



彼岸
PEIPORT

彼岸控股有限公司
Peiport Holdings Ltd.

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 2885

2022

Environmental, social And
Governance Report

環境、社會及管治報告

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Environmental, Social and Governance Report 2022

2022環境、社會及管治報告

ABOUT THE GROUP

Peiport Holdings Ltd. (the “Company”), and its subsidiaries (collectively the “Group”) principally engages in the provision of thermal imaging products and services, self-stabilised imaging products and services, and general aviation products and services in the People’s Republic of China (the “PRC”) and Hong Kong.

Our Vision

Adhering to its vision of sustainability, the Company is dedicated to the principle of self, family, business and society, which generates maximum value for our shareholders as well as balancing interests from the environment and society to promote harmony to different stakeholders.

Aligning with our motto of “Continuous striving; Cultivating self, Harmonious Peiport family; Caring for our staff; Contributing to the society; Creating return for our shareholders”, we will continue to place more emphasis on areas of environmental, social and governance (“ESG”), and encourage every individual, business partners and peer to take part in the implementation of our ESG strategy.

ABOUT THE REPORT

This ESG Report (the “ESG Report”) of the Group serves as a summary of the ESG strategy, policies and achievements. Unless otherwise stated, this ESG Report should be read in conjunction with the 2022 Annual Report of the Company, in particular the Corporate Governance Report contained therein.

關於本集團

彼岸控股有限公司(「本公司」)及其附屬公司(統稱「本集團」)主要從事於中華人民共和國(「中國」)及香港提供熱成像產品及服務、自穩定成像產品及服務，及通用航空產品及服務。

我們的願景

本公司遵循可持續發展理念，致力於促進自我、家庭、企業及社會，為股東創造最大價值，平衡環境與社會的利益，促進不同持份者共融。

秉承「自強不息，修身齊家，關愛員工，回饋社會，回報股東」的宗旨，我們將持續將更多注意力投放於環境、社會及管治(「ESG」)領域，鼓勵每一位個人、商業夥伴及同行參與ESG戰略的實施。

關於本報告

本集團的ESG報告(「ESG報告」)為其ESG戰略、政策及成果的摘要。除另有所指者外，本ESG報告應與本公司的2022年年報，特別是當中所載企業管治報告一併閱覽。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ABOUT THE REPORT (Continued)

關於本報告(續)

Reporting Reference and Reporting Principles

報告參考及報告原則

This ESG Report has been prepared in accordance with the 'comply or explain' provisions of Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") as set out in Appendix 27 under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange"). Information as contained in this ESG Report is derived from the statistics, questionnaires, records and analytical results of the Group. An ESG Reporting Guide Content Index is set out in Appendix I of this ESG Report. The ESG Report is published in English and Chinese. In case of any conflicts between the two versions, the English version shall prevail.

本ESG報告已遵守《香港聯合交易所有限公司(「聯交所」)證券上市規則》附錄27中所載的環境、社會及管治報告指引(「ESG報告指引」)的「不遵守就解釋」條文。本ESG報告所含資料來源於本集團的統計數據、調查問卷、記錄及分析結果。ESG報告指引內容索引載於本ESG報告附錄一。本ESG報告以英文及中文刊載。兩種版本如有衝突，以英文版本為準。

With the aim to offer stakeholders a fair view of the Group's effort in ESG, this ESG Report, in its preparation, strictly adhered to the following principles:

為了向持份者公平反映本集團於ESG方面所作努力，本ESG報告在編製過程中嚴格遵守以下準則：

Materiality 重要性

Quantitative 量化

Materiality was assessed based on the results obtained from stakeholder engagement. The material issues identified were verified by the board (the "Board") of directors (the "Directors") of the Company.

重要性乃根據持份者參與所得結果進行評估。本公司董事(「董事」)會(「董事會」)已核實所識別的重大問題。

We used quantitative methods to measure and disclose applicable key performance indicators ("KPIs"). The methodologies, assumption or calculation have been explained in the corresponding context, where applicable.

我們使用量化方法計量及披露適用的關鍵績效指標(「關鍵績效指標」)。有關方法、假設或計算已於相應內文(如適用)解釋。

Balance 平衡

Consistency 一致性

We disclosed both positive and negative information objectively to ensure an unbiased picture of the Company's ESG performance during the Reporting Period.

我們客觀披露正面及負面信息，以確保不偏不倚地呈報本公司於報告期的ESG表現。

Consistent methodologies are used to prepare and present ESG data provided in the ESG Report. Where applicable, changes to the methods or KPIs used have been explained in the corresponding section.

本ESG報告使用一致的方法編製及呈列ESG數據。在適用情況下，所用方法或關鍵績效指標的變動已於相應章節解釋。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ABOUT THE REPORT (Continued)

Reporting Scope and Extent

All information provided in this ESG Report covers the period from 1 January 2022 to 31 December 2022 (the “Reporting Period”), which is consistent with the financial year of the Company’s 2022 Annual Report. The data set out in this ESG Report cover the major operations of the Group including the subsidiaries with their names and the principal activities listed below:

關於本報告(續)

報告涵蓋時間及範圍

本ESG報告中提供的所有資料的涵蓋期間為2022年1月1日至2022年12月31日(「報告期」)，與本公司2022年年度報告的財政年度一致。本ESG報告所載的數據涵蓋本集團(包括附屬公司，連同其名稱及主要業務)的主要業務列示如下：

Name of subsidiaries

附屬公司名稱

Principal activities

主要業務

Peiport Scientific Aero Limited

彼岸科航有限公司

Provision of (i) thermal imaging products and services; (ii) self-stabilised imaging products and services; and (iii) general aviation products and services
提供(i)熱成像產品及服務；(ii)自穩定成像產品及服務；及(iii)通用航空產品及服務

Peiport Industries Limited

彼岸實業有限公司

Provision of (i) thermal imaging products and services; (ii) self-stabilised imaging products and services; and (iii) general aviation products and services
提供(i)熱成像產品及服務；(ii)自穩定成像產品及服務；及(iii)通用航空產品及服務

Guangzhou Peiport Sijing Optoelectronics System Limited

廣州彼岸思精光電系統有限公司

Provision of (i) thermal imaging products and services; (ii) self-stabilised imaging products and services; and (iii) general aviation products and services
提供(i)熱成像產品及服務；(ii)自穩定成像產品及服務；及(iii)通用航空產品及服務

Beijing Peiport Jingdu Technology Limited

北京彼岸京都科技有限公司

Provision of (i) thermal imaging products and services; (ii) self-stabilised imaging products and services; and (iii) general aviation products and services
提供(i)熱成像產品及服務；(ii)自穩定成像產品及服務；及(iii)通用航空產品及服務

Peiport (Shanghai) Optoelectronics Technology Limited

彼岸(上海)光電科技有限公司

Provision of (i) thermal imaging products and services; (ii) self-stabilised imaging products and services; and (iii) general aviation products and services
提供(i)熱成像產品及服務；(ii)自穩定成像產品及服務；及(iii)通用航空產品及服務

Peiport (Zhuhai) Air Equipment Manufacturing Limited

彼岸(珠海)航空器材製造有限公司

Provision of general aviation products and services

提供通用航空產品及服務

Dr X Academy of Robotics and Coding Hong Kong Limited

智博士機器人與編程(香港)有限公司

Provision of science, technology, engineering, mathematics, coding and robotics education services
提供科學、技術、工程、數學、編程及機械人教育服務

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ABOUT THE REPORT (Continued)

ESG Governance Structure

The Board holds the ultimate responsibility in overseeing the Group's ESG endeavours. The Board reviews the ESG policy and oversees the execution of the Group's ESG strategy and issues, ensuring that the ESG strategy reflect the Company's core values. To assist the Group in managing daily ESG matters, the Group has established an ESG working group (the "ESG Working Group"). The ESG Working Group, comprised of one executive Director, the deputy chief executive officer, the company secretary and financial controller and one senior management, which reports directly to the Board periodically for any ESG improvement area and managing the risks and opportunities of ESG issues. All departments of the Group shall, based on their own functions, take charge of the implementation of ESG work and report ESG performance annually.

關於本報告(續)

ESG 管治架構

董事會於監督本集團的 ESG 工作方面負有最終責任。董事會檢討 ESG 政策並監督本集團 ESG 戰略及事宜的執行，確保 ESG 戰略反映本公司的核心價值。為協助本集團管理日常 ESG 事宜，本集團已成立 ESG 工作小組(「ESG 工作小組」)。ESG 工作小組由一名執行董事、副行政總裁、公司秘書兼財務總監及一名高級管理層成員組成，其直接向董事會定期報告任何 ESG 改善範疇及管理 ESG 事宜的風險及機遇。本集團各部門根據自身職能，負責 ESG 工作的實施，並每年匯報 ESG 表現。



Feedback on this ESG Report

The Group values the opinion of different stakeholders. If you have any questions or suggestions regarding the content or format of the ESG Report, you may submit your feedback to us at: esg@peiport.com.hk.

對本 ESG 報告的反饋

本集團重視不同持份者的意見。如果閣下對本 ESG 報告的內容或格式有任何疑問或建議，閣下可以通過以下電子郵件向我們提交反饋意見：esg@peiport.com.hk。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ABOUT THE REPORT (Continued)

Approval

To the best of its knowledge, this ESG Report addresses all relevant material issues and fairly presents the ESG performance of the Group. This ESG Report was reviewed and approved by the Board.

ESG POLICY

We set the ESG policy of the Company (the “ESG Policy”) which governs our business and operational decisions to consider our economic, environmental and social implications, in addition to ensuring that we fully comply with laws and regulations. Our ESG Policy is being reviewed regularly to ensure the relevance and appropriateness to our business and in order to meet our stakeholders’ expectations. The ESG Policy has been approved by the Board.

The objectives of our ESG Policy are:

- To adhere the highest standards of corporate governance and integrity in our operations;
- To ensure a safe working environment for our people and build a first-class development opportunity to grow with the Group;
- To make meaningful contributions to the communities we serve;
- To promote a green working and operational environment;
- To request our supply chain to comply with our requirements with regard to corporate social sustainability; and
- To continuously improve our sustainability performance.

關於本報告(續)

批准

據其所知，本 ESG 報告闡述了所有相關的重大問題，並公正地介紹了本集團的 ESG 績效。本 ESG 報告已經由董事會審閱及批准。

ESG 政策

我們已制定本公司 ESG 政策(「ESG 政策」)，用於管治我們的業務及營運決策，以考慮我們的經濟、環境和社會影響，同時確保我們完全遵守法律及規例。我們定期審查 ESG 政策，以確保其與我們的業務具有相關性及適當性，並達到持份者的預期。ESG 政策已獲董事會批准。

我們的 ESG 政策的目標是：

- 堅持公司管治及誠信經營的最高標準；
- 確保員工享有安全的工作環境，為員工與本集團一起成長創造一流的發展機遇；
- 為我們服務的社區作出有意義的貢獻；
- 促進綠色工作及營運環境；
- 要求我們的供應鏈滿足公司社會可持續發展方面的要求；以及
- 持續改進我們的可持續發展績效。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

STAKEHOLDER ENGAGEMENT

持份者參與

The Group recognises the responsibility and accountability of all our stakeholders. To understand and address their key concerns, the Group has maintained close communication with its key stakeholders. The Group takes stakeholders' expectations into consideration in formulating its businesses and ESG strategies by utilising various engagement methods and communication channels. Their opinions are reflected to the ESG Report. The following table illustrates the ways we communicate with them:

本集團深知其全體持份者承擔的責任及問責。本集團一直與主要持份者保持密切溝通，以了解及解決其主要關注事項。本集團利用不同參與方式及溝通渠道，在制訂業務及ESG戰略時考慮持份者的預期。本ESG報告反映他們的意見。下表列示與他們溝通的方式：

Stakeholders 持份者	Communication channels 溝通方式
Government/Regulatory bodies 政府／監管機構	<ul style="list-style-type: none"> Annual and interim reports, announcements and circulars 年度及中期報告、公告及通函 Verbal and written communications on a need basis 有需要時口頭及書面溝通
Shareholders/Investors/Media 股東／投資者／媒體	<ul style="list-style-type: none"> Shareholders' meeting and notices 股東會議及通告 Annual and interim reports, announcements and circulars 年度及中期報告、公告及通函 Direct communication via a designated email address 通過指定的電郵地址進行直接通訊 Press releases 新聞稿 Meetings and responses to phone and written enquiries on a need basis 有需要時召開會議並回復電話及書面詢問
Employees 僱員	<ul style="list-style-type: none"> Direct communication 直接溝通 Internal notice and staff trainings 內部通知和員工培訓 Conferences 會議 Employee activities 僱員活動 Questionnaires 調查問卷

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

STAKEHOLDER ENGAGEMENT (Continued)

持份者參與(續)

Stakeholders 持份者	Communication channels 溝通方式
Customers 客戶	<ul style="list-style-type: none"> • Daily communication 日常溝通 • Corporate website 公司網站 • Questionnaires 調查問卷 • Customer meetings 客戶會議 • On-site visits 實地考察 • After sales services 售後服務 • Jobs to customers' satisfaction 滿足客戶要求
Suppliers 供應商	<ul style="list-style-type: none"> • Supplier management system 供應商管理系統 • Regular meetings 定期會議 • On-site visits 實地考察 • Review and assessments 審查及評估 • Questionnaires 調查問卷
Community 社區	<ul style="list-style-type: none"> • Community events 社區活動 • Press releases 新聞稿

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

MATERIALITY MATRIX

During the Reporting Period, we conducted a materiality assessment that included an in-depth interview and a total of 85 surveys with both our internal and external stakeholders. Through this assessment, we can better understand the major concerns of our stakeholders in order to ensure our business development is in line with their expectations and requirements. Based on the result of the materiality assessment, the following materiality matrix reflects the findings of our ESG materiality assessment in 2022:

重要性矩陣

在報告期內，我們進行了重要性評估，包括對我們內部和外部持份者進行一次深入訪談及合共85份調查。通過是次評估，我們可以更好地了解持份者的主要關注點，以確保我們的業務發展符合其期望及要求。基於重要性評估的結果，下列重要性矩陣反映了2022年ESG重要性評估的發現：

		Materiality Matrix 重要性矩陣		
Importance to Stakeholders 對持份者的重要性	High 高			<ul style="list-style-type: none"> Employee Safety and Health 僱員安全及健康 Labor Standards and Labor Relations 勞工準則及勞工關係 Employees' Development and Training 僱員發展及培訓 Business Compliance 業務合規性 Anti-corruption and Whistleblowing 反貪污及舉報 Workforce Diversity and Equal Opportunities 勞動力多元化及平等機會 Product and Service Quality and After Sale Services 產品及服務質素以及售後服務 Customers' Satisfaction 顧客滿意度 Protection of Personal Data and Customer Privacy 保護個人資料及客戶隱私 Employees' Welfare 僱員福利 Environmental Compliance 環境合規性 Protection and Respect for Intellectual Property Rights 保護及尊重知識產權
	Medium 中	<ul style="list-style-type: none"> Communication and Participation with Community 鄰里交流及參與 Use of Water Resources 使用水資源 Offering of Green Product 提供綠色產品 Climate Change Mitigation 減緩氣候變化 	<ul style="list-style-type: none"> Stability of Product Supply 產品供應穩定性 Supply Chain Management 供應鏈管理 Green Office 綠色辦公 Waste Management 廢棄物管理 Greenhouse Gas Emission and Control 溫室氣體排放及控制 Energy Efficiency 能源效益 Social Welfare 社會福利 	
	Low 低			
		Low 低	Medium 中	High 高
		Importance to our Group 對本集團的重要性		

Operation
營運

Environment
環境

Employee
僱員

Community
社區

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

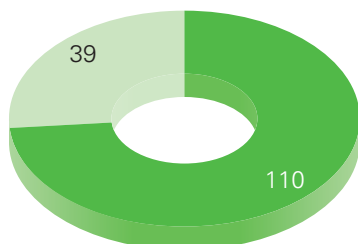
OUR PEOPLE

People are our most valuable asset. As at 31 December 2022, the Group had a total of 149 employees (31 December 2021: 147 employees) (including our executive Directors), which 38 employees (31 December 2021: 32 employees) are from Hong Kong and the remaining 111 employees (31 December 2021: 115 employees) are from the PRC. All of our employees are full time staff. The Board comprised 6 directors of which 67% were male and 33% were female. Excluding our executive Directors, 50% (31 December 2021: 50%) of employees at senior management level were male and 50% (31 December 2021: 50%) were female, in which formed an even distribution by gender at both directors and senior management level. We are firmly committed to gender equality. We also had 57% (31 December 2021: 58%) of employees with an university degree.

我們的員工

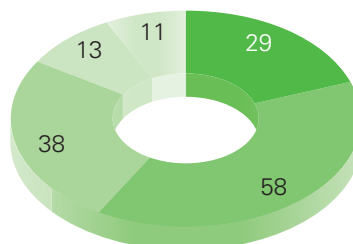
員工為我們最具價值的資產。截至2022年12月31日，本集團共有149名僱員(2021年12月31日：147名僱員)(包括執行董事)，其中38名僱員(2021年12月31日：32名僱員)來自香港地區，其餘111名僱員(2021年12月31日：115名僱員)來自中國。全體僱員均為全職員工。董事會由6名董事組成，其中67%為男性及33%為女性。不包括執行董事，高級管理層僱員中50%(2021年12月31日：50%)為男性及50%(2021年12月31日：50%)為女性，董事及高級管理職位按性別劃分達到平均分配。我們秉持性別平等的原則。同時，我們亦有57%(2021年12月31日：58%)的僱員擁有大學學位。

Total employees by gender
按性別劃分的僱員總數



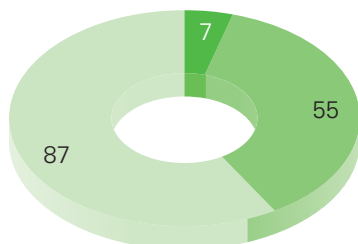
■ Male ■ Female
男性 女性

Total employees by age
按年齡劃分的僱員總數



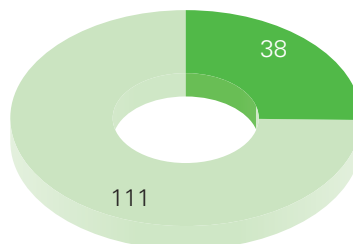
■ 21-30 ■ 31-40 ■ 41-50 ■ 51-60 ■ Over 60
21至30歲 31至40歲 41至50歲 51至60歲 超過60歲

Total employees by category
按類別劃分的僱員總數



■ Senior management ■ Middle management ■ General staff
高級管理層 中級管理層 一般員工

Total employees by geographical location
按地區劃分的僱員總數



■ Hong Kong ■ PRC
香港 中國

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OUR PEOPLE (Continued)

Regarding the recruitment and promotion processes, we always emphasise on equal opportunity and anti-discrimination. Selection and/or promotion criteria have been based solely on the candidates' and/or employees' qualifications, experiences and abilities, regardless of their gender, colour, race, age, religious, sexual orientation or family status. The Group has also established staff handbooks to demonstrate its emphasis on creating an encouraging, fair, safe and healthy working environment.

The number of employees' turnover during the years ended 31 December 2022, 2021 and 2020 is illustrated below:

我們的員工(續)

有關招聘及晉升流程，我們一直強調平等機會及反歧視。選拔及／或晉升標準僅基於候選人及／或僱員的資格、經驗及能力，而不論其性別、膚色、種族、年齡、宗教信仰、性取向或家庭狀況如何。本集團亦已設立員工手冊以表明其重視創造激勵、公平、安全及健康的工作環境。

截至2022年、2021年及2020年12月31日止年度，僱員流失數量列示如下：

Year 年度		2022 2022年	2021 2021年	2020 2020年
Employees turnover by geographical location 按地區劃分的僱員流失	Hong Kong 香港	–	4	–
	PRC 中國	11	7	4
Employees turnover by gender 按性別劃分的僱員流失	Male 男性	8	9	4
	Female 女性	3	2	–
Employees turnover by age group 按年齡組別劃分的僱員流失	21–30 21至30歲	4	5	3
	31–40 31至40歲	5	3	1
	41–50 41至50歲	1	3	–
	Over 60 超過60歲	1	–	–

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OUR PEOPLE (Continued)

During the Reporting Period, the monthly turnover rate of the employees was 0.62% (2021: 0.62%). All our employment contracts are voluntarily entered and strictly comply with the applicable employment laws and regulations and we forbid all types of forced labour. The Group carefully monitors the employee working time and working schedule to ensure they work voluntarily. Also, the Group does not employ any child labour. The human resource department would inspect the identification documents of candidates during the recruitment process to prevent recruiting child labour.

During the Reporting Period, we are not aware of any non-compliance cases in relation to applicable employment laws and regulations, including the Labour Law of the PRC, Labour Contract Law of the PRC, the Provisions on the Prohibition of Using Child Labour of the PRC, and the Employment Ordinance of Hong Kong.

Compensation

We reward our staff based on their performance. We follow our ESG Policy which specifies fair and equal opportunity for all employees. We have performance appraisals annually and adjust the salaries of our employees based on their responsibilities, qualifications, performance, experience and seniority.

Training and Development

We attach great importance to the career development of our employees and continuously invest in them by providing a range of training programs, networking, and learning opportunities. We offer orientation programmes and introductory courses for new employees to familiarise them with the general working culture and basic knowledge of our products, and also on-the-job training for employees to equip them with the updated skill and knowledge relevant to their respective job scope and to enhance their awareness of the relevant regulatory requirements and the latest industry developments.

我們的員工(續)

在報告期內，僱員的月流失率為0.62%（2021年：0.62%）。我們的所有僱傭合約均自願訂立及嚴格遵守適用的僱傭法例及法規，我們亦禁止一切形式的強制工作。本集團謹慎監察僱員工時及工作時間表，確保他們自願工作。同時，本集團並不僱傭任何童工，人力資源部於招聘環節檢查候選人的身份證明文件，嚴禁招聘童工。

於報告期內，我們未發現與適用僱傭法律及規例有關的任何不合規情況，包括中國勞動法、中國勞動合同法、中國禁止使用童工規定及香港僱傭條例。

報酬

我們根據員工的表現提供報酬。我們遵循ESG政策，規定所有僱員的公平及均等機會。我們會每年進行表現評估，並根據僱員的職責、資歷、表現、經驗及年資調整僱員的工資。

培訓及發展

我們高度重視僱員的職業發展，並通過提供一系列培訓計劃、網絡及學習機會持續投資於僱員。我們為新僱員提供入職培訓方案及入門課程，使其熟悉我們的總體工作文化及產品基本知識，並為僱員提供在職培訓，使其具備與各自工作範圍相關的最新技能與知識，並增強其對相關監管要求及最新行業發展的認識。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OUR PEOPLE (Continued)

Training and Development (Continued)

In addition, we also sponsor some of our employees to attend external training courses as needed, such as overseas training courses and mandatory courses designated by our suppliers, to solidify and enhance their technical skills and know-hows, and to provide them with updates with regards to industry quality standards and latest development.

The percentage of employees trained and average training hours completed per employee by gender and employee category during the years ended 31 December 2022, 2021 and 2020 are illustrated below:

我們的員工(續)

培訓及發展(續)

此外，我們亦贊助部分僱員根據需要參加外部培訓課程，如海外培訓課程及供應商指定的必修課程，以鞏固及提高其技能及技藝，並向僱員提供有關行業品質標準及最近發展的最新資訊。

截至2022年、2021年及2020年12月31日止年度，按性別和僱員類別劃分的受訓僱員百分比及每名僱員完成的平均培訓時數列示如下：

Year 年度	Employee category 僱員類別	Gender 性別	2022 2022年		2021 2021年		2020 2020年	
			Percentage of employees trained 受訓僱員百分比	Average training hours 平均培訓時數	Percentage of employees trained 受訓僱員百分比	Average training hours 平均培訓時數	Percentage of employees trained 受訓僱員百分比	Average training hours 平均培訓時數
Senior management 高級管理層	Male 男性	Female 女性	2.68%	21	2.72%	21	2.72%	26
		Male 男性	2.01%	25	2.04%	33	2.04%	19
Middle management 中級管理層	Male 男性	Female 女性	24.16%	18	23.13%	15	41.5%	18
		Male 男性	8.72%	22	10.88%	26	9.52%	20
General staff 普通員工	Male 男性	Female 女性	40.94%	14	40.14%	11	25.17%	10
		Female 女性	9.40%	21	11.56%	29	10.20%	29

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OUR PEOPLE (Continued)

Caring for Employee Well-being

We place great emphasis on our employees care. In response to the outbreak of Coronavirus Disease 2019 (“COVID-19”), we continued to apply anti-pandemic measures, including social distancing measures and offered our employees flexible work arrangements to prevent them from gathering in the offices. We cleaned our office daily. We distributed personal protective equipment such as face masks and COVID-19 self-test kits to ensure our employees stay safe and healthy. Staff who had been in close contact with infected persons were required to be reported to the Group and quarantined.

Occupational Health and Work Safety

We are subject to the Law on Production Safety of the PRC, the Labour Law of the PRC, the Implementation Regulations of the Labour Contract Law of the PRC, Occupational Safety and Health Ordinance (Cap. 509) in Hong Kong and other relevant laws, administrative regulations, national standards and industrial standards in the PRC and Hong Kong which stipulate the requirements to maintain safe production conditions and to protect the occupational health of employees.

We are committed to providing a safe and healthy working environment for our employees. In order to enhance the working environment, we have established work safety policies and operating procedures to ensure that our operations are comply with applicable work safety laws and regulations.

To maintain high occupational health and work safety standard, production safety education and training programs are provided to all our employees. The design, manufacture, installation, use, inspection and maintenance of production facilities and equipment are conformed to applicable national or industrial standards in the PRC and Hong Kong.

我們的員工(續)

關心僱員安康

我們極其重視員工關懷。為應對2019冠狀病毒病(「COVID-19」)疫情爆發，我們持續應用抗疫措施，包括社交距離措施，為僱員安排彈性的工作時間，避免於辦公室內聚集。我們亦每天清潔辦公室，向僱員派發個人防疫裝備(例如口罩及COVID-19自行檢測包)以確保僱員的安全及健康。曾與受感染人士密切接觸的員工亦須向本集團報告及接受隔離。

職業健康及工作安全

我們遵守《中華人民共和國安全生產法》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法實施條例》、香港法例第509章《職業安全及健康條例》，以及中華人民共和國及香港地區其他相關法律、行政規例、國家標準及行業標準，當中訂明維護安全生產及保護僱員的職業健康的規定。

我們致力於為僱員提供安全健康的工作環境。為改善工作環境，我們制定了安全生產政策及操作規程，以確保我們的操作符合適用的安全生產法律及規例。

為達致高標準的職業健康及工作安全，本公司向全體僱員提供生產安全教育及培訓課程。生產設施及設備的設計、製造、安裝、使用、檢查及維護符合中華人民共和國及香港地區的適用國家標準或工業標準。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OUR PEOPLE (Continued)

Occupational Health and Work Safety (Continued)

During the Reporting Period, we did not experience any material or prolonged stoppages of operation due to equipment failure and we did not experience any severe accidents in the course of our operations, or any personal or property damages and compensation paid to employees arising from such accidents.

我們的員工(續)

職業健康及工作安全(續)

在報告期內，本公司未發生因設備故障導致的重大或長期停工事件，在營運過程中亦未發生重大事故，也未發生因事故對僱員造成的人身、財產損失及賠償。

Year 年度		Work-related fatalities 工作傷亡事故	Number of lost days due to work injury 因工傷損失的天數
2022	2022年	0	0
2021	2021年	0	0
2020	2020年	0	0

OPERATING PRACTICES

Supply Chain Management

Collaborating with suppliers who share the same value regarding the quality and environmental substantiality is vital to us. By sourcing the components of our products from global suppliers, our Group extends our commitment to maintain a high quality standard of global supply chain management by continuously monitoring the procurement process, the suppliers' selection as well as the selection criteria. We have implemented our quality management system which is certified with ISO 9001:2015 standards in our procurement process.

營運慣例

供應鏈管理

與在質量及環境可持續發展方面秉持與我們價值觀一致的供應商合作對我們而言至關重要。通過從全球供應商採購產品的部件，本集團將致力通過持續監控採購過程、供應商選擇及選擇標準，實現高品質標準的全球供應鏈管理。我們已於採購程序中實施質量管制體系，該體系通過了ISO 9001:2015標準認證。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

Supply Chain Management (Continued)

The Group has established a supplier evaluation system when selecting suppliers and has maintained a list of qualified suppliers under this system. We select suppliers according to their industrial ranking and credibility, quality of products, market shares, pricing and customer's specified requests. For any potential suppliers, we would complete a comprehensive assessment to evaluate their ability and performance before we procure with them. We assess our suppliers based on a number of factors including the quality of their products, the timeliness of delivery, their environmental initiatives, previous experience and length of relationship with our Group. Our administrative department is responsible for assessing and selecting suppliers. Our technical department will provide feedback to our administrative department of any material defects encountered with a particular product or supplier.

Our Suppliers Code of Conduct mandates that all suppliers strictly abide by our requirements and meet our expectations. The Suppliers Code of Conduct details our requirements in areas such as legal compliance, business ethics, anti-bribery, anti-corruption and anti-competition, human and labour rights, occupational health and safety, product safety and quality, environment and data privacy and security. During the Reporting Period, we had 183 (2021: 178) qualified suppliers, mainly from the PRC, Hong Kong, United States of America, Germany, Czech Republic, Austria, Canada, Finland, France, Korea, Singapore and United Kingdom.

營運慣例(續)

供應鏈管理(續)

本集團已就選擇供應商制定供應商評估系統，並根據該系統維持合資格供應商名單。我們選擇供應商乃基於供應商的行業排名及聲譽、產品品質、市場份額、定價及客戶的具體要求。對任何潛在的供應商，我們將在與其進行交易之前對其能力及表現完成全面評估。我們根據一系列因素對供應商進行評估，包括其產品品質、交貨的及時性、在環境方面的舉措、以往的經驗以及與本集團的關係時長。我們的行政部門負責評估並選擇供應商。技術部門將向行政部門反饋某個產品或某個供應商出現的任何嚴重缺陷。

我們的供應商行為準則要求所有供應商嚴格遵守我們的要求及達致我們的期望。供應商行為準則詳細說明我們在法律合規、商業道德、反賄賂、反貪污及反競爭、人權及勞工權利、職業健康與安全、產品安全和質量、環境以及數據隱私及安全等領域的要求。在報告期內，我們有183家(2021年：178家)合資格的供應商，主要來自中國、香港、美利堅合眾國、德國、捷克共和國、奧地利、加拿大、芬蘭、法國、韓國、新加坡及英國。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

營運慣例(續)

Supply Chain Management (Continued)

供應鏈管理(續)

The number of suppliers by geographical region during the years ended 31 December 2022, 2021 and 2020 is illustrated below:

截至2022年、2021年及2020年12月31日止年度，按地區劃分的供應商數目列示如下：

Year 年度	Geographical region 地區	2022 2022年 Number 數目	2021 2021年 Number 數目	2020 2020年 Number 數目
	The PRC 中國	126	86	126
	Hong Kong 香港	17	30	22
	Overseas 海外	40	62	51

During the Reporting Period, we did not experience any material shortage or delay of supply due to defaults of our suppliers. In addition, we were not aware that any of our key suppliers had any significant actual and potential negative impacts on business ethics, anti-corruption, environmental protection, human rights and labour practices, nor any non-compliance issues in respect of these areas.

在報告期內，本公司未發生因供應商違約造成的材料短缺或供貨延誤。此外，我們並不知悉任何主要供應商在商業道德、反貪污、環境保護、人權及勞工慣例方面有任何重大實際及潛在的負面影響，且於該等領域亦無任何不合規事宜。

Product Responsibility

產品責任

Our Group believes that product quality and after-sales services are the important elements for sustaining customer relationships. To achieve our goal, we have implemented our quality management system which is certified with ISO 9001:2015 standards and with the key objectives including (i) prompt response to customers' orders for products and services; (ii) completion of jobs to customers' satisfaction (timeliness and proper execution of job schedule); and (iii) continual improvements to our quality management system.

本集團相信，產品質素及售後服務是維持客戶關係的重要因素。為實現我們的目標，本集團已實施質量管制體系，該體系通過了ISO 9001:2015標準認證，其主要目標包括：(i) 迅速回應客戶的產品及服務訂單；(ii) 完成工作，令客戶滿意(工作進度的及時性以及妥善執行)；以及(iii) 持續改進我們的質量管理體系。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

Product Responsibility (Continued)

We are committed to delivering high quality products and services to our customers in order to satisfy their expectations and requirements. To maintain the high quality products, every product is subject to in-plant testing, which is a quality control process focusing on products' specification, quality and performance. Third-party institutions are engaged to perform environmental testing on waterproof ability, durability under different temperature, and the ability to resist electromagnetic interference for every product model. We would also perform the installation test after the installation of our products to our customers to determine if the product is operating in accordance with its specification. Relevant training may be provided by our technical staff according to the customers' needs.

In terms of customer services, we provide warranties to our customers and maintain timely communication with them. We would also offer technical supports including problem diagnostics, re-testing in our plant, technical advice, and parts replacement to our customers in an on-going basis to ensure our products are in order. To have a better understanding in their expectations and needs, our Group encourages the customers to provide feedbacks and our technical support team would response to the comments in a timely and effective manner.

During the Reporting Period, we did not receive any request for any material refund and did not have any product liability claims resulting from the sale of defective products. We did not have any material return to suppliers or any material return from customers. In addition, we did not receive any complaints which could have a significant impact on the Group.

營運慣例(續)

產品責任(續)

我們致力為客戶提供高品質的產品及服務，以滿足他們的期望及要求。為保持高質產品，每一件產品都要接受工廠測試，該測試是一項以產品規格、品質及性能為中心的質量控制過程。第三方機構負責對每件產品模型進行防水能力、不同溫度下的持久性及抗電磁干擾能力的環境測試。我們亦為客戶安裝好產品之後進行安裝測試，以確定產品是否按照規範運行。我們的技術人員可能根據客戶的需要向客戶提供相關的培訓。

在客戶服務方面，我們為客戶提供保修，並與客戶保持及時溝通。我們亦將持續為客戶提供技術支援，包括問題診斷、二次工廠測試、技術建議及零件更換，以確保我們的產品處於正常狀態。為更好地理解客戶期望及需求，本集團鼓勵客戶提供反饋，我們的技術支援團隊將及時有效地回應客戶的評論。

在報告期內，我們無接獲任何重大的退款請求，也無任何因銷售有缺陷產品而提出的產品責任索賠。我們未發生向供應商的重大退貨，亦無接獲來自客戶的重大退貨。此外，我們無接獲任何可對本集團產生重大影響的投訴。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

Driving Innovation

We are committed to technological innovation and maintain a sound intellectual property protection system. We considered that research and development is one of our core competitive strengths. We have complied with related laws and regulations for intellectual property and implemented comprehensive measures on intellectual property protection and registration. We perform thorough market analysis before commencing any development project to determine whether the products and services are commercially viable and are able to achieve widespread acceptance in the marketplace.

As at 31 December 2022, the Company had a total of 8 registered patents, 16 computer software copyrights, 10 registered trademarks as well as 3 domain names.

During the Reporting Period, we did not have any material disputes or any other pending legal proceedings of intellectual property rights with third parties.

Data Protection and Security

The Group acknowledges the importance of safeguarding privacy information for our customers, suppliers as well as other business partner. We implement strict control in protecting the privacy data to gain the trust from our customers and other stakeholders.

The Code of Conduct (the "Code") is in place which covers policies to require all employees to keep all internal information such as consumer data and employee data confidential. Only authorised staff on a need to know basis are allowed to access and process the data and they have the obligations to protect the information from unauthorised disclosure or misuse. Access to data without authorisation is strictly prohibited.

During the Reporting Period, we were not aware of any incidents of non-compliance with laws and regulations that have a significant impact on the Company relating to information security.

營運慣例(續)

推動創新

我們致力於技術創新及維護良好的知識產權保護體系。我們認為研發是我們的核心競爭力之一。我們遵守有關知識產權的法律及規例，實施全面的知識產權保護及登記措施。在開始任何開發項目之前，我們會進行全面的市場分析，以確定產品及服務是否具有商業可行性，是否能夠在市場上獲得廣泛認可。

於2022年12月31日，本公司共擁有8項註冊專利、16項電腦軟件著作權、10項註冊商標以及3個域名。

在報告期內，我們未與第三方發生任何知識產權方面的重大爭議或其他未決的法律訴訟。

資料保護及安全

本集團知悉為客戶、供應商及其他業務合作夥伴保護私隱資料的重要性。我們在保護私隱資料方面實施嚴格控制，以獲得客戶及其他持份者的信任。

本公司已制定行為守則(「守則」)，當中涵蓋有關要求所有僱員對消費者資料和僱員資料等所有內部資訊保密的政策。僅有按需知密並獲得授權的員工能讀取及處理資料，他們有義務保護資訊不受未經授權的披露或濫用。嚴禁未經授權讀取資料。

在報告期內，我們未發現任何對本公司資訊安全有重大影響的不符合法律及規例的事件。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

Anti-Corruption

Our Group regards honesty, integrity and fair play as our core values. To prevent bribery and corruption within our Group, we have formulated the Code in order to set out the basic standard of conduct of all Directors and staff, and the Company's policy on acceptance of advantage and handling of conflict of interest when dealing with the Company's business. Under the Code, all Directors and staff are prohibited from offering, promising, giving or authorising, directly or indirectly, any bribe or rebate or facilitation payment to or for the benefit of any person in order to obtain any improper business or other advantage for the Group. Any Director or staff in breach of this Code will be subject to disciplinary action, including termination of appointment.

Whistle-blowing policy has been set up to report on grievances, misconducts or violations. Formal reporting channel is established to protect the identification of whistle-blower. If there is any suspected misconduct or malpractice within the Group, we encourage our employees, customers, suppliers and other stakeholders to come forward and voice those concerns. Upon the receipt of any reporting, the Company will handle in a timely manner to determine whether a full investigation is necessary. The audit committee of the Company reviews the effectiveness of the policy regularly and ensures proper arrangements are in place for a fair and independent investigation.

The Group regularly communicates with employees on the importance of integrity. Employees are required to declare any matter that raises a conflict with their duties and particulars of any pecuniary or other personal interest that they have in the matter of conflict.

營運慣例(續)

反貪污

本集團以誠實、正直、公平作為核心價值觀。為防止本集團內部的賄賂及貪污，我們已制定守則，以規定所有董事及員工的預期基本行為標準，並已制定政策，規定處理本公司業務時接受利益及處理利益衝突的要求。根據守則，所有董事及員工不得直接或間接向任何人或為任何人的利益提供、承諾、給予或授權任何賄賂、回扣或小額疏通費，以從本集團獲得任何不當業務或其他利益。任何違反本守則的董事或員工將受到紀律處分，包括終止任命。

本公司已制定舉報政策，以舉報不公事件、不當行為或違規行為。建立正式的舉報渠道，保護舉報者的身份。若本集團內有任何可疑的不當行為，我們鼓勵僱員、客戶、供應商及其他持份者提出並表達這些擔憂。一旦接獲任何報告，本公司將及時處理，以確定是否需要進行全面調查。本公司審計委員會定期審查政策的有效性，並確保為公平及獨立的調查作出適當安排。

本集團定期與僱員強調誠信的重要性。僱員須申報與其職務構成衝突的任何事項，以及他們在衝突事項中擁有的任何金錢或其他個人利益的詳情。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

OPERATING PRACTICES (Continued)

Anti-Corruption (Continued)

During the Reporting Period, we organised trainings on anti-bribery and anti-corruption, involving 6 Directors and 35 staff (excluding Directors) and covering 100% of Directors and 24% of staff (excluding Directors) to refresh their understanding of compliance obligations and strengthen their anti-bribery and anti-corruption awareness.

During the Reporting Period, we are not aware of any material non-compliance with the Criminal Law of the PRC, the Criminal Procedure Law of the PRC, the Anti-Unfair Competition Law of the PRC, the Anti-money Laundering Law of the PRC, the Supervision Law of the PRC, the Prevention of Bribery Ordinance of Hong Kong and other relevant laws and regulations relating to bribery, extortion, fraud and money laundering and there were no confirmed incidents or public legal cases regarding corruption in relation to the Group or its employees.

ENVIRONMENT

Climate Change

Climate change can significantly affect our business operations if the relevant risks are not assessed properly. The increase in temperature will lead to higher electricity consumption, and extreme weather events, such as typhoons and flooding that can possibly result in physical damage to facilities, resulting in higher maintenance costs and insurance premiums. The change in customer preferences for green products could also affect the demand for the current products of the Group. To cope with the climate change challenges, the Group is committed to prioritising actions that address climate change, including saving energy, reducing greenhouse gas ("GHG") emissions and supporting the transition to a cleaner and more sustainable business structure. We actively carried out climate change risks and opportunities identification.

營運慣例(續)

反貪污(續)

在報告期內，我們已組織反賄賂及反貪污培訓，培訓涉及6名董事及35名員工(不包括董事)，涵蓋全體董事及24%員工(不包括董事)，以讓他們重溫對合規責任的理解並加強對反賄賂及反貪污的認識。

在報告期內，我們未發現任何賄賂、敲詐、欺詐及洗錢方面有不合《中華人民共和國刑法》、《中華人民共和國刑事訴訟法》、《中華人民共和國反不正當競爭法》、《中華人民共和國反洗錢法》、《中華人民共和國監察法》、香港《防止賄賂條例》以及其他相關法律及規例的情況，並且未出現與本集團或其員工有關的已確認的貪污事件或公共法律案件。

環境

氣候變化

倘未能正確評估相關風險，氣候變化可能會嚴重影響我們的業務運營。氣溫上升將導致耗電量增加，而颱風及洪水等極端天氣事件可能導致設施實物損壞，從而產生更高的維護成本及保險費。客戶對綠色產品的喜好變化亦可能會影響本集團現有產品的需求。為應對氣候變化的挑戰，本集團致力優先採取行動應對氣候變化，包括節能、減少溫室氣體(「溫室氣體」)排放，以及支持轉型至更清潔及更可持續的業務結構。我們積極進行氣候變化風險及機遇識別。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

環境(續)

Climate Change (Continued)

氣候變化(續)

Risks 風險

Transition Risks 轉型風險

Policy and Legal Risk 政策和法規風險

- Increase in operating costs due to higher compliance costs and increased insurance premiums.
合規成本上升及保費增加導致營運成本增加。
- Increase in costs resulting from legal liability, disciplinary punishment or business reputation losses due to non-compliance with climate-related policies or laws.
因氣候相關政策或法律的不合規情況而須承擔法律責任、紀律處分或商業聲譽損失導致成本增加。

Technology 科技

- Reduce in demand for existing products and services with substitution of lower emissions options.
較低排放產品及服務替代選項導致現有產品及服務需求下降。
- Higher costs to adopt/deploy new practices and processes
採納/部署新慣例及流程令成本增加。

Market Risk 市場風險

- Loss of orders and revenue if insufficient data is disclosed regarding sustainable operations.
倘有關可持續營運數據披露不足，會遭受訂單及收益損失。
- Increase production costs due to changing input prices (e.g. energy, water) and output requirements (e.g. waste treatment).
投入價格(如能源、水)及排放規定(如污水處理)改變導致生產成本增加。

Reputational Risk 聲譽風險

- The Company may fail to align the business model with the low-carbon transition of our society. The failure may damage the Group's reputation.
本公司可能無法將商業模式與我們社會的低碳轉型相結合，而有關情況或會損害本集團的聲譽。

Physical Risks 實體風險

Acute Risk 立即性風險

- Increase in extreme weather events, such as typhoons and floods may result in physical damage to facilities or operational disruptions, resulting in higher maintenance costs and insurance premiums.
颱風及洪水等極端天氣事件可能導致設施實物損壞或營運中斷，從而產生更高的維護成本及保費。
- Suppliers may be unable to provide the raw materials in a timely manner, resulting in disruption of the Group's business.
供應商可能無法及時提供原材料，導致本集團業務中斷。

Chronic Risk 長期性風險

- Increase in temperature increase the energy consumption and operation costs.
氣溫上升令耗電量及營運成本增加。

Opportunities 機遇

Resource Efficiency 資源效率

- Reduce in operating costs through use of more efficient production and distribution processes and use of recycling.
透過更有效的生產及分銷流程以及採用回收減少營運成本。
- Benefit to workforce management and planning through improved health and safety and employee satisfaction resulting in lower costs.
透過提升健康及安全以及僱員滿意度令員工管理與計劃獲益，從而減低成本。

Energy Source 能源

- Reduce in energy consumption reduce the Group's operation costs.
降低能源消耗從而降低本集團營運成本。
- Reduce exposure in GHG emissions and therefore less sensitivity to changes in cost of carbon.
減少暴露於溫室氣體排放，從而減低對碳成本變動的敏感度。
- Reputational benefits resulting in increase in demand for goods and services.
對貨品及服務的需求上升令聲譽受益。

Products and Services 產品及服務

- Increase revenue from the demand for lower emissions products and services.
低排放產品及服務的需求令收益上升。
- Better competitive position to reflect shifting in consumer preferences.
反映消費者喜好轉變方面更具競爭優勢。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

環境(續)

Sustainability Targets

可持續發展目標

The Group has formulated environment-related targets to facilitate the monitoring and improvement of environmental performance. The detailed goals are as follows:

本集團已制定環境相關的目標，以促進監察及改善環境表現。詳細目標如下：

Category	Objective	2025 targets as compared with 2019 base year 與2019年基準年相比， 2025年的目標	Progress Updates
類別	目標		進度資料更新
Carbon Emissions 碳排放	Reduction of GHG intensity 降低溫室氣體密度	10%	The interim target for 2022 has been achieved. 2022年的中期目標已實現。
Resource Consumption 資源消耗	Reduction of electricity consumption per area 減少單位面積耗電量	10%	The interim target for 2022 has been achieved. 2022年的中期目標已實現。

Sustainability Initiative

可持續發展舉措

We committed to continuously improve the sustainability of environmental protection to our business operations and we actively promote green office. Accordingly, we follow strictly our ESG Policy to uphold environmentally responsible business practices. We set up various environmental protection measures to improve the overall energy efficiency and to reduce wastage. These activities include:

本集團繼續致力於改善環境保護對我們業務營運的可持續性，並積極推動綠色辦公室的發展。因此，我們嚴格遵守ESG政策，堅持對環境負責的業務慣例。我們已制定多項環保措施，以提高整體能源效率及減少廢棄物。該等活動包括：

1. Go paperless: to reduce the wastage of paper, our Group efficiently uses information technology support to reduce the frequency on printing and faxing paper materials. We also promote the use of recycled paper and double-sided paper for printing and copying.

1. 無紙化：為減少紙張浪費，本集團有效利用資訊科技支援，減少使用印刷及傳真紙張材料的頻率。我們亦提倡使用回收紙及雙面紙進行印刷及複印。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

Sustainability Initiative (Continued)

2. Minimise the use of energy: our Group believes that daily management of energy consumption can improve the resources usage efficiency. As such, we emphasise on energy saving by promoting the use of power-saving appliances. Lights and air-conditioners would be turned off during lunchtime and after working hours. Whenever there is enough daylight, lights are required to be turned off to minimise unnecessary energy consumption.
3. Green travel: our Group encourages the use of video conferencing, telephone conferencing as well as email communication to avoid unnecessary business trips. For the unavoidable business trips, public transportations are encouraged to be used to reduce the emission of greenhouse gases and air pollution to our society.
4. Plant in office: to reduce the carbon footprint of the Group, we keep plants in our office. We also encourage our employees to have their own desk plant. Planting in office does not only provide a pleasant working environment, it also absorbs indoor air pollution and increases the flow of oxygen, thus enhancing the health of our employees.
5. Elimination of disposable cups: the Group encourages employees to bring their own bottles in the meeting to consume less bottled water and disposable cups.
6. Use of LED lights: the Group used the LED lights to replace the use of fluorescent tubes in the new research and development centre and offices.

環境(續)

可持續發展舉措(續)

2. 儘量減少能源使用：本集團認為，日常能源消耗管理可以提高資源利用效率。因此，我們通過推廣節能電器的使用來強調節能。午餐時間及工作時間結束後，關閉燈及空調。只要有充足的日光就要求關燈，以儘量減少不必要的能耗。
3. 綠色出行：本集團鼓勵僱員通過視頻會議、電話會議、電子郵件溝通等方式避免不必要的商務出行。對於確有需要的商務出行，鼓勵利用公共交通，減少溫室氣體排放及大氣污染。
4. 辦公室綠植：為減少本集團的碳足跡，我們在辦公室裏種植。我們亦鼓勵僱員種植自己的桌面型植物。辦公室綠植不僅使工作環境愉快，同時吸收室內空氣污染，增加氧氣的流動，從而增進僱員的健康。
5. 不使用即棄紙杯：本集團鼓勵僱員於會議中自備水杯，以減少使用瓶裝水及即棄紙杯。
6. 使用LED燈：本集團將新研發中心及辦公室的光管更換為LED燈。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

環境(續)

Emissions

排放物

The majority of GHG emissions are indirectly generated from electricity consumed at the Group's workplace. The following table sets out the data on the greenhouse gas emissions during the years ended 31 December 2022, 2021 and 2020.

大部分溫室氣體排放是由本集團工作場所的電力消耗間接產生。下表載列截至2022年、2021年及2020年12月31日止年度溫室氣體排放數據。

Year 年度		2022 2022年	2021 2021年	2020 2020年
Type of emissions ^(Note 1) 排放類型(附註1)	Unit 單位	Emissions 排放量	Emissions 排放量	Emissions 排放量
Sulphur oxides ("SO _x ") 硫氧化物(「硫氧化物」)	kg 公斤	0.05	0.08	0.07
Nitrogen oxides ("NO _x ") 氮氧化物(「氮氧化物」)	kg 公斤	23.63	37.00	34.77
Particulate matter ("PM") 懸浮粒子(「懸浮粒子」)	kg 公斤	2.20	3.44	3.24
GHG emissions 溫室氣體排放	Unit 單位	Emissions 排放量	Emissions 排放量	Emissions 排放量
Scope 1 (Direct GHG emissions) ^(Notes 2, 3) 範圍1(直接溫室氣體排放)(附註2、3)	tonnes(CO ₂ e) 噸(二氧化碳當量)	8.51	13.02	12.23
Scope 2 (Energy indirect GHG emissions) ^(Note 4) 範圍2(能源間接溫室氣體排放)(附註4)	tonnes(CO ₂ e) 噸(二氧化碳當量)	101.42	121.53	138.84
Scope 3 (Other indirect GHG emissions) ^(Notes 2, 5) 範圍3(其他間接溫室氣體排放)(附註2、5)	tonnes(CO ₂ e) 噸(二氧化碳當量)	0.92	4.33	4.52
Total GHG emissions (Scopes 1, 2 & 3) 溫室氣體排放總量(範圍1、2及3)	tonnes(CO ₂ e) 噸(二氧化碳當量)	110.85	138.88	155.59
GHG intensity 溫室氣體密度	tonnes(CO ₂ e)/per person 噸(二氧化碳當量)/人	0.74	0.94	1.06
	tonnes(CO ₂ e)/per M ² 噸(二氧化碳當量)/平方米	0.02	0.03	0.03

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

Emissions (Continued)

Notes:

1. Air emissions are generated from diesel fuel combustion in vehicles controlled by the Group. The emission factors are adopted from "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange.
2. The emission factors are adopted from "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange.
3. The data covers emissions from combustion of fuels in mobile sources controlled by the Group.
4. The data covers emissions resulting from the generation of the electricity which the Group purchased. The emission factors of Hong Kong subsidiaries are adopted from the latest sustainability reports of the relevant power companies. The emission factors of the PRC subsidiaries are adopted from "Guidelines on Enterprises Greenhouse Gas Emissions Accounting and Reporting — Power Generation Facilities" (Huanban Qihou [2021] No. 9) issued by Ministry of Ecology and Environment of the PRC.
5. The data covers emissions from use of fresh water and sewage discharge.

During the Reporting Period, the Group was not aware of any non-compliance with relevant standards, rules and regulations relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste that had a significant impact on the Group.

環境(續)

排放物(續)

附註：

1. 空氣排放由本集團所控制車輛燃燒柴油產生。有關排放系數乃來自聯交所發佈的《如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。
2. 有關排放系數乃來自聯交所發佈的《如何編備環境、社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。
3. 數據涵蓋來自本集團所控制移動源燃料燃燒產生的排放。
4. 數據涵蓋本集團所購電力發電產生的排放。香港附屬公司之排放系數乃來自相關電力公司最新的可持續發展報告。中國附屬公司之排放系數乃來自中華人民共和國生態環境部所發佈的《企業溫室氣體排放核算方法與報告指南發電設施》(環辦氣候[2021]9號)。
5. 數據涵蓋來自用水產生的排放以及污水排放。

在報告期內，本集團在廢氣及溫室氣體排放、水及土地排污以及產生有害及無害廢棄物方面未發現任何不符合相關標準、準則及規例對本集團有重大影響。

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

Use of Resources

Our Group highly emphasises on the efficient use of resources. In view of the principal business activities of the Group, we do not consume significant amount of resources such as electricity and water. Although both the electricity and water consumption are considered minimal, we still encourage saving electricity and water by promoting changes in the workplace.

During the years ended 31 December 2022, 2021 and 2020, the major energy consumption of the Group was as follows:

環境(續)

資源使用

本集團高度重視資源的有效使用。鑒於本集團的主要業務活動，我們不消耗大量的電與水等資源。雖然電與水的消耗都被視為極少量，我們仍然鼓勵通過改進工作場所來節約用電與用水。

截至2022年、2021年及2020年12月31日止年度，本集團主要能源消耗情況如下：

Year 年度	Resources 資源	Unit 單位	2022 2022年 Consumption 消耗量	2021 2021年 Consumption 消耗量	2020 2020年 Consumption 消耗量
	Total electricity consumption 總耗電量	kWh 千瓦時	161,268.14	161,315.26	170,612.41
	Electricity consumption per capita 人均耗電量	kWh/per person 千瓦時/人	1,082.34	1,097.38	1,160.63
	Electricity consumption per area 每單位耗電量	kWh/per M ² 千瓦時/平方米	29.82	34.26	36.23
	Total water consumption 總耗水量	M ³ 立方米	660.00	679.00	950.00
	Water consumption per capita 人均耗水量	M ³ /per person 立方米/人	4.43	4.62	6.46
	Water consumption per area 每單位耗水量	M ³ /per M ² 立方米/平方米	0.12	0.14	0.20

Environmental, Social and Governance Report 2022 (Continued)

2022環境、社會及管治報告(續)

ENVIRONMENT (Continued)

General Waste and Hazard Waste

According to the amended Prevention and Control of Environmental Pollution by Solid Waste Law of the PRC, the manufacturers, vendors, importers and users must seek to prevent and control the discharge of solid wastes.

Our operations produce limited non-hazardous wastes, which are generally office wastes. The wastes generated are collected and managed by local hygiene and environmental department. We uphold the 4Rs principle, namely reduce, reuse, recycle, and replace, for waste management and strive for resource utilisation. Hazardous waste such as battery, fluorescent tube and electronic equipment are managed by approved waste collectors to handle the waste to comply with the relevant environmental laws and regulations.

Use of Packaging Materials

We normally use the original packaging provided by our own suppliers for delivery through third party logistics companies. Our major suppliers are international well-known companies, which also place high attention to the environmental protection issues. Most of their products are packed by materials that can be reused, recycled and naturally degraded to minimise the impact on the natural environment. For products produced by us, we used limited packaging whenever possible to minimise waste generation.

COMMUNITY INVESTMENT

The Group understands the importance of community investment and giving back to the community. We always encourage our employees to participate in social welfare affairs and join volunteer activities to serve the society.

During the Reporting Period, the Group participated in "Green Low Carbon Day" on 27 and 28 November 2022, which was organised by the Community Chest of Hong Kong.

In future, our Group will continue its community engagement and promote community investment campaign to our employees and stakeholders.

環境(續)

一般廢棄物及有害廢棄物

根據《中華人民共和國固體廢物污染環境防治法》修訂，生產商、銷售商、進口商及使用者必須盡力防止及控制固體廢物的排放。

我們的營運產生有限的無害廢棄物，通常為辦公室廢棄物。產生的廢物由當地衛生及環境部門收集及管理。我們在廢棄物管理方面堅持4R原則(即減少使用、重複使用、回收及替代使用)，並致力善用資源。電池、光管及電子設備等有害廢棄物由認可廢棄物收集商管理，以符合相關環境法律及法規的方法處理廢棄物。

包裝材料的使用

我們通常使用我們本身供應商提供的原始包裝並透過第三方物流公司交付。我們的主要供應商為國際知名公司，他們也高度重視環境保護問題，其大多數產品都採用可重複使用、回收及自然降解的材料包裝，以盡量減少對自然環境的影響。就我們生產的產品而言，我們在可行情況下有限度地使用包裝，以盡量減少產生廢棄物。

社區投資

本集團了解社區投資及回報社區的重要性。我們一貫鼓勵僱員參與社會福利事業，參加志願者活動，為社會服務。

在報告期內，本集團已參加香港公益金於2022年11月27及28日舉辦的「綠色低碳日」。

在未來，本集團將繼續其社區參與，並向我們的僱員及持份者推廣社區投資活動。

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Subject Area, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Disclosures or Remarks 披露或評述
A. Environmental A. 環境		
Aspect A1: Emissions 層面 A1：排放物		
General Disclosure 一般披露	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. 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。	Environment 環境
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emission data. 排放物種類及相關排放數據。	Environment 環境
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity. 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。	Environment 環境
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Not applicable. The Group did not generate significant hazardous waste. 不適用。本集團並無產生大量有害廢棄物。
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity. 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Not applicable. The Group did not generate significant non-hazardous waste. 不適用。本集團並無產生大量無害廢棄物。

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KPI A1.5 關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environment 環境
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment 環境
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment 環境
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity. 按類型劃分的直接及／或間接能源總耗量(以千個千瓦時計算)及密度。	Environment 環境
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity. 總耗水量及密度。	Environment 環境
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environment 環境
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	The Group's operation is not located in water-stressed regions and does not involve intensive water use. The Group did not set water efficiency target as our operations used limited amount of water. 本集團的營運並非位於缺水地區，亦不涉及密集用水。由於我們營運的耗水量有限，故我們並無訂立高用水目標。

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KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Environment 環境
Aspect A3: The Environment and Natural Resources 層面 A3：環境及天然資源		
General disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment 環境
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment 環境
Aspect A4: Climate Change 層面 A4：氣候變化		
General disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environment 環境
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Environment 環境

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B. Social B. 社會		
Aspect B1: Employment 層面 B1：僱傭		
General Disclosure 一般披露	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. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 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。	Our People 我們的員工
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type, such as full-time and part-time, age group and geographical region. 按性別、僱傭類型(如全職及兼職)、年齡組別及地區劃分的僱員總數。	Our People 我們的員工
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Our People 我們的員工

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Subject Area, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Disclosures or Remarks 披露或評述
Aspect B2: Health and Safety 層面 B2：健康與安全		
General Disclosure 一般披露	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. 有關提供安全工作環境及保障僱員避免職業性危害的： (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。	Our People 我們的員工
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Our People 我們的員工
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Our People 我們的員工
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Our People 我們的員工
Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Our People 我們的員工
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Our People 我們的員工
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Our People 我們的員工

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Subject Area, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Disclosures or Remarks 披露或評述
Aspect B4: Labour Standards 層面 B4：勞工準則		
General Disclosure 一般披露	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 labour. 有關防止童工或強制勞工的： (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。	Our People 我們的員工
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Our People 我們的員工
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Not applicable. The Group did not have such issue. 不適用。本集團並無有關問題。
Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Operating Practices 營運慣例
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Operating Practices 營運慣例
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Operating Practices 營運慣例

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KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Operating Practices 營運慣例
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Operating Practices 營運慣例
Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	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. 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。	Operating Practices 營運慣例
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Operating Practices 營運慣例
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Operating Practices 營運慣例
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Operating Practices 營運慣例

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KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Operating Practices 營運慣例
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Operating Practices 營運慣例
Aspect B7: Anti-corruption 層面 B7：反貪污		
General Disclosure 一般披露	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. 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。	Operating Practices 營運慣例
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Operating Practices 營運慣例
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Operating Practices 營運慣例
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Operating Practices 營運慣例

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Community 社區		
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution. 專注貢獻範疇。	The Group does not have focus areas of contribution. 本集團並無專注貢獻範疇。
KPI B8.2 關鍵績效指標 B8.2	Resources contributed to the focus area. 在專注範疇所動用資源。	The Group does not have focus areas of contribution. 本集團並無專注貢獻範疇。



彼岸控股有限公司
Peiport Holdings Ltd.