



CHIHO ENVIRONMENTAL GROUP LIMITED

齊合環保集團有限公司

(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：976



ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT
環境、社會及管治報告

2022

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

二零二二年環境、社會及管治報告

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ABOUT THIS REPORT

This is the seventh Environmental, Social and Governance (“ESG”) Report of Chiho Environmental Group Limited (hereafter referred to “the Group” or “the Company” or “Chiho”), highlighting the Group’s efforts to create a circular economy during the Year 2022.

This report is published in both English and Chinese. In case of any discrepancies between the two versions, the English version shall prevail. For information relating to corporate governance practices of the Group, please refer to our Annual Report available on our website.

Reporting Standards and Framework

This report is prepared in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”), and in reference with the GRI (“Global Reporting Initiative”) Standards. The principles of Materiality, Quantitative, Balance, and Consistency have been abided by in the preparation of this report.

Furthermore, aligning with the United Nation’s Sustainable Development Goals (“SDGs”), we strive to propel sustainable development by setting relevant sustainability targets.

Reporting Boundary and Period

This report discloses environmental and social performance of the Group for the financial year from 1 January 2022 to 31 December 2022 (“the Year”). This report covers the Group’s 8 major operational divisions, including 1 in Hong Kong, 1 in Taizhou, China and 6 in Europe. These entities are 100% owned by the Group, with a processing capacity of over 10,000 tonnes per month.

The Group continually improves the way it collects ESG-related data and expands its reporting boundary when appropriate. There have been no significant changes in the Group’s organisational structure or significant data restatement during the Year.

關於本報告

本報告乃齊合環保集團有限公司（下稱「本集團」或「本公司」或「齊合環保」）的第七份環境、社會及管治（「環境、社會及管治」）報告，聚焦本集團二零二二年對於構建循環經濟的貢獻。

本報告以英文及中文發佈。倘兩個版本之間有任何差異，概以英文版本為準。有關本集團企業管治常規之資料，請在本公司網站上參閱年度報告。

報告準則及框架

本報告根據香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄二十七所載的環境、社會及管治報告指引，以及參考全球報告倡議組織（「GRI」）標準而編製。編製本報告時，我們遵循重要性、量化、平衡及一致性原則。

此外，我們結合聯合國的可持續發展目標（「可持續發展目標」）制定相關可持續發展目標，竭力推動可持續發展。

報告範圍及期間

本報告披露本集團截至二零二二年一月一日至二零二二年十二月三十一日止財政年度（「本年度」）在環境及社會方面的表現。本報告涵蓋本集團的八個主要營運分部，包括香港一個、中國台州一個及歐洲六個。本集團全資擁有該等實體，其加工能力每月超過10,000噸。

本集團持續改進其收集環境、社會及管治相關數據的方法並適時擴大報告範圍。於本年度，本集團組織架構概無重大變動，亦無任何重大數據重述。

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ABOUT THIS REPORT (continued)

Feedback

Your thoughts and feedback on the report are appreciated for ongoing improvement of the Group's ESG performance. Please feel free to contact us for any inquiries.

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關於本報告 (續)

反饋

歡迎提供反饋意見，幫助我們持續提高本集團在環境、社會及管治方面的表現。如有任何疑問，請隨時與我們聯繫。

齊合環保集團有限公司

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ABOUT CHIHO

Chiho is China's largest and one of the world's largest publicly listed scrap metal recycling companies. Headquartered in Hong Kong, the Group has extensive global operations in recycling of ferrous and non-ferrous scrap metal, end-of-life vehicles, waste electrical and electronic equipment, wasted oil and Zorba.

Our geographical presence extends across Asia, Europe and North America through a portfolio of over 200 processing plants and yard operations, enabling us to operate a truly vertically integrated business covering everything from sourcing to sales in these regions while also integrating upstream, mid-stream and downstream relating to their respective recycled scrap metals markets.

關於齊合環保

齊合環保為中國最大的上市再生金屬回收公司，亦為全球最大的再生金屬回收公司之一。本集團總部位於香港，業務遍佈全球各地，涉及黑色及有色廢金屬、報廢汽車、廢電器電子產品、廢油及破碎鋁料(Zorba)的回收。

我們的業務基地遍及亞洲、歐洲及北美洲，擁有逾200家處理廠及料場，以垂直整合業務模式營運，在該等地區進行由採購至銷售方面的業務，同時整合與各金屬回收市場相關的上游、中游及下游作業。



In 2022, the Group processed and sold 3.4 million tonnes of recycled products, equivalent to a reduction of carbon emissions by approximately 9.7 million tonnes. 二零二二年，本集團加工及出售3.4百萬噸再生產品，相當於減少碳排放約9.7百萬噸。

The Group is the only listed metals recycling corporation with major operating bases covering three continents including Asia, Europe and North America in the world. 本集團是唯一的上市再生金屬回收公司，經營業務基地遍及亞洲、歐洲及北美洲三大洲。

Our diverse and dynamic workforce contribute expertise and talent across a wide range of skillsets. 多元化及充滿活力的團隊包含具備不同領域的技能與專業知識的人才。

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VISION 願景

Becoming a global circular economy solution partner.
成為全球循環經濟解決方案合作夥伴。

MISSION 使命

To be a global market leader in resources recycling and environmental protection, earning a quality return for shareholders through provision of quality products and services, by a group of motivated and diversified staff force.
我們高效多樣的團隊通過提供優質產品及服務，致力成為全球再生資源及環保行業的市場領導者，並為股東獲取理想回報。

CULTURE 文化

We are committed to building a long-term and win-win partnership with our customers including suppliers.
我們重視與客戶包括供應商建立長期合作關係並共同成長。

We provide a safe workplace and career development opportunities for our employees.
我們重視為員工提供安全的工作環境並創造職業增長空間。

We are devoted to achieving a quality, stable and continuous return for our shareholders.
我們重視為股東取得合理、穩定和持久的回報。

We meet our corporate social responsibility by making continuous contributions to social well-being and environmental protection.
我們重視企業社會責任，為社區福祉及環境保護不斷作出貢獻。

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Our Operations

我們的業務

Europe

Over 180 yards situated in:

- **Germany**, covering full scope of collection, sorting and processing with all types of equipment including the most advanced post-shredder material recovery technology
- **Poland**, covering full scope of collection, sorting and processing with all types of equipment
- **Austria**, a joint venture that is market leader for ferrous scrap trading in the country and with strong track record in project business
- **Czech Republic**, with a very strong market share in ferrous market covering both old scrap and new scrap market
- **Slovenia**, well equipped with yard network, transportation assets and processing capabilities to cover all suppliers, with footprint in paper and plastic recycling
- **Romania**, joint venture with strong supply from industry and has high share in sales of non-metals, including significant portion of wood, paper and plastics

歐洲

超過180個工場位於：

- **德國**，設備齊全（包括最先進的破碎後物料回收技術），涵蓋全面的收集、分類及處理服務
- **波蘭**，設備齊全，涵蓋全面的收集、分類及處理服務
- **奧地利**，透過合營企業運作，乃當地再生黑色金屬買賣的市場領軍者，在項目業務表現出眾
- **捷克共和國**，於黑色金屬市場所佔市場份額獨佔鰲頭，涵蓋舊廢料及新廢料市場
- **斯洛文尼亞**，配備良好的工場網絡、運輸配套及加工設施以覆蓋全部供應商，涉足紙張及塑膠回收方面
- **羅馬尼亞**，透過合營企業運作，受惠於當地工業供應強勁，非金屬的銷售額佔比高，包括佔比大的木、紙張及塑膠

USA

Divestment of most of the loss-making operations in 2022
大部分虧損業務已於二零二二年出售

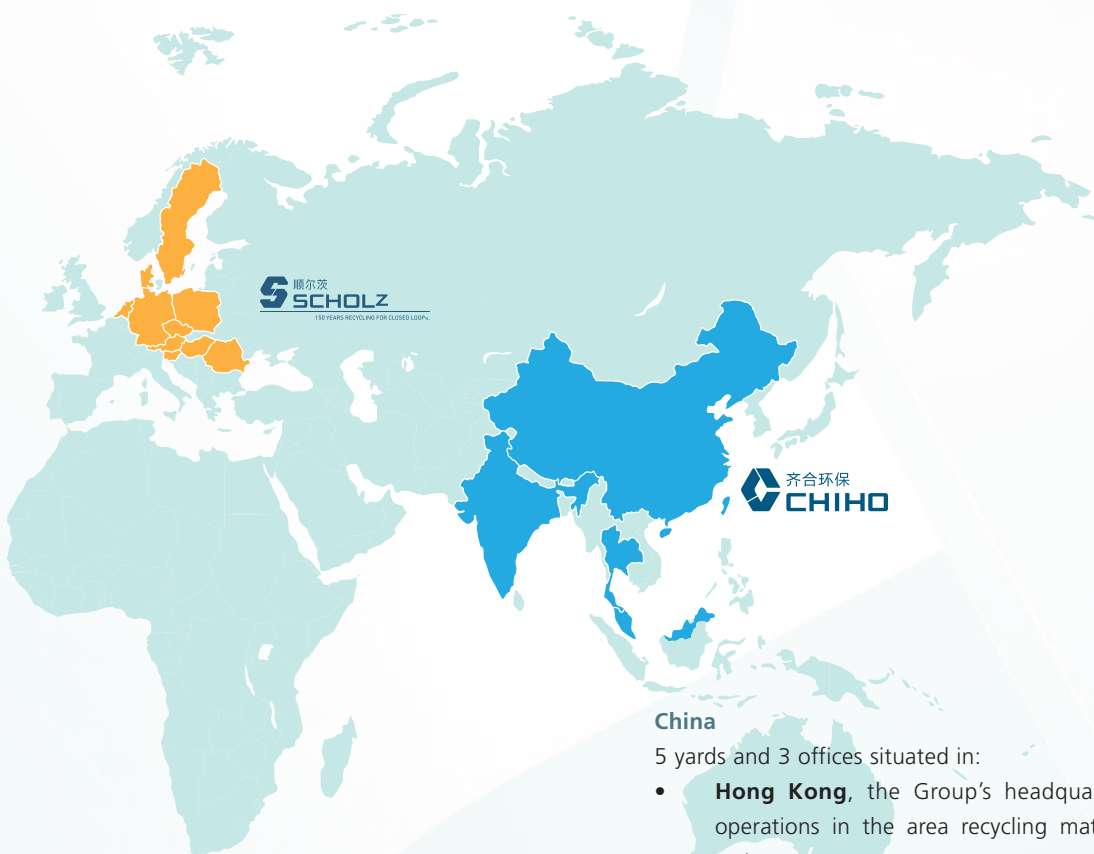
美國

Future focus towards brokerage business
未來重點將放在貿易業務上



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S SCHOLZ
150 YEARS RECYCLING FOR CLOSED LOOP

CHIHO
齐合环保

Southeast Asia

3 yards situated in:

- **Malaysia, India and Thailand**, joint ventures engaging in dismantling of scrap motors and other mixed scrap metal

東南亞

3 個工場位於：

- **馬來西亞、印度及泰國**，透過合營企業運作，從事廢舊電機及其他廢舊混合金屬拆解

China

5 yards and 3 offices situated in:

- **Hong Kong**, the Group's headquarters and one of the few operations in the area recycling materials within a closed-loop system
- **Beijing**, head office of the Greater China operations
- **Taizhou**, a major metal importer and domestic metal trader
- **Yantai**, engaging in metal recycling and waste-lubricant oil recycling operations
- **Binzhou**, joint venture engaging in end-of-life vehicles dismantling, mixed scrap metals recycling, secondary aluminium production and electric vehicle batteries recycling
- **Shanghai**, trading hub with focus on import of recycled metals

中國

5 個工場及 3 個辦事處位於：

- **香港**，本集團的總部及該地區為數不多、能於一個閉環式供應鏈中回收並利用物料的營運商之一
- **北京**，大中華區營運總部
- **台州**，主要金屬進口商及國內金屬貿易商
- **煙台**，從事金屬回收及廢油回收業務
- **濱州**，透過合營企業運作，從事報廢汽車拆卸、混合廢金屬回收，再生鋁生產及電動汽車鋰電池回收
- **上海**，專注於再生金屬進口的交易中心

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MESSAGE FROM CHAIRMAN

Dear Stakeholders,

2022 is a year of recovery from COVID-19 in some parts of the world, although Hong Kong and China were still suffering from the pandemic. Our European operation is gradually getting back to normal. Facing tougher environmental regulations, it is critical for the Group to adhere to its sustainability roadmap, not just meeting the compliance requirement, but also seeking value from implementing ESG-related practices.

Chiho, as an international scrap metal recycler, our core business is enabling circular economy, closing aligning with UN SDG Goal 9 – Sustainable Cities. This year, we have recycled 3.4 million tonnes of scrap metal, equivalent to approximately a reduction of 9.7 million tonnes of carbon dioxide. Looking inward, we have upgraded equipment to increase efficiency for green operation and adopted double-walled tanks for storage and internal distribution of exhaust reduction fluids. Our European operation replaced fossil fuel-dependent vehicles with electric vehicles, upgraded deducting equipment to reduce dust, reinforced the concrete base on storage yards to eliminate negative impact on soil, and regularly inspect and clean the chimney in facilities to reduce emission.

In addition, our European operational sites have continued to replace traditional lighting with LED lights and install telemetry systems for fleets to lower energy consumption. Operations in Asia continued to implement green office initiatives through practice, such as turning off electrical appliances when not in use and setting up directional targets to propel performance in mitigating fossil fuel consumption and carbon reduction. Furthermore, the Group replaced business travel with digital meetings to avoid traveling. It is critical for us to ensure the growth of our operation is decoupling with the growth of the environmental impact we generated.

主席致辭

各位利益相關者：

二零二二年是全世界若干地區從COVID-19中復甦的一年，儘管香港及中國仍遭受疫情的影響。我們的歐洲業務正在逐步恢復正常。面對更嚴格的環境法規，本集團必須遵守其可持續發展路線圖，不僅須滿足合規要求，亦須從實施環境、社會及管治相關慣例中尋求價值。

齊合環保作為一家國際再生金屬回收商，我們的核心業務為實現循環經濟，與聯合國可持續發展目標9—可持續城市保持一致。本年度，我們已回收3.4百萬噸再生金屬，相當於減少約9.7百萬噸的二氧化碳當量。從公司內部來看，我們已升級設備以提高綠色營運的效率，並採用雙壁罐以儲存及內部分配廢氣還原液。歐洲營運工場以電動汽車取代燃油汽車，升級除塵設備以減少粉塵，加固堆場的混凝土基層以消除對土壤的負面影響，並定期檢查及清潔設施中的煙囪以減少排放。

此外，歐洲的營運工場繼續將傳統照明替換為LED燈具，並為車隊裝配遙測系統降低能源消耗。亞洲業務繼續通過慣例實施綠色辦公舉措，例如在不需要使用時關閉電器，並制定指導性目標以提升我們在減少化石燃料消耗及碳排放層面的表現。此外，本集團用線上會議代替商務差旅。確保我們的業務增長與我們造成的環境影響的增長脫鉤對我們而言至關重要。

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MESSAGE FROM CHAIRMAN (continued)

Employee is our key asset where we are committed to creating a diverse and inclusive working environment for all, ensuring the compliance of our labour standards and avoidance of child or forced labour. This year, much training work was achieved. The “Scholz Academy” was set up to provide employees with further training opportunities and practical courses in various subject areas. Our European operation launched and implemented the Induction Training Programme 4th Version, which consists of six modules ranging from administrative information to professional skills training. On health and safety, the Group has a management system in place, stipulating accidents at work and potential risks to be reported internally. Regular and extensive inspections were conducted and advanced protective equipment were used to maximise the safety of workers.

Sustainability is the way forward for the entire human race. We are committed to bearing our share of social responsibility, integrating ESG into our daily operations. Looking ahead, we expect more shared value will be created as we continue to collaborate with our stakeholders. I would like to take this opportunity to thank our colleagues, and we appreciate their continual support along our sustainability journey.

By Order of the Board,
Qin Yongming
Chairman

主席致辭 (續)

僱員乃我們的重要資產，我們致力於為所有僱員創造多元化及具包容性的工作環境，確保符合我們的勞工標準並避免使用童工或強制勞工。本年度，本集團完成了大量培訓工作。「ScholzAcademy」的成立旨在為僱員提供更多培訓機會及不同學科領域的實踐課程。我們的歐洲業務啟動並實施了入職培訓計劃第4版，該計劃由六個模塊組成，涵蓋行政資料至專業技能培訓。於健康及安全方面，本集團已制定管理制度，規定工作事故及潛在風險須於內部報告。進行定期大檢查，並使用先進的防護設備，最大限度地保護工人的安全。

可持續發展乃全人類的前進方向。我們致力於承擔我們應盡的社會責任，將環境、社會及管治融入我們的日常業務營運中。展望未來，隨著我們繼續與利益相關者合作，預計我們將創造更多的共享價值。藉此機會，我衷心地感謝我們的同事，感謝彼等堅定不移地支持我們的可持續發展之旅。

承董事會命
主席
秦永明

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AWARDS AND RECOGNITIONS

獎項與榮譽

Awarding Body

頒獎機構

China Nonferrous Metals Industry Association Recycling Metal Branch
("CMRA")
中國有色金屬工業協會再生金屬分會 (「CMRA」)
Environment Protection Department
環境保護署
Hong Kong Q-Mark Council and Hong Kong Q-Mark Council Federation
of Hong Kong Industries (FHKI)
香港優質標誌局及香港工業總會(FHKI)香港優質標誌局
Hong Kong Q-Mark Council Federation of Hong Kong Industries (FHKI)
香港工業總會(FHKI)香港優質標誌局

Hong Kong Q-Mark Council Federation of Hong Kong Industries (FHKI)
香港工業總會(FHKI)香港優質標誌局

Award Name

獎項名稱

Green industry contributors
綠色產業貢獻者

Green Event Pledge
活動減廢承諾

The Hong Kong Q-Mark Product Scheme
Certificate
香港Q嘜優質產品計劃認證

Hong Kong Mark Service Scheme
Certificate
香港Q嘜優質服務計劃認證

Hong Kong Green Mark Certification
Scheme Certificate
香港Q嘜環保管理計劃認證

Being a Member Towards a Sustainable Future

成為可持續發展未來的一員

Organisation Name

組織名稱

China Resource Recycling Association
中國物資再生協會
China Resource Recycling Association — End-of-Life Vehicle Branch
中國物資再生協會報廢汽車專業委員會
China Nonferrous Metals Industry Association Recycling Metal Branch
("CMRA")
中國有色金屬工業協會再生金屬分會 (「CMRA」)
Bureau of International Recycling (BIR)
國際回收局(BIR)
Federal Association of German Steel Recycling (BDSV)
德國廢鋼回收與廢物管理公司聯盟(BDSV)
Federal Association for Secondary Raw Materials and Waste Disposal
(BVSE)
德國聯邦二級原料暨廢棄物處理協會(BVSE)
German Federation of Metal Traders (VDM)
德國金屬商聯合會(VDM)

Memberships

會籍

Governing Unit
主管單位
Governing Unit
主管單位
Vice-president Member
副會長

Member
會員
Member
會員
Member
會員

Member
會員

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SUSTAINABILITY APPROACH

Sustainability forms the core of our vision, mission and business strategy because recycling natural resources extracted from used products reduces the need for consumption of virgin resources, thereby helping the world move towards a circular economy.

Board Statement

While the Board assumes the overall responsibility for overseeing all ESG-related risks and considers them when making decisions about the Group's operations, the Group has a senior management team that is responsible for managing risks, strategic decisions and performance regarding environmental, social and governance issues and implementing sustainability strategies and plans with the support of key functional departments. They report to the Board on a regular basis and the Board assesses the outcome of all ESG-related decisions.

可持續發展方針

從廢舊產品中提取自然資源加以回收利用可減少原始資源的消耗，助力世界邁向循環經濟，因此，可持續發展成為我們願景、使命及業務策略的核心。

董事會聲明

董事會整體負責監控所有的環境、社會及管治相關風險，並在有關本集團業務營運的決策時考慮此等風險。本集團指定高級管理層團隊負責管理與環境、社會及管治議題相關的風險、戰略決策及表現，在關鍵職能部門的支持下實施可持續發展戰略及計劃。高級管理層團隊定期向董事會匯報工作，董事會評估所有環境、社會及管治相關決策的成效。

ESG Governance 環境、社會及管治治理

Board of Directors 董事會

The CEO and the Board oversee execution of the Company's sustainability strategy concerning environmental, social and governance, as part of oversight of business strategy and risk management.
行政總裁及董事會全面監察本公司有關環境、社會及管治可持續發展戰略的執行，作為其經營戰略及風險管理監督工作的一部分



Board Review for 2022 material ESG topics 董事會檢討二零二二年環境、社會及管治重大議題

Occupational Health & Safety | Economic Value Generated | Product Quality & Safety | Anti-corruption | Compliance | Talent Management | Anti-discrimination | Resource Recycling
職業健康與安全 | 產生的經濟價值 | 產品質量及安全 | 反貪污 | 合規 | 人才管理 | 反歧視 | 資源回收



Sustainability Management Approach 可持續發展管理方針

Chiho's sustainability management approach is embedded in its strategies across different departments and subsidiaries, including but not limited to Quality, Environmental, Health & Safety, Human Resources, Operations, Purchasing, Trading, and Legal & Compliance
齊合環保將可持續發展管理方針融入其為不同部門及子公司制定的戰略之中，包括但不限於質量、環境、健康及安全、人力資源、業務營運、採購、貿易以及法務合規等方面

The Group's risk management strategy takes ESG issues into consideration. Targets are established for mitigating our impact on the environment and community and progress is reviewed by the Board regularly. The Board has reviewed and approved this report to ensure integrity of the disclosures. To the best of its knowledge, this report addresses all material topics and fairly presents the ESG management approach and performance of the Group.

本集團的風險管理策略涵蓋環境、社會及管治議題。設定目標減少對於環境及社區造成的影響，並由董事會定期檢討此等目標的進展。董事會已審閱並批准本報告，保證披露的完整性。據董事會所知，本報告回應所有重大議題，且不偏不倚地呈報本集團的環境、社會及管治管理方針與表現。

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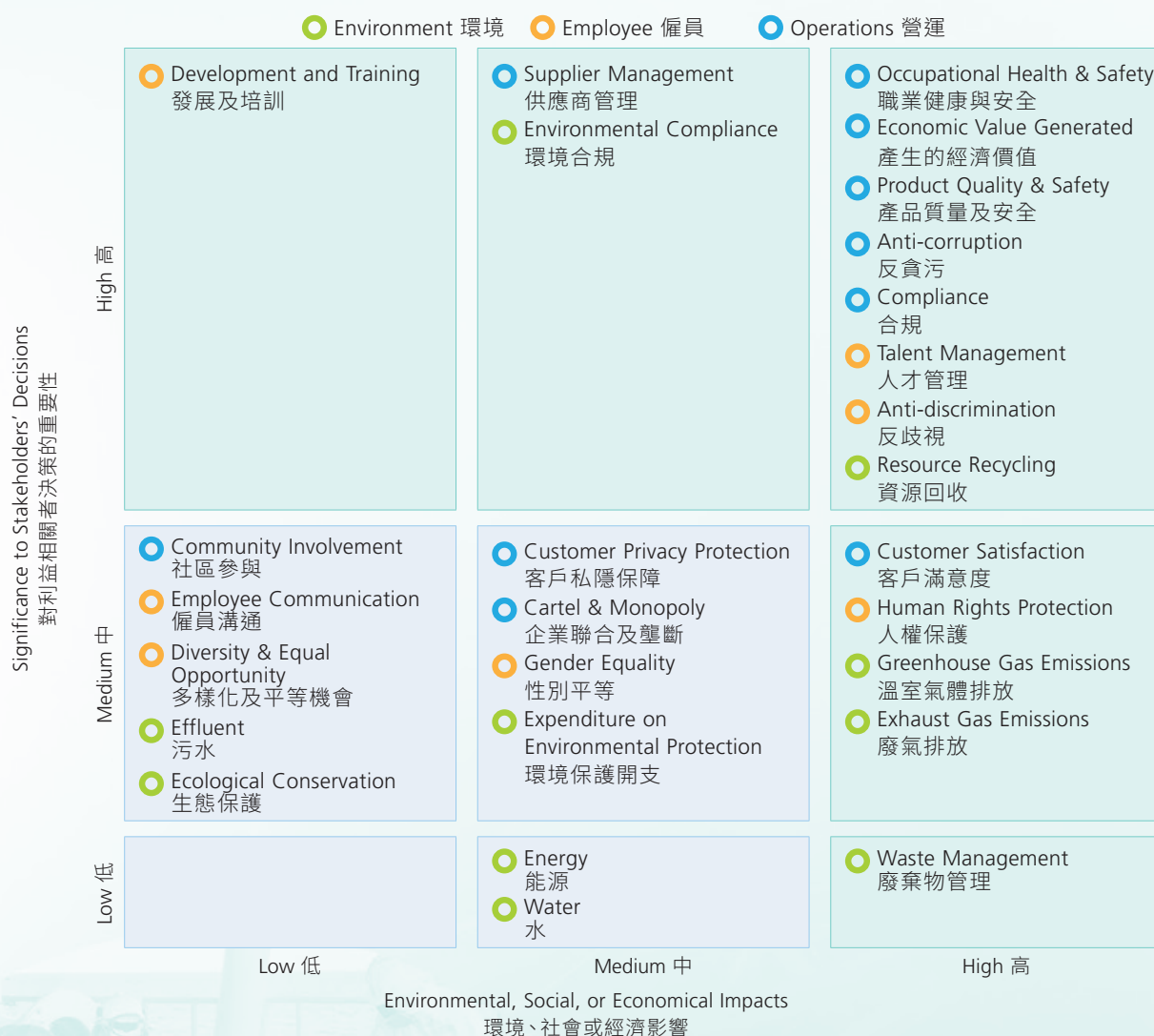
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Chiho's Materiality Assessment

We believe the only way to understand needs and expectations of all stakeholders in a holistic manner is to communicate with them in an effective manner. Therefore, we have been maintaining regular communication with our internal as well as external stakeholders to identify ESG-related issues. Adhering to materiality principle, we assign priority to each of the issues, according to the significance of its impact on the economy, environment and the society, and expectations of stakeholders. Eight topics were identified as significant to the Group and its stakeholders. ESG-related topics that are considered important are listed and are prioritised after engaging with stakeholders. The list of material topics is validated by the Board, forming the basis for formulation of the Group's ESG management strategy.

齊合環保重要性評估

我們認為，全面了解所有利益相關者的需求與期望的唯一途徑是與利益相關者保持有效的溝通。因此，我們定期與內部及外部利益相關者溝通，以識別環境、社會及管治相關議題。我們遵循重要性原則，根據相關議題對經濟、環境及社會影響的重大程度以及利益相關者的期望評定議題的優先級別。識別出對本集團及其利益相關者重要的八個議題。經過利益相關者的溝通及參與後，將被視為重要的環境、社會及管治議題列入清單並評定其優先級別。董事會確認該重要議題清單，並以此作為制定本集團環境、社會及管治治理策略的基礎。



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Aligning with UNSDGs

The Group is playing its due role in pursuit of sustainable development and has identified and aligned 6 SDGs considered as important to us as well as our stakeholders. We have put in considerable efforts to contribute to the attainment of these SDGs and hope to continue to work in this direction and help create long-term value for the environment, economy, human beings and the community.

與聯合國可持續發展目標保持一致

本集團在實現可持續發展的過程中發揮其應有的作用，已識別與可持續發展目標相對應、對我們自身及利益相關者重要的六個層面。我們大量投入資源以實現此等可持續發展目標，並希望按照這一方向繼續努力，為環境、經濟、人類及社區創造長期的利益。

Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2022 於二零二二年採取的行動	SDGs 可持續發展目標
Customer 客戶 <ul style="list-style-type: none"> Product quality & safety 產品質量及安全 Resource recycling 資源回收 Customer satisfaction 客戶滿意度 	<ul style="list-style-type: none"> Meetings 會議 Customer satisfaction survey 客戶滿意度調查 Phone interviews 電話訪談 	<ul style="list-style-type: none"> Risk assessment of product quality to ensure effective recycling process and high quality metal output 對產品質量進行風險評估，以確保有效的回收過程和高質量的金屬輸出 Customer engagement to meet quality requirements 客戶參與以滿足質量要求 	

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2022 於二零二二年採取的行動	SDGs 可持續發展目標
Government 政府 <ul style="list-style-type: none"> Compliance 合規 Anti-corruption 反貪污 	<ul style="list-style-type: none"> Annual report 年報 	<ul style="list-style-type: none"> Corruption risk assessment and training programs 貪污風險評估及培訓計劃 	
Employees 僱員 <ul style="list-style-type: none"> Occupational health & safety 職業健康與安全 Anti-discrimination 反歧視 Talent management 人才管理 Development & training 發展及培訓 Human rights protection 人權保護 	<ul style="list-style-type: none"> Regular meetings 定期會議 Surveys 調查 General manager 總經理 Mailbox 郵箱 	<ul style="list-style-type: none"> Ensure equal employment opportunity 確保平等就業機會 Complies with relevant laws and regulations to protect human rights and interests of women 遵守相關法律法規以保障女性人權和利益 Create a diverse and inclusive working environment for all employees 為全體僱員創造多元化及包容性的工作環境 Zero tolerance for the use of child or forced labour 對使用童工或強制勞工抱零容忍的態度 	  

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Stakeholder groups and material topics 利益相關者群體及重要議題	Communication channel 溝通渠道	Our actions taken in 2022 於二零二二年採取的行動	SDGs 可持續發展目標
Suppliers 供應商 <ul style="list-style-type: none"> Supplier management 供應商管理 Occupational health & safety 職業健康與安全 Compliance 合規 	<ul style="list-style-type: none"> Qualification reviews 資格審查 	<ul style="list-style-type: none"> Assessment of suppliers to ensure compliance with Group's requirements 評估供應商以確保符合本集團要求 	
Shareholders/ Investors 股東／投資者 <ul style="list-style-type: none"> Economic value generated 產生的經濟價值 Compliance 合規 	<ul style="list-style-type: none"> Annual general meeting 股東週年大會 Annual report 年報 ESG report 環境、社會及管治報告 	<ul style="list-style-type: none"> Regular portfolio reviews to optimise and enhance business efficiency 定期進行投資組合檢討，以優化及提高業務效率 Focus on controlling costs while ensuring stability in operations 專注於控制成本，同時確保營運的穩定性 Identify and leverage growth opportunities 物色及把握增長機會 	
Environment 環境 <ul style="list-style-type: none"> Environmental compliance 環境合規 Greenhouse gas emissions 溫室氣體排放 Exhaust gas emissions 廢氣排放 Waste management 廢棄物管理 Resource recycling 資源回收 		<ul style="list-style-type: none"> Establish Climate Change Policy, and following TCFD, we have identified potential climate-related risks and opportunities. 制定氣候變化政策，且我們已跟隨TCFD識別氣候相關潛在風險及機遇。 Identify energy saving opportunities and improved energy efficiency 識別節約能源機會並提高能源效率 Take necessary steps to effectively control carbon and waste emissions 採取必要措施有效控制碳及廢棄物排放 	

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ENVIRONMENTAL COMMITMENT

At Chiho, we are continuously contributing to the creation of a circular economy, so that other companies can benefit from our recycled products. In this way, we help companies avoid millions of tonnes of carbon emissions that would otherwise be released into the atmosphere every year as a result of having to rely solely on primary raw materials. We also have a focus on the minimisation of the environmental impact of our manufacturing processes.

The commitments outlined above are helping Chiho achieve the following targets:



Target 12.4, 12.5 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycles, as well as substantial reduction in waste through recycling and reuse
目標12.4、12.5— 在化學品及所有廢棄物的整個生命週期中實現無害環境管理，並通過回收及再利用大幅減少廢棄物



Target 13.3 – Improve human and institutional capacity on climate change mitigation
目標13.3— 增強人類及機構在減緩氣候變化方面的能力

Managing Our Environmental Impacts

Mankind today faces significant environmental challenges. As the world's leading scrap recycling company, we pay particular attention to the environmental impact of our operations and seek every opportunity to minimise negative impacts worldwide through effective environmental management.

The Group requires each major site and subsidiary to comply with the environmental legislation of the region in which it operates. Our sites have their own Environmental Management Systems ("EMS") and are certified to ISO 14001. We regularly assess the effectiveness of our EMSs through rigorous environmental risk assessment procedures and conduct Environmental Impact Assessments ("EIAs") for all new facilities to ensure compliance with applicable legislation. We conduct regular internal and external on-site audits to ensure compliance with environmental system protocols.

環境承諾

於齊合環保，我們為構建循環經濟堅持不懈地努力，以便其他企業可以從我們的再生產品中受益。由此幫助其他企業減少每年因依賴主要原材料而向大氣排放數百萬噸碳排放。我們亦專注於最大限度地減少我們的生產過程對環境的影響。

上述承諾有助於齊合環保實現下列目標：

管理我們的環境影響

人類如今面臨著重大環境挑戰。作為世界領先的廢料回收公司，我們特別關注我們的業務營運對環境的影響，並尋求一切機會通過有效的環境管理將全球範圍內的負面影響降至最低。

本集團要求各主要工場及子公司遵守其營運所在地的環境法規。我們的工場擁有自己的環境管理系統（「環境管理系統」）並已通過 ISO 14001 認證。我們通過嚴格的環境風險評估程序定期評估我們的環境管理系統的有效性，並對所有新設施進行環境影響評估（「環境影響評估」），以確保符合適用法律。我們定期進行內外部工場審核，以確保符合環境體系條例。

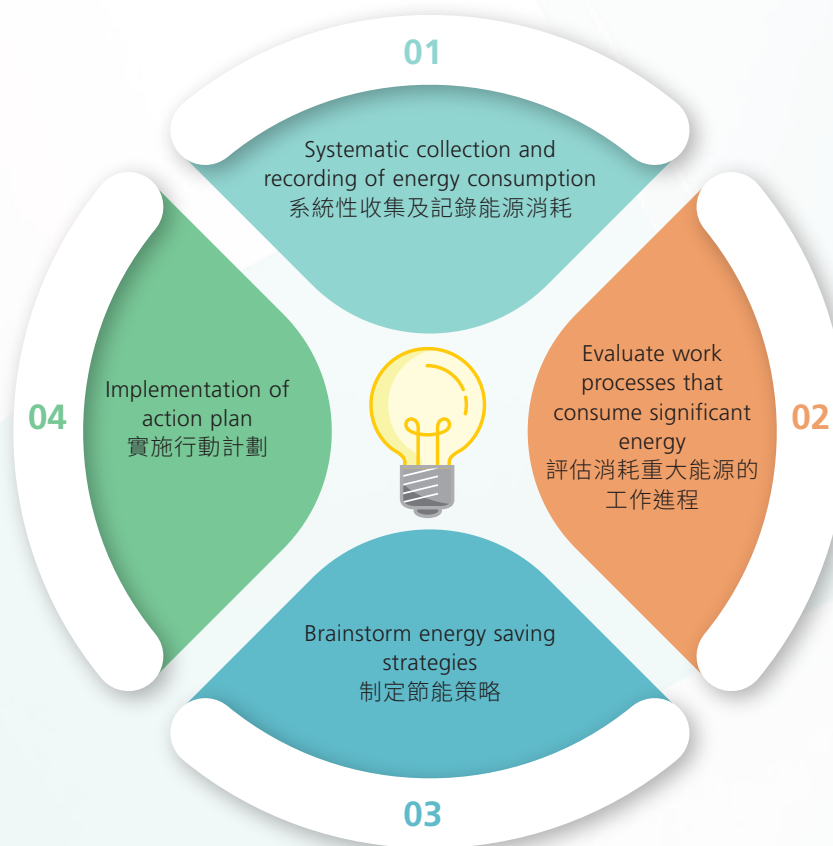
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In addition, the Group is always prepared to deal with any environmental incidents. Our sites have detailed procedures for dealing with emergencies such as fire or explosion. We provide ongoing environmental training to ensure that employees have the necessary knowledge and understanding of ISO 14001 standards, environmental laws and regulations, and the Group's environmental policy.

During the year, we did not identify any non-compliance with relevant laws and regulations that could have a significant impact on the environment or the Group in relation to air and greenhouse gas emissions, discharges to water and land, and the generation of hazardous and non-hazardous waste.

此外，本集團隨時準備應對任何環境事故。我們的工場訂有詳細的程序，以應對火災或爆炸等緊急情況。我們提供持續的環境培訓以確保員工具備對ISO 14001標準、環境法律和法規以及本集團環境政策的必要認知及了解。

於本年度，我們並未識別任何違反有關廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物且對環境或本集團有重大影響的法律法規的情況。



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Resource Usage

Energy Consumption & Carbon Emissions

Our operations in Europe and North America have ISO 50001 certification in place for energy management systems and are internally audited on a regular basis.

Our affiliates in Europe, North America and Asia have worked hard to identify energy saving opportunities and improve energy efficiency through various initiatives. Our European operations continued to replace traditional lighting with LED lighting during the year. Telemetry systems are being installed in our fleets to improve operational efficiency and reduce energy consumption. Operational processes are also equipped with advanced monitoring technology to control our energy consumption. In our Hong Kong operations, green office initiatives are continuously implemented to minimise unnecessary energy consumption. Measures include turning off electrical equipment such as air conditioners and lights when not in use.

The Group has implemented various energy saving strategies at its global sites.

資源使用

能源消耗及碳排放

我們在歐洲及北美的業務擁有經ISO 50001認證的能源管理系統，並定期進行內部審核。

我們在歐洲、北美洲及亞洲的聯屬公司已努力尋找節能機會、實施多項措施提高能源效益。於本年度，歐洲的營運工場繼續將傳統照明替換為LED燈具。車隊裝配遙測系統，以提升營運效率、降低能源消耗。各營運流程亦配備先進的監控科技以控制我們的能源消耗。香港營運集團持續推行綠色辦公舉措以減少不必要的能源消耗。該等措施包括在不需要使用時關閉冷氣機及電燈等電器。

本集團已在其全球工場實施各種節能策略。

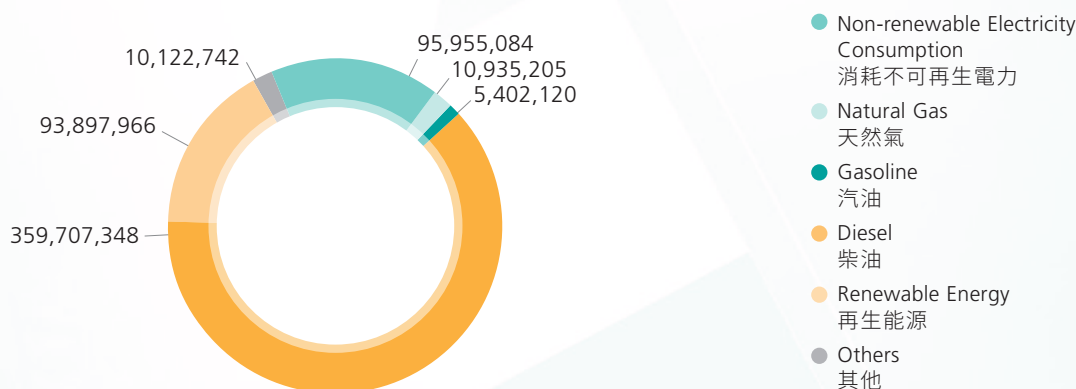
Aspect 層面	Target 目標	Progress made in 2022 於二零二二年取得的進展
Fossil fuel consumption/ GHG emissions 化石燃料消耗/ 溫室氣體排放	Increase the adoption of renewable energy 增加可再生能源的使用	<ul style="list-style-type: none">Our Hong Kong operation installed the largest stand-alone solar power system on the rooftop of the Chiho's Hong Kong factory, with a capacity of 1MW. 我們的香港營運集團在齊合環保香港工廠的屋頂安裝了最大的獨立太陽能發電系統，容量為1兆瓦。In Europe, approximately 75% of electricity consumption was from renewable energy. 在歐洲，約75%的電力消耗來源於可再生能源。

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Business operations of the Group consume various resources such as diesel, gasoline, and natural gas. In 2022, the total energy consumption of the Group was 576,020,466 MJ of energy, which is 4.5% more compared to 2021, and energy intensity was 169.8 MJ per tonne of product sold.

本集團的業務營運消耗柴油、汽油、天然氣等多種資源。二零二二年，本集團能源消耗總量為576,020,466兆焦耳，相較於二零二一年增加4.5%，能源密度為每噸售出產品169.8兆焦耳。

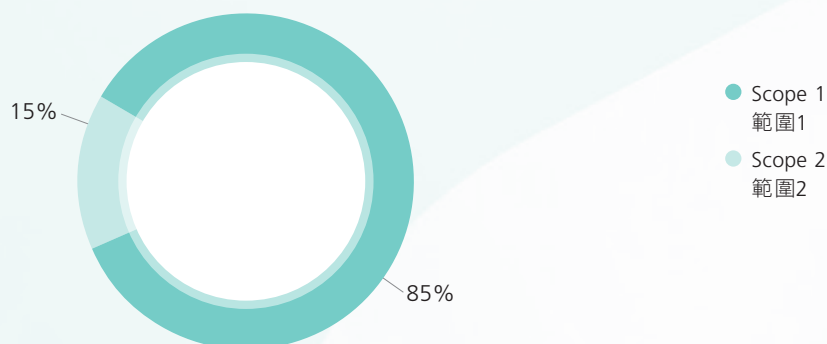
2022 Energy Profile (MJ) 二零二二年能源簡況 (兆焦耳)



The total carbon emissions in 2022 were 37,069 tCO₂e. Direct emissions (Scope 1) and indirect emissions (Scope 2) were 31,323 tCO₂e and 5,746 tCO₂e, respectively. A 17.75% reduction in indirect emissions compared to 2021 was achieved through our efforts to increase the use of renewable energy sources. Carbon intensity was computed as 0.0109 tCO₂e per tonne of product sold.

於二零二二年，總碳排放量為37,069噸二氧化碳當量。直接排放（範圍一）及間接排放（範圍二）分別為31,323噸二氧化碳當量及5,746噸二氧化碳當量。我們大力地增加可再生能源資源的使用，因此，間接排放較二零二一年減少17.75%。碳密度為每噸售出產品0.0109噸二氧化碳當量。

2022 Carbon Emissions (tCO₂e) 二零二二年碳排放 (噸二氧化碳當量)



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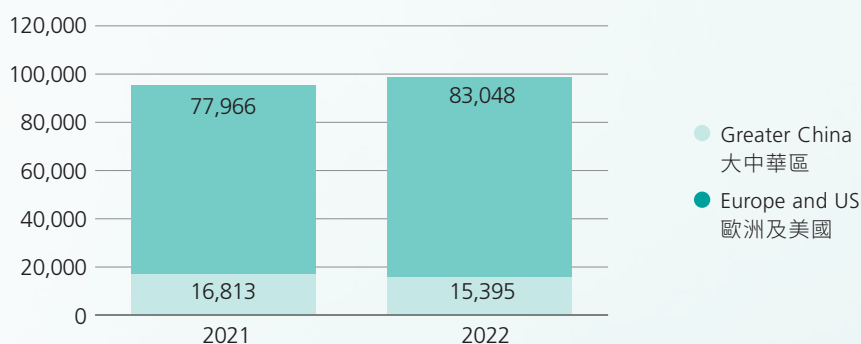
Water Consumption

The Group's major water usage is for cleaning, fire-fighting and industrial use. In 2022, our overall water consumption was 98,443 m³, representing a 3.87% increase over 2021. This was caused by new building operation sites in Europe. Water intensity was computed as 0.029 m³ per tonne of product sold. In 2022, there were no issues in sourcing water that is fit for the purpose.

Water consumption in our European and North American operations is monitored daily. Water-saving devices such as sensors on faucets and water-saving overhead showerheads have been installed to increase water use efficiency. To raise awareness of the need to conserve water, we have provided internal training on water conservation to our employees. We have implemented a water conservation programme in Taizhou to track and monitor water usage. A rainwater harvesting system with a capacity of 10,000 m³ is installed on rooftops to collect rainwater for irrigation, cleaning, firefighting and industrial processes. A water re-circulation system is also in place, recycling wastewater to minimise freshwater consumption.

Water Consumption (tonnes)

水消耗 (噸)



水消耗

本集團主要在清潔、消防及工業用途中使用水資源。二零二二年的總耗水量為98,443立方米，較二零二一年增加3.87%，此乃由歐洲新的建築營運工場導致。用水密度為每噸售出產品0.029立方米。於二零二二年，我們在求取適用水源上並無任何問題。

歐洲及北美洲營運集團的用水情況每日均受到監控。安裝水龍頭傳感器及節水天花板淋浴噴頭等節水設備提高用水效益。我們為員工提供有關節約水資源的內部培訓，以增強員工的節水意識。我們在台州實施節水計劃追蹤及監測用水量。屋頂裝配了容量為10,000立方米的雨水收集系統，收集雨水用於灌溉、清潔、消防及工業流程。同時，應用水循環系統回收利用廢水，減少鮮活水的耗用。

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Emissions Control

Effluents

Effluents generated from operations are treated and discharged in compliance with all relevant local laws and regulations. We conduct regular third-party testing to ensure that the levels of heavy metals, chemical oxygen demand ("COD"), suspended solids ("SS") and other pollutants in effluents are within the regulatory requirements. Due to the intensive industrial process involved at European production sites, we follow stringent guidelines when managing wastewater.

Discharge of effluents at Taizhou facilities has reached the third level of the GB8978-1996 Integrated Wastewater Discharge Standard. Wastewater is treated by sewage treatment facilities. Sewage produced at construction sites is treated by septic tanks before being discharged into sewage pipe network, while collected domestic sewage is not discharged. The Group's target in 2023 is to maintain 100% compliant disposal and discharge.

排放控制

污水

營運過程中產生的污水的處理及排放符合所有相關當地法律及法規。我們進行定期的第三方測試，以確保污水中重金屬、化學需氧量（「COD」）、懸浮固體（「SS」）和其他污染物的水平保持在監管規定之內。由於歐洲生產工場涉及密集的工業流程，我們在管理廢水時遵循嚴格的指導方針。

台州設施污水排放符合GB8978-1996廢水排放綜合標準三級標準。廢水由污水處理設施處理。建築工地產生的污水經化糞池處理後排入污水管網，而收集的生活污水則不會排放。本集團二零二三年的目標是保持100%的合規處置和排放。

Preservation measures 維護措施

- Regular maintenance of the oil separator and sand grid is conducted.
對油分離器及砂柵進行例行定期維護。
- Drainage installations are inspected and cleaned.
檢查及清潔排水裝置。
- To effectively eliminate the risk of spillage in the event of collisions, fuel tankers must be secured.
為減輕因碰撞而漏油的風險，油罐車必須加固。

Routine measures 日常保養措施

- Strict regulations are followed when collecting emulsifying oil to avoid effluent leakage.
於收集乳化劑時遵循嚴格的規程，確保無污水洩漏。

Construction measures 建設措施

- Underground steel plate barriers are installed to prevent soil and water contamination.
安裝地下鋼板屏障，防止土壤及水受污染。

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Air Emissions

Machines used for recycling generate air emissions. The Group has been adopting various measures to reduce air emissions. In 2022, our operating sites in Europe upgraded various equipment to reduce air emissions. For instance, we started using electric excavators, battery forklifts, and hybrid cars to reduce emissions.

Besides the above, the Group upgraded its dedusting equipment and adopted double-walled tanks for storage and internal distribution of exhaust reduction fluids. In the cultural aspect, we replaced business travel with digital meetings to avoid traveling. At Taizhou we have purchased Baghouse filter systems and desulphurisation devices which fulfil requirements of both the second level of GB16297-1996 Integrated Emission Standard for Atmosphere Pollutants and GB1843-2001 Catering Industry Soot Emission Standards. Air emissions from our operations in Hong Kong are reported every three months to ensure compliance. Our household electrical appliances recycling facilities collect exhaust and dust generated to prevent emission into the atmosphere. In 2022, the Group generated 2,274 kg, 1,984 kg and 1,770 kg of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matters ("PM"), respectively.

Noise Emissions

The Group conducts regular audits of the noise level. If the noise level exceeds regulatory limits, investigation and rectification actions are initiated. We ensure proper maintenance of our equipment and machinery on an ongoing basis to eliminate any abnormal noise generation resulting from aging and heavy usage. Site planning, restructuring, and noise mapping initiatives are conducted to ensure noise from machinery, such as operating shredders, is well-contained and managed. We have also set up noise barriers to minimise noise pollution.

廢氣排放

用於回收的機器會產生廢氣排放。本集團一直採取多項措施減少廢氣排放。二零二二年，我們的歐洲運營工場升級多種設備以減少廢氣排放。例如，我們開始使用電動挖掘機、電動叉車及混合動力汽車來減少排放。

除此之外，本集團升級除塵設備，並採用雙壁罐以儲存及內部分配廢氣還原液。於文化方面，本集團用數位會議代替商務旅行以避免旅行。我們於台州採用袋式除塵系統及脫硫設備，符合GB16297-1996《大氣污染物綜合排放標準》二級和GB1843-2001《餐飲業煙塵排放標準》。我們每三個月報告一次我們在香港運營的廢氣排放，以確保合規。我們的家用電器回收設施收集產生的廢氣和灰塵，以防止排放到大氣中。二零二二年，本集團分別產生氮氧化物（「NO_x」）、硫氧化物（「SO_x」）及顆粒物（「PM」）2,274千克、1,984千克及1,770千克。

噪音排放

本集團定期審查噪音水平。如噪音超出監管標準，則會立即進行檢測及採取補救行動。我們確保對我們的設備及機器進行持續的適當維護，以消除因老化和大量使用而產生的任何異常噪音。在進行工場規劃、重組及噪音測繪以確保機器（如碎紙機）產生的噪音得到良好控制及管理的同時，我們亦設置有隔音屏障，以盡量減少噪音污染。

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Waste

In 2022, the Group committed to the Green Event Pledge. This commitment to waste reduction was initiated by the Hong Kong environmental protection department in 2018, which aims to appeal to and encourage local enterprises to promote the implementation of innovative waste reduction measures, make people feel the sincerity of waste reduction in Hong Kong, and make the environmental protection atmosphere become the mainstream. As of July 2022, 274 enterprises in Hong Kong, including Bank of China (Hong Kong), Hong Kong International Airport and Fubon Bank, have positive responded to this commitment.

To obtain the award, Chiho shall promise to take the following actions as far as possible:

- Enterprises need to take measures to reduce the waste generated in daily activities, such as using recycled materials to build a stage, reusing activity materials, and transporting the used materials to recycling or donation locations.
- Increase efforts to promote the participants to change their behaviour habits to avoid or reduce the use of disposable products, such as plastic cups, tableware, utensils, drinking bottles, etc. Encourage and assist the participants to prepare their own drinking bottles as appropriate.
- Reduce kitchen waste by ordering or preparing an appropriate amount of food, so as to avoid unnecessary waste.
- Reduce the use of paper and promote the electronic communication methods.

Both hazardous and non-hazardous waste are generated during our production process. During the year, the Group generated 11,126 tonnes of hazardous waste and 272,638 tonnes of non-hazardous waste, higher than in 2021 due to the increased iron fillings emulsion processes.

廢棄物

於二零二二年，本集團致力於活動減廢承諾。此項承諾由香港環境保護署於二零一八年發起，旨在呼籲及鼓勵當地企業推行創新減廢措施，讓市民感受到香港減廢的誠意，及讓環保氛圍成為主流。截至二零二二年七月，包括中國銀行（香港）、香港國際機場及富邦銀行在內的274家香港企業已積極響應這一承諾。

為獲得獎勵，齊合環保將採取以下行動：

- 企業需要採取措施減少日常活動中產生的廢棄物，如使用回收材料搭建舞台、重複使用活動材料及將用過的材料運至回收或捐贈地點。
- 加大力度推動參與者改變行為習慣，避免或減少使用一次性用品，如塑料杯、餐具、器具、飲水瓶等。鼓勵和幫助參與者酌情準備自己的飲水瓶。
- 通過點餐或準備適量食物來減少廚餘，避免造成不必要的浪費。
- 減少紙張的使用，推廣電子通訊方式。

我們的生產過程會產生有害及無害廢棄物。於本年度，本集團產生11,126噸有害廢棄物及272,638噸無害廢棄物，與二零二一年相比有所增加，原因在於鐵填料乳化工藝增加。

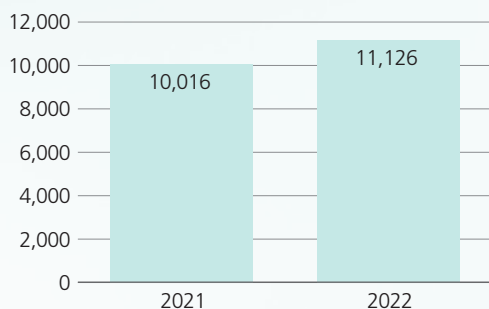
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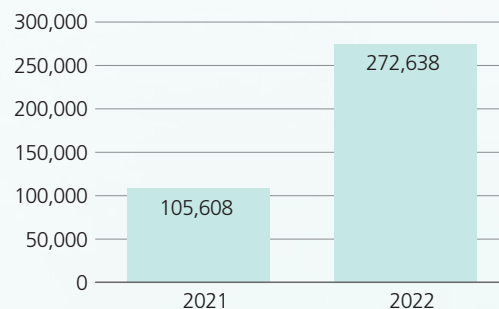
Waste Types 廢棄物種類

<p>Hazardous waste 有害廢棄物</p>	<ul style="list-style-type: none"> Emulsion, waste oil, circuit boards, batteries, wastewater sludge, electric arc furnace dust and oil impregnated insulation paper 乳化劑、廢油、電路板、電池、廢水污泥、爐渣、電弧爐粉塵及油浸漬絕緣紙
<p>Non-hazardous waste 無害廢棄物</p>	<ul style="list-style-type: none"> Municipal waste, wastepaper, plastic and wood 城市廢棄品、廢紙、塑料和木材

Hazardous Waste Generation (tonnes)
產生有害廢棄物 (噸)



Non-hazardous Waste Generation (tonnes)
產生無害廢棄物 (噸)



To ensure discharge, collection and transportation of hazardous and non-hazardous waste comply with Waste Storage & Control Procedures applicable at our operational sites, we run a preliminary screening process to remove all asbestos-containing materials before waste disposal. Hazardous waste is separated into different categories and stored in designated storage warehouses to prevent spillage and leakage.

After separation, hazardous waste is handled by verified companies for incineration, and non-hazardous waste is handed over to a designated industrial property management company.

We have always been committed to circular economy and sustainable development and we integrate the concept of green and low carbon into daily operations. We installed photovoltaic power generation equipment in Hong Kong, Taizhou and Espenhain recycling yards to improve economic and environmental benefits. At the same time, we pay attention to the training of employees in energy conservation, consumption reduction and emission reduction, and improve the environmental awareness of all workers by regularly popularising the related knowledge. As a leading environmental protection enterprise in the world, we will continue to practice its responsibility for sustainability with practical actions.

為確保有害和無害廢物的排放、收集和運輸符合適用於我們營運工場的廢棄物儲存控制程序，我們運行初步篩選過程以在廢物處理前去除所有含石棉材料。有害廢棄物會分成不同類別，存放在指定的儲存倉庫中，防止溢出和洩漏。

分離後，有害廢棄物由經驗證的公司進行焚燒處理，無害廢棄物交由指定的工業物業管理公司處理。

我們始終致力於循環經濟及可持續發展，並且我們將綠色低碳理念融入日常業務營運中。我們在香港、台州及Espenhain回收工場安裝了光伏發電設備，以提高經濟及環境效益。同時，我們注重對員工進行節能、降耗及減排方面的培訓，並通過定期普及相關知識來提高所有員工的環保意識。作為世界領先的環保企業，我們將繼續以實際行動踐行可持續發展的責任。

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Combating Climate Change

Chiho is committed to mitigating climate change and managing its impact on our recycling business. We have established a Climate Change Policy that outlines the management approaches Chiho will take to address climate change.

Responding to the increasing environmental awareness of the general public and clients, the Group has established a Climate Change Policy to mitigate the impact of its business on global climate. We keep a close look on the challenges and opportunities brought by climate change so the business can continue to adapt to the fluctuating environment in the future.

Following the recommendations set out by the Task Force on Climate-Related Financial Disclosures (TCFD), the Group has identified potential climate-related risks and opportunities as outlined below.

應對氣候變化

齊合環保一直致力於減輕氣候變化、管理氣候變化對於回收業務的影響。我們已制定氣候變化政策，該政策明確齊合環保為應對氣候變化將採取的管理對策。

為響應公眾及客戶日益提高的環境意識，本集團已制定氣候變化政策以減輕其業務對全球氣候的影響。我們密切關注氣候變化帶來的挑戰及機遇，以便企業能持續適應未來波動的環境。

根據氣候相關財務信息披露工作組(TCFD)的推薦建議，本集團已識別潛在的氣候相關風險及機遇，如下所述。

Climate-related Risks 氣候相關風險		
Risk Categories 風險類別	Risk Description 風險描述	Potential Financial Impact 潛在財務影響
Acute Risk 急性風險	Highly fluctuating environments lead to unpredictable natural catastrophes (such as wildfires or tornados) that damage the infrastructures and facilities 高度波動的環境會導致不可預測的自然災害(例如野火或龍捲風)，從而破壞基礎設施及設備	Facilities impacted by natural disasters may generate a cost for damage repair 受自然災害影響的設施可能會產生損壞修復費用
Chronic Risk 慢性風險	Increasing temperatures around the globe are creating an environment conducive for transmission of infectious diseases that threaten employees' health and the Group's operations 全球氣溫升高創造了有利於傳染病傳播的環境，威脅著僱員的健康及本集團的營運	Normal business operations may be impaired by epidemics and result in loss of revenue 正常的業務運營可能會受到流行病的影響並導致收益虧損
	Extreme heat and changing rainfall patterns in some operating regions may lead to natural resources scarcity (such as water) during certain seasons 部分營運區域的極端高溫及不斷變化的降雨模式可能導致若干季節的自然資源短缺(如水資源)	Prices of stressed resources may increase and raise the cost of operations 緊張資源的價格可能上漲並增加營運成本
	Rising sea levels and soil erosion present potential threats to properties of the Group around the coastal regions 海平面上升及土壤侵蝕對本集團在沿海地區的物業構成潛在威脅	Potential relocation may be required for affected sites 受影響的工場可能需要搬遷

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Climate-related Risks 氣候相關風險		
Risk Categories 風險類別	Risk Description 風險描述	Potential Financial Impact 潛在財務影響
Technology Risk 科技風險	<p>The carbon neutrality plans in many nations require industries to reduce their emissions by upgrading their machinery</p> <p>許多國家的碳中和計劃要求工業通過升級其機器來減少排放</p>	<p>Large-scale technological transformation is costly and carbon capture or low-carbon metal technologies are not fully developed</p> <p>大規模技術改造成本高，碳捕集或低碳金屬技術尚未充分發展</p>
Policy/Regulation Risk 政策／監管風險	<p>Many nations have started to impose a carbon tax on products, especially metals. China, the largest steel producer in the world, is introducing a new carbon tax system for its steel industries. Besides, the upcoming CBAM policy of the EU in October 2023 will impose tariffs on steel imports based on the amount of carbon embedded in them</p> <p>許多國家已開始對產品徵收碳稅，尤其是金屬。中國是世界上最大的鋼材生產國，正在為其鋼材行業引入新的碳稅制度。此外，歐盟將於二零二三年十月出台的CBAM政策將根據鋼材中的碳含量對進口鋼材徵收關稅</p>	<p>Global regulatory changes will impose mounting carbon costs on metal-related companies, which may affect the Group and its potential business partners. Companies that are unable to keep up with the technological and regulatory transitions may be unable to remain competitive in the market</p> <p>全球監管變化將對金屬相關公司造成越來越高的碳成本，其可能會影響本集團及其潛在的業務合作夥伴。無法跟上科技及監管轉型的公司可能無法在市場上保持競爭力</p>
Reputation Risk 聲譽風險	<p>The inability to meet current and new climate targets set in regions where the Group operates may result in a negative perception from external stakeholders</p> <p>無法實現本集團營運所在地區設定的當前及新的氣候目標可能導致外部利益相關者的負面看法</p>	<p>Loss of existing and potential business clients resulting in reduced revenue</p> <p>現有及潛在業務客戶的流失導致收益減少</p>

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Climate-related Opportunities 氣候相關機會		
Opportunities 機遇	Opportunity Description 機遇描述	Potential Financial Impact 潛在財務影響
Demand 需求	The increasing societal awareness of limited resources, especially for metals, will increase demand for scrap recycling services 社會對有限資源 (尤其是金屬資源) 意識的增強將增加對廢料回收服務的需求	Potential for more clients and business 更多客戶及業務的潛力
Transportation 運輸	As more electric vehicles replace fossil fuel-run vehicles, our used car and battery recycling business may grow faster 隨著越來越多的電動汽車取代燃油汽車，我們的二手車及電池回收業務可能會增長得更快	Potential for more clients and business 更多客戶及業務的潛力

OUR WORKFORCE

Chiho believes that its people are its most valuable asset. We are trying to promote a culture where people feel safe and valued, a workplace focused on safety and a commitment to the communities in which we operate. Our commitments and programs as described above contribute to the following targets:



Target 8.5 – Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
目標8.5—實現所有男女 (包括年輕人及殘疾人) 的充分生產性就業和體面工作，並且同工同酬



Target 10.3, 10.4 – Ensure equal opportunity and reduce inequality of outcome, as well as adopt policies to progressively achieve greater equality
目標10.3、10.4—確保機會均等，減少結果不平等，並採取政策逐步實現更大程度的平等

As of December 31, 2022, the Group employed a total of 2,309 employees, of which 12 were based in Hong Kong, 56 in Taizhou and the remaining 2,241 were in Europe. The male to female ratio was approximately 3.4:1. Majority of our employees were aged between 30 and 50, comprising 47% of the entire workforce.

我們的員工

齊合環保認為人才乃其最為珍貴的資產。我們試著推廣讓員工感到安全及受重視的文化，以及注重安全及對我們經營所在社區承諾的工作場所。我們的上述承諾及計劃有助於實現下列目標：

截至二零二二年十二月三十一日，本集團共有2,309名僱員，其中包括位於香港的12名僱員，位於台州的56名僱員，及其餘位於歐洲的2,241名僱員。男女比例約為3.4:1。大部分僱員年齡介乎30至50歲之間，佔總人數47%。

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2022 Employee Diversity

二零二二年僱員多樣性

Gender

性別

Male	77%
男性	
Female	23%
女性	

Age

年齡

Below 30	10%
30歲以下	
30 to 50	47%
30至50歲	
Above 50	43%
50歲以上	

Geographical location

地理位置

Europe	97%
歐洲	
Mainland China	2%
中國內地	
Hong Kong	1%
香港	

Function

職能

Management	10%
管理層	
Non-management	90%
非管理層	

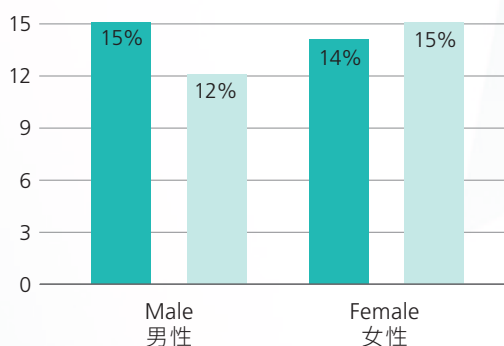
Through robust human resources management, the Group has fostered a culture where people stay for the long-term. During the year, the Group's overall employee turnover rate was 14%. The new hire rate was 13%.

通過強有力的人力資源管理，本集團培育了員工長期留任的文化。於本年度，本集團的整體僱員流失比率為14%。新入職比率為13%。

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Turnover and New Hire Rates (by Gender)

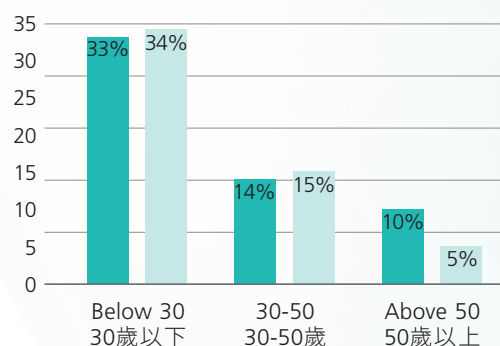
僱員流失比率和新入職比率 (按性別劃分)



● Turnover rate
僱員流失比率

Turnover and New Hire Rates (by Age)

僱員流失比率和新入職比率 (按年齡劃分)



● New hire rate
新入職比率

Nurturing Our Employees

We strive to create and maintain a diverse and inclusive working environment for our employees, regardless of race, age, gender, sexual orientation, and personal circumstances. In line with our values, the Group has detailed employment and recruitment policies in place to ensure equality and prevent any form of discrimination. Allegations of any conduct that violates our policies, including but not limited to discrimination, intimidation, harassment and retaliation, are promptly investigated. Appropriate disciplinary action, up to and including dismissal, is taken where necessary.

All policies and practices relating to employees comply with relevant laws and regulations. We respect and treat each employee fairly through mutually agreed employment contracts. The Group has established standard guidelines for employee working hours. Employees who work overtime are given extra leave or overtime pay with premium rates.

“Getting better together” – Under this motto, we launched a global online employee survey Pulse Check in 2022 to allow employees across the globe to express their opinion on the current change process and future development of Chiho group. It aimed to get an authentic picture of the staff’s feelings and, above all, to respond to suggestions, ambiguities or criticism. Results of the Pulse Check have been shared with the management team who is working on the follow-up actions.

培育我們的員工

我們致力於為僱員營造和維持一個多元化和共融的工作環境，不論種族、年齡、性別、性取向及個人情況。根據我們的價值觀，本集團制定了詳盡的僱傭及招聘政策，以確保平等並防止任何形式的歧視。若發生違反我們政策的行為指控（包括但不限於歧視、恐嚇、騷擾及報復），我們會立即展開調查。如有需要，我們會採取適當的紀律處分，直至並包括解僱。

所有與僱員有關的政策及慣例均符合相關法律法規。我們透過經雙方同意所簽訂的員工合同尊重並公平對待每名僱員。本集團已制定僱員工作時間的標準指引。超時工作的僱員將獲得額外的假期或更高費率的超時加班費。

「一起變得更好。」—以此為座右銘，我們於二零二二年啟動全球在線僱員調查Pulse Check，讓全球僱員表達其對齊合環保集團當前變革進程及未來發展的意見。該調查旨在了解僱員的真實感受，最重要的是，對建議、分歧或批評作出回應。Pulse Check的結果已分享予正在採取後續行動的管理團隊。

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We also organised several regional “Ask Anything” online sharing and discussion forums at various locations. Management executives, including managing directors, were invited to participate in the “Ask Anything” forum which was a new form of dialog offered to local employees to allow them to have direct interactions with the management team. In the forums, representatives from the management team shared the latest information on the development of the Group while local employees could ask any live questions to the management executives. We believe that these “Ask Anything” forums provide valuable platforms to enhance communication between management and local employees.

Equal Employment

The Group is committed to equal employment opportunity and has established policies to set fair standards for recruitment and employment. The Group publishes full and clear descriptions of qualifications for positions to be filled and requirements in terms of knowledge, skills and experience. The Group also has strict requirements to avoid hiring relatives of existing employees. If an existing employee has a family relationship with a candidate, he/she must report this to the management to ensure fairness.

The Group strictly complies with all relevant laws and regulations, for protecting human rights and interests of women as well as diversity. In terms of recruitment, remuneration, training, promotion and benefits, the Group adheres to the principle of equal treatment and strictly prohibits all forms of discrimination based on sex, race, nationality, birthplace, marital status, or a woman who is pregnant or breastfeeding. We are committed to creating a diverse and inclusive working environment for all employees.

Employee Training Programs

We regard our employees as human capital and place them at the center of our sustainable development strategy. Each employee has strengths and weaknesses and contributes to the overall performance of the business, and the Group aims to motivate everyone to develop the best possible performance through training and coaching. Accordingly, the Group draws up a personal development plan to clarify the steps each employee must take to improve.

我們還在不同地點組織多個區域性在線分享及討論論壇「有問必答」。包括董事總經理在內的管理行政人員受邀參加「有問必答」論壇，這是一種向當地僱員提供的新對話形式，讓彼等能夠與管理團隊進行直接互動。在論壇上，管理團隊代表分享了本集團發展的最新资讯，而當地僱員可現場向管理行政人員提出任何問題。我們相信，該等「有問必答」論壇為加強管理層與當地僱員之間的溝通提供了寶貴的平台。

平等就業

本集團致力於平等就業機會，並制定政策，以訂立公平的招聘及就業標準。本集團就應聘職位的資格和知識、技能及經驗方面的要求頒佈了完整明確的說明。本集團亦有嚴格要求避免僱用現有僱員的親屬。如現有僱員與候選人之間有家族關係，彼須就此向管理層報告以確保公平性。

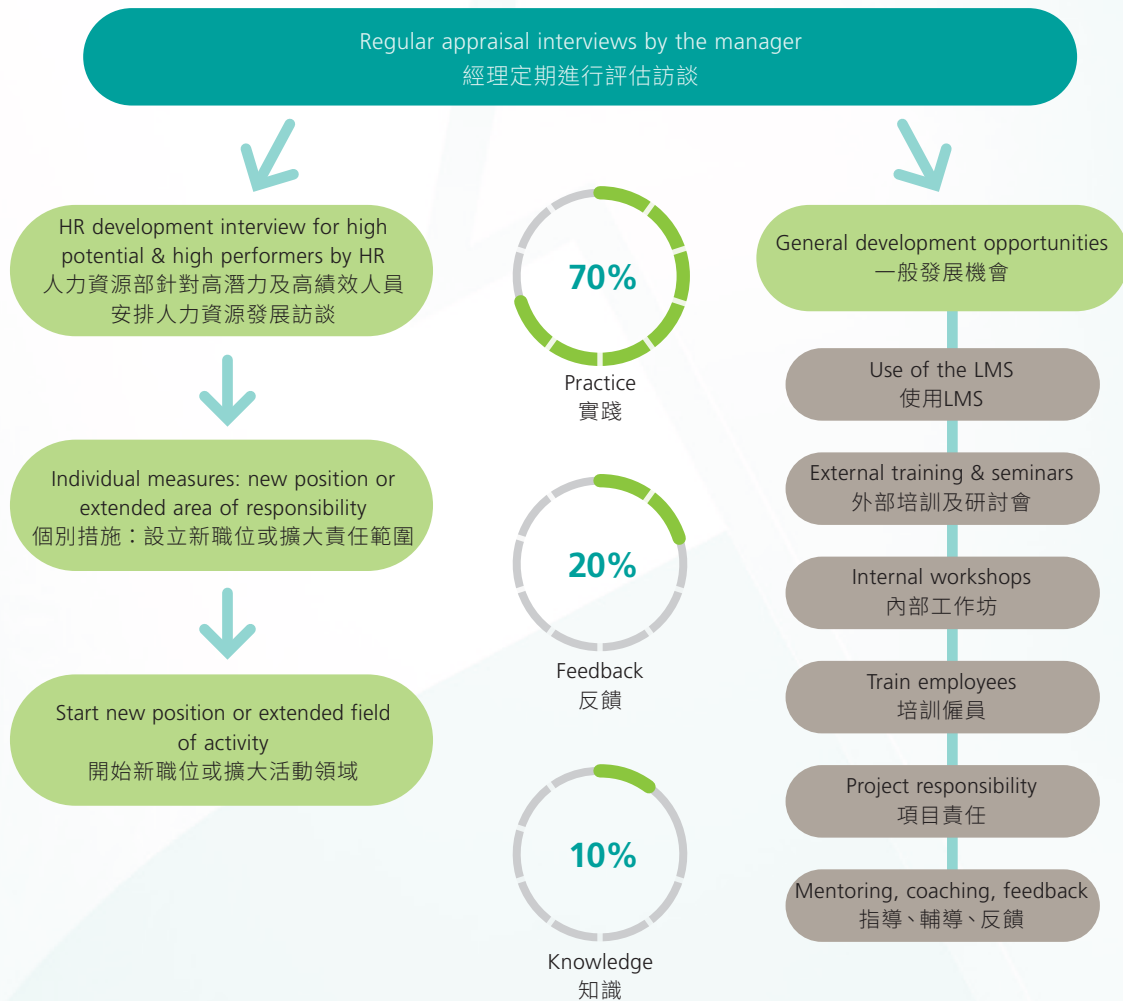
本集團嚴格遵守所有相關法律法規，以保障女性人權和權益以及多元性。在招聘、薪酬、培訓、晉升及福利方面，本集團堅守平等對待原則，嚴禁基於性別、種族、國籍、出生地、婚姻狀況、懷孕或哺乳期婦女等一切形式的歧視。我們致力於為全體僱員創造多元化及包容性的工作環境。

僱員培訓計劃

我們將僱員視為人力資本，並將其置於可持續發展策略的中心點。僱員各有優缺點，為企業的整體表現作出貢獻。本集團旨在透過培訓及輔導來激勵全體員工拿出最好的表現。因此，本集團制定個人發展計劃，當中闡明每名僱員必須採取的改進措施。

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The Group carried out a variety of training activities according to the skill needs of employees. In 2022, there are 626 employees trained.

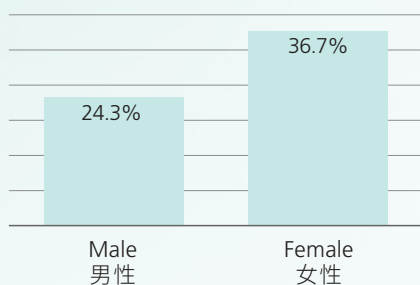
本集團根據僱員的技能需求開展多項培訓活動。於二零二二年，有626名僱員接受培訓。

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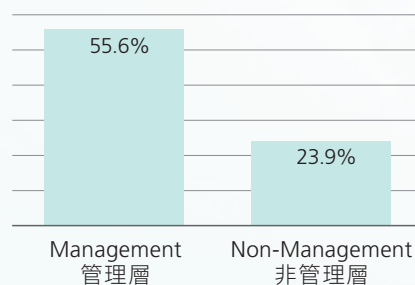
Training Cover Rate (by gender)

培訓覆蓋率 (按性別劃分)



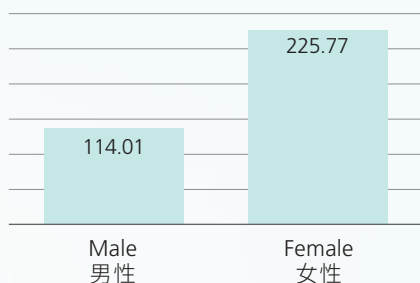
Training Cover Rate (by category)

培訓覆蓋率 (按類別劃分)



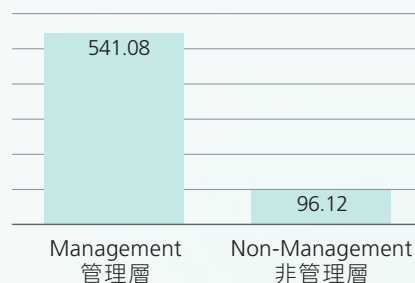
Average Training Hours (by gender)

平均培訓時數 (按性別劃分)



Average Training Hours (by category)

平均培訓時數 (按類別劃分)



During the year, our European subsidiary launched and implemented an Induction Training Program, which consisted of six modules ranging from administrative information to professional skills training to help new employees learn the basics of the job and get up to speed more easily.

於本年度，我們的歐洲子公司推出並實施入職培訓計劃，該計劃由行政信息到專業技能培訓等六個模塊組成，以幫助新僱員學習工作的基本知識並更容易上手。

Induction Training Program Contents

入職培訓計劃內容



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Our European subsidiary also conducted annual interviews with employees to review past performance, solve current problems, and plan for the future. This project was designed to include six sections, so that each employee taking part in the interview could gain a clear awareness of his or her own working plan, objectives and the measures of success. The aim of this project was to collect key information and to maintain sustainable development of human resources and management patterns.

我們的歐洲子公司亦對僱員進行年度訪談，以回顧過往表現、解決當下問題並擬定未來計劃。該項目一共設計六個部分，以便參與訪談的僱員均能清楚了解彼等自身的工作計劃、目標和實現成功的措施。該項目旨在收集關鍵資料，並維持人力資源及管理模式的可持續發展。

6 Interview Sections

六個訪談部分

- Plan for next year's work tasks and objectives
規劃明年的工作任務及目標
- Define key tasks and expected outcomes
定義關鍵任務及預期結果
- Set up the standards to evaluate outcomes
制定評估結果的標準
- Identify the development and training targets
確認發展與培訓目標
- Plan for next year's development and training program
規劃明年的發展與培訓計劃
- Improve the management patterns
完善管理模式

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Furthermore, the Scholz Academy was set up to provide employees with further training opportunities and practical courses in various subject areas. The aim is to constantly encourage employees to expand and consolidate their knowledge and skills. In 2022, a total of 17 further training courses were offered to 35 participants. Besides the above, 116 Learning Management System (LMS) courses were offered, which were well received by 142 of our employees.

此外，「Scholz Academy」的成立旨在為僱員提供更多培訓機會及不同學科領域的實踐課程。其宗旨是不斷鼓勵僱員擴展及加強彼等的知識和技能。於二零二二年，一共為35名僱員提供17門進修課程。除上述情況外，亦提供116門學習管理系統(LMS)課程，受到我們142名僱員好評。

Sample of Scholz Academy Courses Scholz Academy課程實例

LMS courses LMS課程	44 Questioning techniques: Communicate more effectively with good questions 44個提問技巧：用好問題進行更有效的溝通 Business Development 業務發展 Design Thinking – From the idea to the prototype in two days! 設計思維－在兩天內從想法到落地！ Leadership and personal responsibility 領導力及個人責任 Health work at the VDU workplace 在VDU工作場所健康地工作 Microsoft Skills 微軟技能 Time, self and stress management 時間、自我及壓力管理
Further training 其他培訓	Changes in labour, wage tax and social security law for 2022 二零二二年勞動、工資稅及社會保障法的變動 Fundamentals of the Metal Industry (VDM Junior Program) 金屬工業基礎 (VDM初級課程) Yesterday a technical expert – today a manager 昨日是技術專家－今天則是經理

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WORKPLACE SAFETY

工作場所安全



Target 3.9 – reduce the number of deaths and illnesses from hazardous chemicals and other environmental pollution
 目標3.9—減少危險化學品及其他環境污染物所致死亡及生病人數

The Group is committed to protecting our employees, and regards the health of its employees as a cornerstone of its development and prioritises their safety at work. Recognising that the health and safety of employees could be a potential risk, a thorough safety management system and disciplinary procedures are in place. Different committees are responsible to continuously improve working conditions and promote health, performance and satisfaction, covering all operations in Hong Kong, China and Europe.

本集團致力於保護我們的員工，將員工的健康視為發展的基石，並將員工的工作安全視為重中之重。認知到員工健康與安全可能存在潛在風險，我們制定了完善的安全管理制度和紀律處分程序。不同的委員會負責不斷改善工作條件並促進健康、表現及滿意度，範圍涵蓋香港、中國和歐洲的所有業務。

Chiho's Operations 齊合環保的業務			
China 中國	Hong Kong 香港		Europe 歐洲
Safety Production Management Committee 齊合環保的業務	Corporate Safety Committee 企業安全委員會	Site Safety Committee 工場安全委員會	Health and Safety Organisation 健康及安全組織

- | | | | |
|--|--|--|--|
| <ul style="list-style-type: none"> Identifying risks
識別風險 Responding to risks
應對風險 Risk mitigation
減緩風險 | <ul style="list-style-type: none"> Oversee, advise, and communicate with Site Safety Committee
監察工場安全委員會、向其提出建議，並與其進行溝通 | <ul style="list-style-type: none"> Engage employees to evaluate, review, and update policies
組織員工參與評估、審查及更新政策 | <ul style="list-style-type: none"> Focuses on implementation of policies
專注於實行政策 Review policies to comply with relevant laws and regulations
審查政策，以遵守相關法律法規 |
|--|--|--|--|

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Management Approach

Our recycling yards in China review their safety policies to adhere to the ISO45001 Occupational Health and Safety Management System certification. The registered safety officer in Hong Kong evaluates potential hazards and makes suggestions to management in terms of workplace evaluation. Employee's perspectives on safety issues are used to develop safety goals every two years.

In Europe, safety checks are carried out every three years to identify potential dangers, followed by policy review and mitigation actions. We recognise that fire safety is an important part of successful and safe operation of business and therefore we have developed a fire safety guide for employees. In the event of an accident, each workplace ensures that at least one person is trained in first aid so that minor injuries can be treated quickly. Regular inspections of equipment are carried out to check that installed combustion, smoke and ventilation equipment still meet the conditions for safe operation of the installation and to review and improve previous inspection reports/meeting notes, which can ensure fire safety and a safe working environment for employees.

管理方針

我們在中國的回收廠根據ISO45001職業健康與安全管理體系認證審查其安全政策。香港註冊安全主任評估潛在危害，並就工作場所評估向管理層提出建議。我們每兩年根據員工對安全問題的看法制定安全目標。

在歐洲，每三年進行一次安全檢查以識別潛在危險，然後進行政策審查和採取緩解措施。我們認知到消防安全是企業成功和安全營運的重要組成部分，故我們為員工制定了消防安全指引。每個工作場所均須確保至少有一人接受過急救培訓，以便在發生任何事故的情況下迅速處理輕傷患者。定期對設備進行檢查，確認已安裝的燃燒、排煙及通風設備是否仍符合安裝安全運行的條件，並審查及完善過往的檢驗報告／會議記錄，從而確保消防安全及為僱員提供安全的工作環境。



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Health and safety play a significant role at Scholz Recycling GmbH. Regular programs are held by CEO or the safety management body to set operational objectives and to assess risk of physical and mental stress. In addition, SRG has taken a number of measures to prevent health and safety risks:

- To issue regular and extensive instructions;
- To improve the ergonomic design of workplaces;
- To establish an accident management system that stipulates accidents at work and potential risks to be reported internally;
- To establish plans for addressing emergency situations based on identified risks; and
- To analyse, evaluate and monitor the handling of chemical, biological or physical agents.

We have extended the applicability of our safety protection responsibility by launching a Contractor Health and Safety Policy, which external business partners are required to follow and practice, including risk assessment, implementation of preventive measures and handling of hazardous materials and incidents. To ensure compliance, all contractors are expected to review the safety policy. After contractor personnel receive regular safety training, site managers and safety professionals are available for consultation about work and safety.

Safety Training and Protection

The Group conducts occupational health and safety training for employees to raise their awareness of operating standards and relevant regulations. In 2022, 6,835 people received safety-related training for a total of 5,563 hours. During the year, there were no work-related fatalities, 197 work-related injuries and a total of 2,704 person days lost.

健康與安全在Scholz Recycling GmbH擔當重要的角色。行政總裁或安全管理機構定期安排課程，以制定營運目標並評估身心壓力的風險。此外，SRG採取多項措施防範健康與安全風險：

- 發佈定期及廣泛的指示；
- 改善工作場所設備的人體工學設計；
- 建立一套事故管理制度，當中規定須於內部報告的工作事故和潛在風險；
- 根據已識別的風險制定應對緊急情況的計劃；及
- 分析、評估及監測化學、生物或物理藥劑的處理狀況。

我們透過推出承包商健康與安全政策，擴大安全保護責任的適用範圍，當中要求外部業務夥伴遵守及實踐該政策，包括風險評估、實施預防措施及處理有害材料和事故。為確保合規，預期所有承包商均會審查安全政策。在承包商人員接受定期安全培訓後，可向工場經理和安全專員就工作和安全進行諮詢。

安全培訓與防護

本集團為員工提供職業健康與安全培訓，提高員工對操作準則及相關法規的意識。於二零二二年，共有6,835名僱員接受安全相關培訓，總計5,563小時。於本年度，並無發生與工作有關的死亡事件，工傷有197宗，因工傷損失工作日數合共2,704日。

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6,835

People trained about OHS
OHS受訓總人次

5,563

Total hours trained about OHS
OHS受訓總時數

In European yards, every worker is required to wear the prescribed protective equipment when at work. In case of any damage to the protective equipment, the worker should report and replace the normal equipment in time. To enhance workplace safety, we are currently running tests on the Bionic Back technology and analysing its feasibility for employee usage.

在歐洲工場，工人在工作時均須穿戴規定的防護裝備。防護裝備如有任何損壞，工人應及時報告，並更換完好裝備。為提高工作場所的安全性，我們目前正在對Bionic Back技術進行測試，並分析其僱員使用的可行性。



Bionic Back

The core of Bionic Back is a flexible back that bears the tensile force of the elastic force component, but does not put any additional pressure on the spine. The flexural stiffness simulates the muscle tissue of the spinal extension, helping the wearer to maintain the extended spinal position. Bionic Back aims for maximum availability and realises unlimited operation through active support, intuitive support settings and flexible application possibilities for dynamic and static activities.

Bionic Back的核心是具有彈性的背脊，承受彈力部分的拉力，但不會對脊椎施加任何額外壓力。可彎曲的剛硬材質會模擬脊椎伸展的肌肉組織，幫助佩戴者維持脊椎伸展的姿勢。Bionic Back旨在實現最大的可用性，並透過主動支撐、直覺性支撐設置和動態及靜態活動的靈活應用可能性來實現無限制的操作。



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COVID-19 Prevention and Control

2022 was still an important year for epidemic prevention and control. In addition to following the guidelines of the Ministry of Health, we enforced our own organisational protective measures to reduce spread of the virus in our workplace and community. Our crisis team kept an eye on the rapidly changing situation, assessed the social impact of the public health crisis and responded in a timely manner.

Elimination of Child Labour and Forced Labour

The Group has zero tolerance for the use of child or forced labour. To eliminate the risk of child or forced labour getting employed in our facilities, the Human Resources has implemented strict age limits for employees, enforced by identity checks of new hires. In all offices, all employees are 18 years of age or older. If a child is found to have falsified documents, we terminate the contract immediately. We also strictly comply with relevant labour laws and regulations regarding overtime and record all hours worked. Work outside normal working hours (overtime) can only be considered on the basis of an overtime authorisation issued by the line manager or the local company, with formal documentation and records.

During the year, the Group was not aware of any non-compliance with relevant laws and regulations that have a significant impact on the Group in relation to employment and labour standards. No cases of child or forced labour were reported during the year.

Extending Our Care

Chiho pays close attention to the community's needs and responds in a proactive manner. Below is a summary of the projects that the Group has supported over the Year.

COVID-19防 控

二零二二年仍是疫情防 控重要的一年。除了遵守衛生部的指引方針外，我們亦實施自有組織防護措施，以減少病毒在工作場所和社區內傳播。我們的危機團隊密切關注瞬息萬變的疫情狀況，評估公共衛生危機所帶來的社會影響並及時作出應對。

消除童工和強制勞工

本集團對使用童工或強制勞工抱零容忍的態度。為最小化在我們的工場中僱用童工或強制勞工的風險，人力資源部已對僱員實施嚴格的年齡限制，會對新入職僱員進行身份檢查。在所有辦公室，全體僱員均年滿18歲。倘發現有孩童偽造身份文件，我們會及時終止合同。我們亦嚴格遵守有關超時工作的相關勞動法律法規，記錄所有工時。正常工作時間以外的工作（即加班）僅能在主管經理或當地公司所簽發加班授權的基礎上納入考慮，並須附有正式文件及記錄。

於本年度，本集團並無發現任何違反有關僱傭及勞工標準且對本集團造成重大影響的相關法律法規的情況。於本年度並無報告童工或強制勞工的案例。

延伸企業關懷

齊合環保關注社區需求，並積極響應。以下是本集團於本年度所支持計劃的概要。

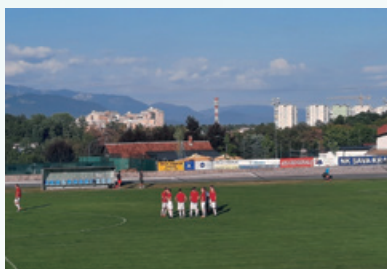
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School Fruit Project 向校園提供水果計劃

Chiho supported the School Fruit Project, which engaged primary and secondary school students to focus on their nutritional intake and promote healthy eating habits among children.

齊合環保支持向校園提供水果計劃，讓中小學生關注其營養攝入，並向孩童推廣健康的飲食習慣。



Supporting Local Sports Programs 支持當地體育項目

Understanding the importance of keeping fit and active, Chiho contributed to the development of community sports such as football and volleyball through donating money to fund the programs.

了解保持健康和積極態度的重要性，齊合環保透過捐款資助有關項目，為足球及排球等社區體育運動發展盡一份心力。



Protecting the Local Environment 保護當地環境

Waste plays a significant role in the wellbeing of the community. The Group is committed to protecting the environment in creative ways, such as publicising the importance of waste separation in our global journey towards a circular economy and hosting a charity collection of plastic bottle caps. We will then process the plastic caps and compensate the distributing company, thus allowing them to support socially deprived families.

廢棄物對社區福祉發揮著重要作用。本集團致力於以創造性的方式保護環境，例如宣導垃圾分類在全球循環經濟之旅的重要性，並舉辦收集塑料瓶蓋慈善活動。屆時，我們會處理塑料瓶蓋並補償分銷公司，從而讓彼等能夠資助社會貧困家庭。

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ENHANCING OUR OPERATIONS

The Group endeavours to push for improvements within its operational boundaries, and will continue to do so until excellence has been obtained. To keep the Group on track in meeting a standard of excellence in managing its supply chain, upholding product quality, maintaining customer service, and protecting data privacy, our European subsidiaries have begun implementation of management systems which are certified according to ISO 9001:2015 Quality Management System, ISO 15001:2015 Environmental Management System, and ISO 27001:2013 Information Security Management. Furthermore, internal audits and site visits are regularly scheduled in our European operations, which represent the bulk of the Group's suppliers. Any significant results are noted down and resolved on-site.



Target 8.2 – Through a constant collaboration with our suppliers, Chiho aims to achieve higher levels of economic productivity through diversification, technological upgrading and innovation
目標8.2 – 通過與供應商的持續合作，齊合環保旨在通過多元化、技術升級及創新實現更高水平的經濟生產力

Supply Chain Management

Supplier Engagement

The Group's suppliers include the stakeholder groups stated below.



To maximise the value of the waste scrap, the Group shoulders the responsibility of educating its suppliers on the importance of recycling. Hence, the Group conducts introductory training sessions to educate new suppliers, and organises seminars to keep all suppliers up-to-date with any legislative changes occurring in the waste management industry.

加強營運

本集團致力於持續改善營運，直至達到卓越標準。為使本集團於供應鏈管理、產品質量、客戶服務及數據隱私保護方面達到卓越標準，我們的歐洲子公司已開始實施經ISO9001:2015質量管理體系、ISO 15001:2015環境管理體系及ISO 27001:2013信息安全認證的管理體系。此外，我們定期對歐洲業務進行內部審計及實地視察，本集團大部分的供應商均位於歐洲。任何重要結果均會記錄在案並現場解決。

供應鏈管理

供應商參與

本集團的供應商包括以下利益相關者群體。

為使廢料價值最大化，本集團肩負向供應商宣傳回收重要性的重任。因此，本集團舉辦入門培訓課程，向新供應商提供培訓，並組織研討會，使所有供應商了解廢棄物管理行業發生的最新立法變化。

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Furthermore, to engage suppliers and customers and obtain feedback on our performance, we use a combination of multiple channels, as stated below.

此外，為使供應商及客戶參與到我們的業務之中，獲取有關我們表現的反饋，我們採用下述多渠道組合。



Supplier Assessment and Green Procurement

Prior to the supplier selection process, a thorough evaluation of their operations is carried out through means such as a personal visit. This effort allows the Group to verify the validity of the information provided. Suppliers are expected to align with our values of being reliable, cooperative, valuable, and compliant with relevant regulations. All of the Group's key supplier partners must comply with relevant entity-specific requirements, revolving around occupational health and safety, environmental impact, and energy efficiency initiatives. Commitment to sustainability, along with product quality and financial stability, form the basis for supplier selection. Failure to comply with the Group's standards results in corrective actions for addressing any shortcomings, or termination of the partnership entirely.

供應商評估與綠色採購

於開始供應商挑選流程前，我們通過個人訪問等方式對供應商業務進行全面評估，此舉使本集團能夠核實其所提供信息之有效性。我們期望供應商與我們的價值觀（即可靠、協作、有價值及合規）相符。本集團所有主要供應商合作夥伴均須遵守圍繞職業健康與安全、環境影響及節能舉措的具體規定。可持續性承諾，以及產品質量及財務穩定性構成挑選供應商的依據。倘未遵守本集團標準，供應商須採取糾正措施以解決任何不足之處，本集團亦可能完全終止合作關係。

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Number of Suppliers by Geographical Region 按地區劃分的供應商數目

Europe 歐洲	31,031
Taizhou 台州	66
Hong Kong 香港	12
Total 總計	31,109

Upholding Product Quality

保持產品質量



Target 12.5 – By recycling scrap metals and creating high quality metals that can be reused or repurposed, Chiho is contributing to a substantial reduction in waste generation

目標12.5 –通過回收再生金屬並製造可再利用或作其他用途的優質金屬，齊合環保為大幅減少廢棄物產生做貢獻

The Group continuously strives to provide its customers with high quality products and services. To align with this goal, our Quality Management System has been certified according to the ISO 9001 standard. Furthermore, we appoint on-site managers to oversee and handle customers' quality requirements, performance deadlines, and operational safety aspects to provide a direct channel to monitor and assure the quality of our products.

本集團一直致力於向其客戶提供優質的產品及服務。為實現該目標，我們的質量管理體系已通過ISO 9001標準認證。此外，我們委任現場經理監督及處理客戶的質量要求、履約期限及操作安全方面的事宜，以提供監控及確保我們產品質量的直接渠道。

Measures that the Group has taken to monitor its product and process quality include the following:

本集團為監督其產品及工藝質量而採取的措施包括：

Appointing site managers to align operations with customers' requirements.
委任現場經理使操作與客戶的要求保持一致。

Monitoring of process using cameras that may be accessed online.
使用可在線訪問的攝像頭監控工藝。

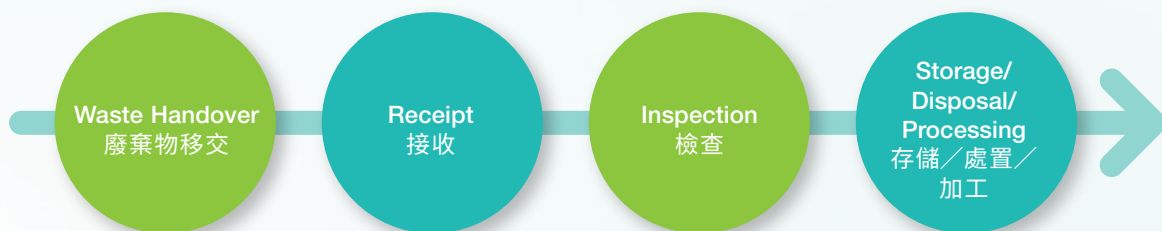
Route and logistical optimisation using GPS trackers on vehicles and Personal Digital Assistants (PDAs) for our drivers.
使用車載全球定位儀和司機的個人數字助理 (PDA) 優化路線及物流。

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Product Responsibility

The scrap that the Group purchases goes through a robust labelling and categorisation procedure before it is processed. Scrap is categorised by waste type, origin and discharge point, and customer number. For hazardous wastes, a supplementary transfer bill and waste disposal certificate are required to facilitate location tracking.

This process ensures that all scrap can be tracked back, with a clear outline of the waste flow, from the beginning when the Group takes delivery to the type, to the responsible personnel, to the inspection results, and to storage, disposal, or processing phase. All waste and scrap data are summarised and updated on a daily basis, to ensure a comprehensive record of the overall process.



Furthermore, if the scrap purchased fails to meet our standard of quality, or is found to be defective in nature as assessed by our Quality Department, then the Purchasing Department will return the defective product to the supplier. In 2022, the Group had zero cases of product recall due to health and safety reasons. The number of complaints received at Hong Kong and Taizhou operations was zero, whereas one of our European subsidiaries experienced a 0.12% rate of product complaints. The complaints experienced by our European subsidiary represent a typical refusal in the scrap industry, with the complaints concerning wet refusal in the quality of aluminium. All of the complaints received were carefully examined, and the underlying cause for the complaint will be discussed accordingly with the customers. All cases have been resolved, with agreements on next steps being confirmed with our customers.

產品責任

於加工前，本集團採購的廢料會經過嚴格的標記及分類程序。廢料按廢棄物類型、來源和排放點以及客戶編號分類。對於危險廢棄物，需要補充轉移單及廢棄物處置證明，以便定位跟蹤。

該流程確保所有廢料均可追溯，且能清楚了解廢棄物流向，從本集團收貨開始、到分類、到責任人員、到檢查結果，再到存儲、處置或加工階段。所有廢棄物及廢料數據均會按日匯總及更新，以確保完整記錄全流程。

此外，倘採購之廢料未能符合我們質量標準，或經我們質量部門評估發現存在質量缺陷，屆時採購部門會將瑕疵產品退還予供應商。二零二二年，本集團概無因健康與安全原因而召回產品的案例。香港及台州業務未收到任何投訴，而我們的一家歐洲子公司的產品投訴率為0.12%。我們的歐洲子公司遇到的投訴代表了廢料行業的典型拒絕，投訴涉及鋁質量的委婉拒絕。我們仔細審查了收到的所有投訴，並相應地將與客戶討論投訴的根本原因。所有案件均已解決，並與客戶確認有關後續步驟的協議。

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Product Safety

A risk assessment of materials to be processed is conducted to ensure there is no health and safety threat to our employees. Materials provided by our suppliers are stored and processed in separate storage areas, to prevent any mix-ups.

Furthermore, all scrap or processed metals are stored in containers which are carefully loaded by magnets or forklifts to prevent any contamination arising from soil excavation. The Group's testing equipment are monitored as per set maintenance procedure, and any defects are reported to the site manager for appropriate handling.

These steps help the Group handle all scrap and processed metals in a way that ensures there are no mix-ups, blends, or impurities while complying with all relevant occupational health and safety, environmental protection, and workplace cleanliness regulations.

產品安全

我們對擬加工的材料進行風險評估，以確保不會對我們的僱員產生健康及安全威脅。供應商提供的材料會於單獨的存儲區域內存儲及加工，以防任何混淆。

此外，所有廢料及加工過的金屬均存置於容器內，由磁鐵或鏟車小心裝載，以防土方挖掘造成的任何污染。本集團按設定維護程序監控檢測設備，任何缺陷均會向現場經理報告，以進行妥帖處理。

該等步驟幫助本集團確保以無混淆、混合或雜質之方式處理所有廢料及加工過的金屬，同時遵守所有相關職業健康與安全、環境保護及工作場所清潔的法規。



Intellectual Property Rights

The Group protects sensitive business information using confidentiality agreements and by entering into legal agreements with its business partners. These agreements cover information of our patented technologies, and protect the Group's intellectual property rights. During this reporting year, the Group was not aware of any instance of non-compliance with relevant laws and regulations concerning health and safety, advertising, labelling, and privacy matters relating to products and services provided.

知識產權

本集團通過保密協議及與其業務合作夥伴訂立法律協議保護敏感商業信息。該等協議覆蓋我們的專利技術信息，保護本集團的知識產權。於本報告年度內，本集團並無發現任何違反有關健康及安全、廣告、標籤及所提供產品及服務涉及的私隱事宜的相關法律法規的情況。

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Engaging Our Customers

The Group maintains a close relationship with its customers as well as suppliers, which facilitates planning for sales volumes and processing capacities. This process, overseen by site managers and other key personnel, ensures an optimised balance between our scrap inventory and the sale of newly processed products.

The Group obtains feedback through various channels and pays close attention to customers' and business partners' satisfaction. Our Sales Department sends out a customer satisfaction survey yearly, to ensure that the Group understands its customers' needs. Special attention is paid to all details, such as delivery conditions, packaging, or other features as requested by our customers. These requests are all stored in our customer management database, which is constantly updated to ensure that customer quality requirements are being precisely reflected in our products and interactions.

Privacy Protection

As a goods and services provider, the Group manages the transport, handling, and processing of scrap materials. The Group does not collect customers' personal data, and has an internal management policy that governs the procedures of handling confidential information of its customers. Besides that, the Group has established information technology and data protection policies that are regularly reviewed and updated to follow regulatory standards. The Group carries out relevant audits to ensure compliance with policies, and to understand how these policies can be further strengthened. Leakage of any personal or otherwise confidential information to any third-party entity is strictly prohibited, and our data protection officers are responsible for maintenance and protection of the Group's sensitive data. If any staff is found to have violated this policy, appropriate disciplinary action is taken.

與我們的客戶緊密合作

本集團與其客戶及供應商保持密切關係，此舉有助於規劃銷量及加工產能。該過程由現場經理及其他關鍵人員監督，確保我們廢料存貨及新加工產品的銷售達到最佳平衡。

本集團通過多種渠道獲取反饋，並密切關注客戶及業務合作夥伴的滿意度。我們的銷售部門每年進行一次客戶滿意度調查，以確保本集團了解其客戶需求。我們注重所有細節，如交付情況、包裝或客戶的其他特殊要求。該等要求全部存置於我們的客戶管理數據庫中，該數據庫定期更新，以確保客戶質量要求於我們的產品及交互中精確反映。

私隱保障

作為貨品及服務提供商，本集團管理廢料運輸、處理及加工。本集團不會收集客戶個人資料，並制定內部管理政策規管處理客戶機密資料的程序。此外，本集團已制定信息技術及數據保護政策，並定期檢討及更新該政策以符合監管標準。本集團進行相關審核以確保遵守政策，並了解如何進一步加強該等政策。我們嚴禁向任何第三方實體洩露任何個人或其他機密資料，我們的數據保護人員負責維護及保護本集團的敏感數據。倘發現任何員工違反該政策，我們將採取適當紀律處分。

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Anti-corruption



Target 16.5, 16.6 – Reduce all forms of corruption and bribery, as well as to develop effective, accountable and transparent institutions at all levels

目標16.5、16.6—減少一切形式的貪污及賄賂，並在各級建立有效、具問責性及透明度的機構

反貪污

The Group continues to maintain high standards of good faith, prohibiting any form of embezzlement, money laundering, bribery, fraud, and other immoral practices. Our anti-corruption policy, stipulating the business norms to be followed, is included in the employee handbook, helping employees understand the relevant rules and requirements and their accountability.

In 2022, the Company recorded 2 cases of fraud from our European branch offices in Dresden and Lauchhammer, and no other incidents of legal non-compliance. For both cases, the fraudulent act was committed by an employee who falsified documents by naming fictitious cash recipients to conceal the true origin of the goods. No fines or non-monetary sanctions have been incurred due to these 2 cases, and as of the publication of this report, the legal charges against the ex-employees are still pending, and have not been concluded.

Regardless, the Group considers all matters of legal non-compliance seriously, and has taken appropriate corrective steps to fortify ourselves against these risks. In response to the cases above, the Group sought out a handwriting expert and an external third-party company to provide their professional input on document forgeries, and immediately terminated the employment of those involved upon the confirmation of fraud. Furthermore, the Group is in the process of revising existing cash regulations, which will limit cash payments and implement a strict four-eyes principle to maximise accountability of all those involved. As a result of the cases, the Group will make the relevant tax corrections within the corresponding annual tax returns.

In addition, we review our operations for corruption risks and organise trainings to address those risks. The Group has a strict whistleblowing mechanism in place, encouraging employees to report any corrupt behaviours such as corruption, bribery and fraud. Employees can submit complaints through several channels including the 24-hour hotline, email and mail. The investigation is conducted based on the incident's seriousness and information credibility. Appropriate actions are taken to resolve the problem at hand.

本集團繼續保持高標準的誠信，禁止任何形式的貪污、洗錢、賄賂、欺詐及其他不道德行為。我們的反貪污政策規定了應遵循的業務規範，並納入員工手冊，有助員工了解相關規則及要求以及彼等職責。

於二零二二年，本集團歐洲辦事處在Dresden及Lauchhammer的分處記錄兩起偽造案件，除此之外並無其他違法事件。兩起案件均屬一名僱員通過偽造由虛構收款人署名的文件隱瞞貨品的真實來源而構成的偽造行為。兩起案件均未導致罰款或非金錢制裁，截至本報告發佈日期，就該兩名前僱員的法律指控仍在進行，且尚未結案。

儘管如此，本集團嚴肅對待一切違法事宜，已採取合適的整改措施加強防範類似風險。上述案件發生後，本集團找到一名筆記專家及一間外部第三方公司就偽造文件提供專業意見，且在確認屬偽造行為後立即解僱涉事僱員。此外，本集團正修訂當前現金管理規章，將限制現金支出及採用「四目原則」以最大化涉及現金項目人員的問責性。由於上述案件，本集團將於年度納稅申報表中作出相關稅項的更正。

此外，我們審查業務是否存在貪污風險，並組織培訓以應對該等風險。本集團設有嚴格的舉報機制，鼓勵僱員舉報貪污、賄賂及欺詐等腐敗行為。僱員可通過24小時熱線、電子郵件及信件等多種渠道提交投訴。我們根據事件嚴重性及信息可信度進行調查。我們會採取適當行動解決手頭問題。

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APPENDICES PERFORMANCE DATA SUMMARY

附錄 數據表現概要

		2022 二零二二年	2021 二零二一年
Environment 環境	Annual Group Sales Quantities (tonnes) 年度集團銷量 (噸)	3,392,208	2,996,021
	Total Energy Consumption (MJ) 能源消耗總量 (兆焦耳)	576,020,466	551,168,007
	Energy Intensity (MJ/tonne of product sold) 能源密度 (兆焦耳/噸售出產品)	169.8	184.0
	Non-renewable electricity purchased (kWh) 外購不可再生電力 (千瓦時)	26,654,190	30,784,505
	Renewable energy purchased or generated (kWh) 外購或生產的可再生能源 (千瓦時)	26,082,768	17,643,637
	Heating purchased (kWh) 外購熱能 (千瓦時)	154,444	169,416
	Diesel (litres) 柴油 (升)	9,982,640	9,625,420
	Natural gas (m ³) 天然氣 (立方米)	283,282	396,537
	Propane gas (litres) 丙烷 (升)	108,743	123,780
	Heating oil (litres) 燃料油 (升)	91,292	117,381
	Gasoline (litres) 汽油 (升)	176,337	70,086
	Liquid gas (litres) 液化氣 (升)	148,874	162,810
Water 水			
	Water (m ³) 水 (立方米)	98,443	94,779
	Water intensity (m ³ /tonne of product sold) 水密度 (立方米/噸售出產品)	0.029	0.0316
Packaging 包裝			
	Plastic bags (Hong Kong) (pcs) 塑膠袋 (香港) (個)	1,720	3,300
	Packaging material (Europe) (tonnes) 包裝材料 (歐洲) (噸)	207	196

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2022 二零二二年	2021 二零二一年
Greenhouse Gases Emissions 溫室氣體排放量		
Total emissions (tCO ₂ e) 總排放量 (噸二氧化碳當量)	37,069	37,086
Scope 1 (tCO ₂ e) 範圍一 (噸二氧化碳當量)	31,323	30,100
Scope 2 (tCO ₂ e) 範圍二 (噸二氧化碳當量)	5,746	6,986
Emission intensity (tCO ₂ e/tonne of product sold) 排放密度 (噸二氧化碳當量/噸售出產品)	0.0109	0.0124
Air Emissions 廢氣排放		
Sulphur oxides (SO _x) (kg) 硫氧化物(SO _x) (千克)	1,984	2,113
Nitrogen oxides (NO _x) (kg) 氮氧化物(NO _x) (千克)	2,274	2,449
Particulate matters (PM) (kg) 懸浮顆粒(PM) (千克)	1,770	1,651
Waste 廢棄物		
Hazardous waste (tonnes) 有害廢棄物 (噸)	11,126	10,016
Non-hazardous waste (tonnes) 無害廢棄物 (噸)	272,638	105,608

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2022 二零二二年	2021 二零二一年
Workforce Demographics 員工統計	Total Number of Employees 僱員總數	2,309	2,283
	By Geographical Distribution 按地區劃分		
	Hong Kong 香港	12	16
	Taizhou 台州	56	53
	Europe 歐洲	2,241	2,214
	By Age 按年齡劃分		
	Below 30 30歲以下	241	253
	30 to 50 30歲至50歲	1,075	1,048
	Above 50 50歲以上	993	982
	By Gender 按性別劃分		
	Male 男性	1,786	1,770
	Female 女性	523	513
	By Employment Type 按僱傭類型劃分		
	Full-time 全職	2,182	2,175
	Part-time 兼職	127	108
	By Profession Distribution 按專業劃分		
	Management 管理層	232	240
	Non-management 非管理層	2,077	2,043

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2022 二零二二年	2021 二零二一年
Employee Turnover Rate 僱員流失比率	14%	14%
By Age 按年齡劃分		
Below 30 30歲以下	33%	21%
30 to 50 30歲至50歲	14%	13%
Above 50 50歲以上	10%	13%
By Gender 按性別劃分		
Male 男性	15%	13%
Female 女性	14%	15%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	42%	19%
Taizhou 台州	11%	77%
Europe 歐洲	14%	12%

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2022 二零二二年	2021 二零二一年
Employee New Hire Rate 新聘僱員比率	13%	15%
By Age 按年齡劃分		
Below 30 30歲以下	34%	34%
30 to 50 30歲至50歲	15%	16%
Above 50 50歲以上	5%	8%
By Gender 按性別劃分		
Male 男性	12%	15%
Female 女性	15%	13%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	8%	6%
Taizhou 台州	16%	15%
Europe 歐洲	13%	15%

Environmental, Social and Governance Report 2022 二零二二年環境、社會及管治報告

PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2022 二零二二年	2021 二零二一年
Health and Safety 健康及安全	Safety Performance 安全表現		
	Work-related injuries 工傷	197	154
	Lost days due to work injury 因工傷損失工作日數	2,704	2,959
	Injury rate 工傷率	9%	7%
	Work-related fatalities 因工作關係而死亡	0	0
	Safety Training 安全培訓		
	Training person-times 受訓人次	6,835	7,807
	Total training hours 培訓總時數	5,563	7,295

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二零二二年環境、社會及管治報告

PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2022 二零二二年	2021 二零二一年
Training 培訓	Average Training Hours 平均培訓時數		
	By Gender 按性別劃分		
	Male 男性	114.01	1.55
	Female 女性	225.77	1.40
	By Profession 按專業		
	Management 管理層	541.08	3.35
	Non-management 非管理層	96.12	1.30
	Percentage of Employees Trained 受訓僱員百分比		
	By Gender 按性別劃分		
	Male 男性	24.3%	28%
	Female 女性	36.7%	49%
	By Profession 按專業		
	Management 管理層	55.6%	48%
	Non-management 非管理層	23.9%	30%

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二零二二年環境、社會及管治報告

PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2022 二零二二年	2021 二零二一年
Supply Chain 供應鏈	Total Number of Suppliers 供應商總數	31,109	31,310
	By Geographical Distribution 按地區劃分		
	Hong Kong 香港	12	20
	Taizhou 台州	66	109
	Europe 歐洲	31,031	31,181

* Notes:

(1) Calculation standards and methodologies for GHG emissions:

Carbon emissions are calculated using "Greenhouse Gas Protocol" published by the World Resources Institute and World Business Council on Sustainable Development

The sources of published emission factors for the reporting of GHG emissions are:

- (a) 2021 Sustainability Report of CLP
- (b) "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department
- (c) "2019 China Regional Grid Baseline Emission Factor for Emission Reduction Project" published by the Ministry of Ecology and Environment of the People's Republic of China

(2) The previous "Purchased electricity" data category used in the 2021 ESG Report is broken down into "Renewable energy purchased or generated" and "Non-renewable electricity purchased" in this report to provide increased data transparency. However, no changes to the overall 2021 data has been made in this report. The sum of the 2021 "Renewable energy purchased or generated" and "Non-renewable electricity purchased" data will be equivalent to the 2021 "Purchased electricity" data in the 2021 ESG Report.

* 附註：

(1) 溫室氣體排放之計算標準及方法：

碳排放乃使用世界資源研究所及世界企業永續發展委員會刊發的「溫室氣體盤查議定書」計算

用於報告溫室氣體排放的已公佈排放因素之來源為：

- (a) 中電2021年可持續發展報告
- (b) 環境保護署刊發的「香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引」
- (c) 中華人民共和國生態環境部刊發的「2019年度減排項目中國區域電網基準線排放因子」

(2) 二零二一年環境、社會及管治報告所用「外購電力」數據項目在本報告細分為「外購或生產的可再生能源」及「外購不可再生電力」，以增加數據透明度。然而，本報告並無改變二零二一年整體數據。二零二一年「外購或生產的可再生能源」及「外購不可再生電力」的總和將相等於二零二一年環境、社會及管治報告中「外購電力」的數據。

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GRI AND HKEX ESG CONTENT INDEX

GRI及香港交易所環境、社會及管治內容索引

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
GRI 2021 General Disclosures					
GRI 2021：一般披露					
The organisation and its reporting practices					
該組織及其報告實踐					
2-1	Organisational details 組織詳情		ABOUT CHIHO 關於齊合環保	4	
2-2	Entities included in the organisation's sustainability reporting 該組織可持續性報告中所涵蓋 的實體		ABOUT THIS REPORT – Reporting Boundary and Period 關於本報告 — 報告範圍及期間	3	
2-3	Reporting period, frequency and contact point 報告週期、頻率及聯繫點		ABOUT THIS REPORT – Reporting Boundary and Period ABOUT THIS REPORT – Feedback 關於本報告 — 報告範圍及期間 關於本報告 — 反饋	3	
2-4	Restatements of information 資料重述				There are no restatements. 概無作出重述。
2-5	External assurance 外部鑑證				No external assurance was sought for this report. 本報告並無尋求外部鑑證。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及管治內容索引(續)

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
2. Activities and workers					
2.活動及工人					
2-6	Activities, value chain and other business relationships 活動、價值鏈及其他業務關係	KPI B5.1 關鍵績效指標B5.1	ABOUT CHIHO – Our Operations ENHANCING OUR OPERATIONS – Supply Chain Management 關於齊合環保 –我們的業務 加強營運 –供應鏈管理	5, 30-31	
2-7	Employees 僱員	KPI B1.1 關鍵績效指標B1.1	OUR WORKFORCE 我們的員工	20-24	
2-8	Workers who are not employees 非僱員之工人	KPI B1.1 關鍵績效指標B1.1	OUR WORKFORCE 我們的員工	20-24	
3. Governance					
3.管治					
2-9	Governance structure and composition 管治架構及組成	Governance Structure 管治架構	SUSTAINABILITY APPROACH – ESG Governance 可持續發展方針 –環境、社會及管治治理	8	More details are set out in the “Profile of Directors and Senior Management” section on pages 27 to 43 of Chiho's 2021 Annual Report. 更多詳情載於齊合環保二零二一年年報第27至43頁的「董事及高級管理人員履歷」一節。

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
2-10	Nomination and selection of the highest governance body 最高管治機構的提名及選擇				Details are set out in the "Nomination Committee" section on pages 81 to 83 and "Procedures for Shareholders to Propose a Person for Election as a Director" on pages 99 to 100 of Chiho's 2021 Annual Report and terms of reference of the nomination committee of Chiho group. 詳情載於齊合環保集團二零二一年年報第81至83頁的「提名委員會」一節及第99至100頁的「股東建議推選一名人士為董事之程序」以及齊合環保集團提名委員會的職權範圍。
2-11	Chair of the highest governance body 最高管治機構主席	Governance Structure 管治架構	SUSTAINABILITY APPROACH – ESG Governance 可持續發展方針 – 環境、社會及管治治理	8	
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針	8-10	More details are set out in the "Board Statement" section on pages 13 to 15 of Chiho's 2021 ESG report. 更多詳情載於齊合環保二零二一年環境、社會及管治報告第13至15頁的「董事會聲明」一節。
2-13	Delegation of responsibility for managing impacts 管理影響的責任授權				Information not currently publicly available. 資料目前無法公開獲得。

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GRI AND HKEX ESG CONTENT INDEX (continued)

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的角色	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針	8-10	
2-15	Conflicts of interest 利益衝突				Information not currently publicly available. 資料目前無法公開獲得。
2-16	Communication of critical concerns 關鍵問題的溝通	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針	8-10	
2-17	Collective knowledge of the highest governance body 最高管治機構的集體知識				Information not currently publicly available. 資料目前無法公開獲得。
2-18	Evaluation of the performance of the highest governance body 最高管治機構績效評估				Information not currently publicly available. 資料目前無法公開獲得。
2-19	Remuneration policies 薪酬政策	B1 general disclosure B1一般披露	OUR WORKFORCE – Nurturing Our Employees 我們的員工 – 培育我們的員工	21-24	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
2-20	Process to determine remuneration 釐定薪酬的流程	B1 general disclosure B1一般披露		21-24	Details are set out in the “Emolument policy” section on page 59, of Chiho’s 2021 Annual report and terms of reference of the remuneration committee of Chiho group. Terms of reference of the remuneration committee: https://chihogroup.com/wp-content/uploads/2022/05/REMUNERATION-COMMITTEE.pdf 詳情載於齊合環保二零二一年年報第59頁「薪酬政策」一節及齊合環保集團薪酬委員會的職權範圍。 薪酬委員會的職權範圍： https://chihogroup.com/wpcontent/uploads/2022/05/薪酬委員會職權範圍.pdf
2-21	Annual total compensation ratio 年度總薪酬比例				Information not currently publicly available. 資料目前無法公開獲得。

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
4. Strategy, policies and practices					
4.策略、政策及實踐					
2-22	Statement on sustainable development strategy 可持續發展策略聲明		MESSAGE FROM CHAIRMAN 主席致辭	6	Information not currently publicly available. 資料目前無法公開獲得。
2-23	Policy commitments 政策承諾				Information not currently publicly available. 資料目前無法公開獲得。
2-24	Embedding policy commitments 嵌入政策承諾				Information not currently publicly available. 資料目前無法公開獲得。
2-25	Processes to remediate negative impacts 補救負面影響的流程				Information not currently publicly available. 資料目前無法公開獲得。
2-26	Mechanisms for seeking advice and raising concerns 尋求建議及提出疑慮的機制		ENHANCING OUR OPERATIONS – Anti-corruption 加強營運 – 反貪污	34	
2-27	Compliance with laws and regulations 遵守法律及法規		ENHANCING OUR OPERATIONS – Anti-corruption 加強營運 – 反貪污	34	
2-28	Membership associations 會員協會		Being a Member Towards A Sustainable Future 成為可持續發展未來的一員	7	

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Topics	Disclosure	HKEX ESG Guide 香港交易所 環境、社會及 管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述		章節	頁碼	備註／遺漏理由
5. Stakeholder engagement					
5.利益相關者參與					
2-29	Approach to stakeholder engagement 利益相關者參與方針		SUSTAINABILITY APPROACH – Engaging Our Stakeholders 可持續發展方針 —與利益相關者共同參與	8-10	
2-30	Collective bargaining agreements 集體談判協議				No employees are covered by collective bargaining agreements. 概無僱員受集體談判協議保障。
Material Topics					
重要議題					
GRI 201: Economic Performance 2016					
GRI 201：經濟表現2016					
GRI 3:Material Topics 2021					
GRI 3：重要議題2021					
3-1	Process to determine material topics 釐定重要議題的流程		SUSTAINABILITY APPROACH – Chiho’s Materiality Assessment 可持續發展方針 —齊合環保重要性評估	8-10	
3-2	List of material topics 重要議題列表		SUSTAINABILITY APPROACH – Chiho’s Materiality Assessment 可持續發展方針 —齊合環保重要性評估	8-10	
3-3	The management approach and its components 管理方法及其組成部分		ENVIRONMENTAL COMMITMENT – Combating Climate Change 環境承諾 —應對氣候變化	18-19	

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議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
Topic-specific Disclosures 專項議題披露					
201-1	Direct economic value generated and distributed 所產生及分配的直接經濟價值				2022 Annual Report 二零二二年年報
201-2	Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇	A4 General Disclosure; KPI A4.1 A4一般披露；關鍵績效指標A4.1	ENVIRONMENTAL COMMITMENT – Combating Climate Change 環境承諾 – 應對氣候變化	18-19	
GRI: 205: Anti-corruption 2016 GRI: 205 : 反貪污2016					
GRI 3:Material Topics 2021 GRI 3 : 重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		ENHANCING OUR OPERATIONS – Anti-corruption 加強營運 – 反貪污	34	
Topic-specific Disclosures 專項議題披露					
205-1	Operations assessed for risks related to corruption 已評估與腐敗相關的風險的業務		ENHANCING OUR OPERATIONS – Anti-corruption 加強營運 – 反貪污	34	
205-2	Communication and training about anti-corruption policies and procedures 關於反貪污政策及程序的溝通和培訓	KPI B7.3 關鍵績效指標B7.3		34	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	KPI B7.1 KPI B7.2 關鍵績效指標B7.1 關鍵績效指標B7.2	ENHANCING OUR OPERATIONS – Anti-corruption 加強營運 – 反貪污	34	
GRI 301 Materials 2016					
GRI 301：材料2016					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		ENVIRONMENTAL COMMITMENT 環境承諾	11	
Topic-specific Disclosures					
專項議題披露					
301-1	Materials used by weight or volume 按重量或體積使用的材料	KPI A2.5 關鍵績效指標A2.5	Performance Data Summary 數據表現概要	35	
301-2	Recycled input materials used 使用回收再利用的物料	KPI A3.1 關鍵績效指標A3.1	ENVIRONMENTAL COMMITMENT – Resource Usage 環境承諾 – 資源使用	12-14	
GRI 401: Employment 2016					
GRI 401：僱傭2016					
GRI 3:Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		OUR WORKFORCE 我們的員工	20-24	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
Topic-specific Disclosures 專項議題披露					
401-1	New employee hires and employee turnover 新進僱員和僱員流失比率	KPI B1.2 關鍵績效指標B1.2	OUR WORKFORCE 我們的員工	20-24	
GRI 403: Occupational Health and Safety 2018 GRI 403：職業健康與安全2018					
GRI 3:Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		WORKPLACE SAFETY 工作場所安全	25-29	

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
Topic-specific Disclosures 專項議題披露					
403-1	Occupational health and safety management system 職業健康安全管理體系	B2 General Disclosure; KPI B2.3	WORKPLACE SAFETY 工作場所安全		
403-2	Hazard identification, risk assessment, and incident investigation 危險識別、風險評估和事故調查	B2一般披露；關鍵 績效指標B2.3			
403-3	Occupational health services 職業健康服務				
403-5	Worker training on occupational health and safety 工作者職業健康安全培訓			25-29	
403-6	Promotion of worker health 促進員工健康				
403-8	Workers covered by an occupational health and safety management system 職業健康安全管理體系所涵蓋之工人				
Topic-specific Disclosures 專項議題披露					
403-9	Work-related injuries 工傷	KPI B2.1, B2.2 關鍵績效指標 B2.1、B2.2	Performance Data Summary 數據表現概要	36	

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議題	描述	香港交易所 環境、社會及 管治指引	章節	頁碼	備註／遺漏理由
GRI 404 Training and Education 2016					
GRI 404：培訓與教育2016					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		Nurturing Our Employees – Employee Training Programs 培育我們的員工 – 僱員培訓計劃	22-24	
Topic-specific Disclosures					
專項議題披露					
404-1	Average hours of training per year per employee 每名僱員每年接受培訓的平均時數	KPI B3.2 關鍵績效指標B3.2	Nurturing Our Employees – Employee Training Programs 培育我們的員工 – 僱員培訓計劃	22-24	
GRI 405 Diversity and Equal Opportunity 2016					
GRI 405：多樣化及平等機會2016					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		Nurturing Our Employees – Equal Employment 培育我們的員工 – 平等就業	21-22	
Topic-specific Disclosures					
專項議題披露					
405-1	Diversity of governance bodies and employees 管治機構及僱員的多樣性	KPI B1.1 關鍵績效指標B1.1	OUR WORKFORCE 我們的員工	20-24	

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GRI 406 Non-discrimination 2016					
GRI 406：反歧視2016					
GRI 3:Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		Nurturing Our Employees 培育我們的員工	21-24	
Topic-specific Disclosures					
專項議題披露					
406-1	Incidents of discrimination and corrective actions taken 歧視事件以及所採取的改善行動				No incidents of discrimination 無歧視事件
GRI 416: Customer Health and Safety 2016					
GRI 416：客戶健康與安全2016					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		Upholding Product Quality 保持產品質量	31-33	

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Topic-specific Disclosures 專項議題披露					
416-1	Assessment of the health and safety impacts of product and service categories 產品及服務類別健康及安全影響的評估	KPI B6.1 關鍵績效指標B6.1	Upholding Product Quality – Product Safety 保持產品質量 —產品安全	32-33	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services 與產品及服務健康及安全有關的違規事件				No Incidents of non-compliance 無違規事件
Compliance 合規					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分	B1 General Disclosures B2 General Disclosures B4 General Disclosures B6 General Disclosures B7 General Disclosures B1一般披露 B2一般披露 B4一般披露 B6一般披露 B7一般披露	WORKPLACE SAFETY; OUR WORKFORCE; ENHANCING OUR OPERATIONS 工作場所安全； 我們的員工； 加強營運	20-34	

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Other Topics					
其他議題					
GRI 302: Energy 2016					
GRI 302 : 能源2016					
3-3	The management approach and its components 管理方法及其組成部分	A2 General Disclosures KPI 2.3 A2一般披露 關鍵績效指標2.3	Energy Consumption & Carbon Emissions 能源消耗及碳排放	12-13	
302-1	Energy consumption within the organisation 組織內能源消耗	KPI A2.1 關鍵績效指標A2.1	Performance Data Summary 數據表現概要	35	
302-3	Energy intensity 能源密度	KPI A2.1 關鍵績效指標A2.1	Performance Data Summary 數據表現概要	35	
GRI 303: Water and Effluents 2018					
GRI 303 : 水資源與污水2018					
303-1	Interactions with water as a shared resource 組織與水(作為共有資源)的相互影響	KPI A2.2, A2.4 關鍵績效指標 A2.2、A2.4	Water Consumption & Effluents emissions 耗水量及污水排放	35	
GRI 304: Biodiversity 2016					
GRI 304 : 生物多樣性2016					
3-3	The management approach and its components 管理方法及其組成部分	A3 General Disclosures A3一般披露	Managing Our Environmental Impacts 管理我們的環境影響	11	
304-2	Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	KPI A3.1 關鍵績效指標A3.1	Managing Our Environmental Impacts 管理我們的環境影響	11	

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GRI 305: Emissions 2016					
GRI 305 : 排放2016					
305-1	Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	KPI A1.2 關鍵績效指標A1.2	Performance Data Summary 數據表現概要	35	
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	KPI A1.2 關鍵績效指標A1.2	Performance Data Summary 數據表現概要	35	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x)和其他重大廢氣排放	KPI A1.1 關鍵績效指標A1.1	Performance Data Summary 數據表現概要	35	
GRI 306: Waste 2020					
GRI 306 : 廢棄物2020					
306-3	Waste generated 廢棄物的產生	KPI A1.3, A1.4, A1.6 關鍵績效指標 A1.3、A1.4、A1.6	Performance Data Summary 數據表現概要	35	
GRI 404: Training and Education 2016					
GRI 404 : 培訓與教育2016					
3-3	The management approach and its components 管理方法及其組成部分	B3 General Disclosures B3一般披露	Employee Training Programs 僱員培訓計劃	23	
404-1	Average hours of training per year per employee 每名僱員每年接受培訓的平均時數	KPI B3.1 KPI B3.2 關鍵績效指標B3.1 關鍵績效指標B3.2	Performance Data Summary 數據表現概要	36	

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GRI 408: Child Labour 2016					
GRI 408 : 童工2016					
408-1	Operations and suppliers at significant risk for incidents of child labour 營運據點和供應商使用童工之重大風險	B4 General Disclosure; KPI B4.1, B4.2 B4一般披露；關鍵績效指標B4.1、B4.2	Elimination of Child Labour and Forced Labour 消除童工和強制勞工	28	
GRI 409: Forced or Compulsory Labour 2016					
GRI 409 : 強迫或強制勞動2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具強迫或強制勞動事件重大風險的營運據點和供應商	B4 General Disclosure B4一般披露	Elimination of Child Labour and Forced Labour 消除童工和強制勞工	28	
GRI 413: Local Communities 2016					
GRI 413 : 當地社區2016					
413-1	Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的營運據點	B8 General Disclosure; KPI B8.1, B8.2 B8一般披露；關鍵績效指標B8.1、B8.2	Extending Our Care 延伸企業關懷	28-29	

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GRI 414: Supplier Social Assessment 2016					
GRI 414 : 供應商社會評估2016					
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選的新供應商	B5 General Disclosures KPI B5.1 KPI B5.2	Supply Chain Management 供應鏈管理		
414-1	New suppliers that were screened using social criteria 使用社會標準篩選的新供應商	KPI B5.3 KPI B5.4 B5一般披露 關鍵績效指標B5.1 關鍵績效指標B5.2 關鍵績效指標B5.3 關鍵績效指標B5.4		30-31	
GRI 418: Customer Privacy 2016					
GRI 418 : 客戶私隱2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱及丟失客戶資料有關的經證實的投訴	B6 General disclosures KPI B6.5 B6一般披露 關鍵績效指標B6.5			No complaints concerning breaches of customer privacy and losses of customer data 概無與侵犯客戶私隱及丟失客戶資料有關的投訴

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Customer Satisfaction					
客戶滿意度					
3-3	The management approach and its components 管理方法及其組成部分	KPI B6.1 KPI B6.2 KPI B6.3 KPI B6.4 關鍵績效指標B6.1 關鍵績效指標B6.2 關鍵績效指標B6.3 關鍵績效指標B6.4	Upholding Product Quality 保持產品質量	31-34	
Environmental Compliance					
環境合規					
3-3	The management approach and its components 管理方法及其組成部分	A1 General A1 一般	ENVIRONMENTAL COMMITMENT 環境承諾	11-19	



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