅十字會 Red Cross Society of Qingzhen City
聯塑科技發展（貴陽）有限公司 Lesso Technology Development (Guiyang) Co., Ltd.	企業信用評價 AAA 級信用企業 Enterprise Credit Rating Grade AAA Enterprise	貴州省企業聯合會、貴州省企業家協會 Guizhou Provincial Enterprise Confederation, Guizhou Provincial Enterprise Directors Association
南京聯塑科技實業有限公司 Nanjing Lesso Technology Industrial Co., Ltd.	南京市 AAA 級信用管理企業 Nanjing AAA Level Credit Management Enterprise	南京市企業信用管理協會 Nanjing Enterprise Credit Management Association
南京聯塑科技實業有限公司 Nanjing Lesso Technology Industrial Co., Ltd.	守合同重信用企業 Enterprise Honoring Contracts and Being Trustworthy	南京市企業信用管理協會 Nanjing Enterprise Credit Management Association
南京聯塑科技實業有限公司 Nanjing Lesso Technology Industrial Co., Ltd.	2022 年江蘇省優秀勞動關係和諧企業 Jiangsu Province Excellent Enterprise with Harmonious Labour Relations in 2022	江蘇省協調勞動關係三方委員會 Jiangsu Province Tripartite Committee for Coordination of Labour Relations
四川聯塑科技實業有限公司 Sichuan Lesso Technology Industrial Co., Ltd.	德陽市關心下一代工作優秀集體 Deyang City Outstanding Working Group for caring about next generation	中共德陽市委辦公室、德陽市人民政府辦公室 Deyang Municipal Party Committee Office, Deyang City People's Government Office
四川聯塑科技實業有限公司 Sichuan Lesso Technology Industrial Co., Ltd.	德陽市「守合同、重信用」企業 Deyang City Enterprise "Honoring Contracts and Being Trustworthy"	德陽市人民政府 Deyang City People's Government
雲南聯塑科技發展有限公司 Yunnan Lesso Technology Development Co., Ltd.	玉溪市江川區民族團結進步示範單位 Jiangchuan District Model Unit for National Unity and Progress, Yuxi	玉溪市江川區民族團結創建全民族團結進步示範區領導小組 Jiangchuan District Model Leading Group for the Creation of National Unity and Progress, Yuxi
雲南聯塑科技發展有限公司 Yunnan Lesso Technology Development Co., Ltd.	玉溪市江川區「善行圓夢」貧困大學生資助行動情系學子 愛心企業 Yuxi Jiangchuan District "Support to Help Student Fulfill Dreams" - Financial Assistance for College Students in Need. Enterprise Caring About Students and Philanthropy	玉溪市青少年發展基金會、共青團玉溪市江川區委 Yuxi Youth Development Foundation, Communist Youth League, Yuxi Jiangchuan District Party Committee

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 Employee 員工
 Customer 客戶
 Supplier 供應商
 Distributor 經銷商
 Academic/research institute 學術 / 科研機構
 Peer 同行
 Communities and General Public 社區與公眾
 Welfare Group/NGO 福利團體 / 非政府組織
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 Other (please specify) 其他（請注明）

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	Very good 很好	Good 較好	Acceptable 一般	Poor 較差	Very poor 很差
Structure of the report 報告結構					
Information disclosure 信息披露					
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