

CHINA PARTYTIME CULTURE HOLDINGS LIMITED 中國派對文化控股有限公司

(Incorporated in the Cayman Islands with limited liability 於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1532

Environmental,
Social and
Governance Report

2022

環境、社會及
管治報告



Environmental, Social and Governance Report

環境、社會及管治報告

TABLE OF CONTENTS

Chairman's Statement	
About this Report	
About the Group	
Business Overview	
Risk Adaptation	
Opportunity Recognition	
Governance and Engagement	
ESG Management and Oversight	
Stakeholder Engagement	
Materiality Assessment	
ESG Strategy	
Products and Businesses	
Product Safety and Operational Compliance	
Quality Assurance and Control	
Business Ethics and Conduct	
Market Participation and Management	
People and Community	
Occupational Health and Safety	
Remuneration and Welfare	
Training and Development	
Diversity and Inclusion	
Community Development and Contribution	
Environment and Resources	
Governance	
Strategy	
Risk Management	
Metrics and Targets	
Laws and Regulations	
KPIs Summary	
ESG Reporting Guide Content Index	

目錄

主席報告	2
關於本報告	4
關於本集團	6
業務概述	6
風險適應	6
機遇識別	7
管治和參與	9
環境、社會及管治的管理和監督	9
持份者參與	10
重要性評估	12
環境、社會及管治策略	15
產品和業務	17
產品安全及合規操作	18
品質保證及控制	20
商業道德及操守	22
市場參與及管理	25
人文和社區	29
職業健康與安全	30
薪酬與福利	31
培訓與發展	32
多元化與包容性	33
社區發展與貢獻	34
環境和資源	37
治理	39
策略	40
風險管理	43
指標與目標	47
法律與法規	51
關鍵績效指標總匯	54
環境、社會及管治報告指引內容索引	63

Environmental, Social and Governance Report

環境、社會及管治報告

CHAIRMAN'S STATEMENT

Dear stakeholders, staff and friends from all sectors of the society,

Greetings to you all!

China Partytime Culture Holdings Limited (“the Group”) is pleased to release the Group’s Environmental, Social and Governance Report for the year ended 31 December 2022. This report summarises the Group’s commitment and endeavours in environmental protection and social responsibilities, and illustrates the Group’s performance regarding the implementation of the ISO14001 Environmental Management System, the ISO9001 Quality Management System and the OHSAS18001 Occupational Health and Safety Management System.

The Group is principally engaged in the design, development, production, selling and marketing of cosplay products (including cosplay costumes and cosplay wigs), and non-cosplay apparels (including mainly sexy lingerie), factory leasing and R&D, manufacturing and providing laundry, personal care and home care products. Our products are principally for export sales to more than 10 countries and regions around the globe including mainly the United States, Germany, the United Kingdom, Japan and Australia.

As an enterprise committed to responsible investment, we not only strived to promote the internationalisation of our brand, but also explored partnership values, grew with employees, gave back to the community, and advocated low-carbon operations. This year, we developed new breakthroughs in our Environmental, Social and Governance strategy. Through benchmarking international standards, guided by the “United Nations 2030 Sustainable Development Goals”, we further integrated our environmental and social responsibilities into our core corporate strategy, business development, management and operations.

During the year, we closely communicated with stakeholders through multiple channels to promptly understand their expectations and opinions about the Group. We adhered to the attitude of zero tolerance for corruption and contribute towards a clean and honest society. Under the new development model of “internal and external circulation”, we firmly grasped the market opportunities, followed fashion trends, improved product quality and customer service. We ensured that every product can make customers feel at ease, comfortable and convenient.

主席報告

尊敬的股東、員工及社會各界朋友：

大家好！

中國派對文化控股有限公司（「本集團」）欣然發布本集團截至二零二二年十二月三十一日的年度環境、社會及管治報告。本報告總結了本集團在環境保護及社會責任方面的承諾和努力，並展示了本集團執行ISO14001環境管理體系、ISO9001品質管理體系和OHSAS18001職業健康安全管理体系的績效。

本集團主要從事設計、開發、生產、銷售及營銷角色扮演產品（包括角色扮演服飾及角色扮演假髮）及非角色扮演服飾（主要包括性感內衣）、廠房租賃及研發、製造及銷售衣物清潔護理、個人清潔護理及家居清潔護理產品。我們的產品主要出口銷售至全球十多個國家及地區，主要包括美國、德國、英國、日本及澳洲。

作為一家致力於進行負責任投資的企業，我們不僅努力將品牌推向國際，還發掘合作夥伴價值，攜手員工共同成長，回饋社會躬身慈善，並促進低碳運營。今年，我們在環境、社會及管治策略方面取得了新的突破。通過對標國際標準，我們以「聯合國2030可持續發展目標」為指引，將對環境和社會的責任更深入地融入在了企業的核心策略、業務發展、管理及運營中。

這一年，我們通過多方面與持份者密切接觸，及時瞭解他們對本集團的期望和意見。我們堅持對貪污腐敗零容忍的態度，共建清政廉潔的社會之風。在「內外雙循環」的新發展模式下，我們牢抓市場機遇，緊跟時尚動態，提升產品質量和客戶服務，做到每一件商品都令客戶放心、安心、省心。

Environmental, Social and Governance Report 環境、社會及管治報告

In this year, we managed human resources with an attitude of equality, fairness, inclusiveness and fraternity, and we supported the diversified development of our employees. Through multi-channel communication and care, we created a diverse, open, equal and inclusive working environment for our employees. Besides, while expanding our own businesses, we have continued to give back to the society and persisted in public welfare undertakings for many years, which contribute to the sustainable development of the society.

We accurately identified climate-related physical risks and transition risks and implemented the concept of environmental protection in our daily operations this year. We insisted on the use of biodegradable non-woven fabrics, precisely supervised the treatment of non-hazardous and hazardous wastes, and expanded our solar power generation system. In addition, we also promoted the concept of energy conservation and emission reduction to our employees and suppliers, so as to minimise the adverse environmental impact.

This year is a year of ups and downs in the market. It is also a year for us to forge ahead, bring forth new ideas, and brave the winds and waves. Looking forward to the future, we will continue to improve our environmental and social management system and collaborate with partners to support the sustainable development of society together.

On behalf of the Board, I would like to extend our sincere gratitude to our shareholders, customers and business partners for their full support throughout the year. In addition, I would also like to take this opportunity to express my appreciation to all staffs for their persistent contributions to the Group's sustainable development. As always, we welcome your valuable opinions!

Yours faithfully,

Teng Hao

Chairman

China Partytime Culture Holdings Limited

這一年，我們以平等、公正、包容和博愛的態度管理人力資源，支持我們的員工多元化發展。通過多渠道的溝通與關懷，我們為我們的員工營造了多元、開放、平等、共融的工作環境。此外，我們在拓展自身業務的同時不忘回饋社會，堅持公益事業數年，為社會的可持續發展做出了貢獻。

這一年，我們精準識別氣候相關實體及轉型風險，將環保的理念貫徹在我們的日常運營中。我們堅持選用可生物降解的無紡布，精密監督無害及有害廢棄物的處理，並擴張我們的太陽能發電系統。此外，我們亦向我們的員工及供應商傳播節能減排的理念，從而盡量減少環境的負面影響。

這一年，是市場跌宕起伏的一年，亦是我們銳意進取、開拓創新、乘風破浪的一年。展望未來，我們將繼續完善我們的環境和社會管理體系，並携手合作夥伴共助社會可持續發展。

本人謹代表董事會，向股東、客戶及業務夥伴於本年度給予鼎力支持致以深切謝意。此外，本人亦藉此機會感謝各位員工努力不懈為本集團可持續發展作出貢獻。我們一如既往地歡迎您提出寶貴意見！

此致

滕浩

主席

中國派對文化控股有限公司

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THIS REPORT

China Partytime Culture Holdings Limited (stock code: 01532) (hereinafter referred to as the “Company” or “China Partytime”), along with its subsidiaries (hereinafter referred to as the “Group” or “We”) is pleased to publish its annual Environmental, Social and Governance (“ESG”) Report (the “Report”) for the period of 1 January 2022 to 31 December 2022 (the “Reporting Period”). This is the third annual ESG Report published by China Partytime, which details the commitments, strategies and performance of the Group with respect to ESG issues.

Unless otherwise stated, the scope of this Report covers the core business run by the Group’s subsidiary, Partytime Group Company Limited (“Jiangxi Partytime”), whose production base is located in Yichun City, Jiangxi Province, the People’s Republic of China (the “PRC” or “China”). The total revenue of Jiangxi Partytime during the Reporting Period was RMB 111 million, which accounted for 37% of the Group’s total revenue in 2022. According to the operational risk and revenue percentage, Jiangxi Partytime is considered as the main business of the Group, which has significant impact on environmental, social and economic issues.

This Report is prepared in accordance with the “Mandatory Disclosure Requirements” and the “Comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities, as set out by the Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Report aims to present the Group’s ESG performance during the Reporting Period to stakeholders in a just, comprehensive and transparent manner, strictly adhering to the reporting principles of materiality, quantitative, balance and consistency.

Materiality

This Report is structured based on the materiality of ESG issues of the Group through the support of stakeholder engagement and materiality assessment. Following a comprehensive stakeholder engagement process and materiality assessment, this Report is structured using the following sections: “Products and Businesses”, “People and Community”, and “Environment and Resources”. For further details, please refer to the sub-sections of “Stakeholder Engagement” and “Materiality Assessment” under the “Governance and Engagement” section.

重要性

在持份者參與和重要性評估的支持下，本報告的結構基於本集團環境、社會及管治議題的重要性。通過全面的持份者參與過程和重要性評估後，本報告採用以下章節構建：「產品和業務」、「人文和社區」和「環境和資源」。更多詳細資訊，請參閱「管治和參與」章節下的「持份者參與」和「重要性評估」小節。

關於本報告

中國派對文化控股有限公司（股票代碼：01532）（以下簡稱「本公司」或「派對文化」）及其子公司（以下簡稱「本集團」或「我們」）欣然發布其於二零二二年一月一日至二零二二年十二月三十一日期間（「報告期」）的年度環境、社會及管治報告（「本報告」）。這是派對文化出版的第三份年度環境、社會及管治報告，其中闡明瞭集團在環境、社會及管治事宜上的承諾、策略和績效。

除非另有說明，本報告的披露範圍包括集團子公司派對文化集團有限公司（「江西派對」）經營的核心業務，其生產基地位於中華人民共和國（「中國」）江西省宜春市。報告期內，江西派對的總收入為人民幣111百萬元，佔本集團2022年總收益的37%。根據運營風險和收入百分比，江西派對被視為本集團在環境、社會和經濟議題方面具有重大影響的主營業務體。

本報告乃依據香港聯合交易所有限公司（「聯交所」）製定的《證券上市規則》附錄二十七《環境、社會及管治報告指引》（「環境、社會及管治報告指引」）中的「強制披露規定」和「不遵守就解釋」條文編制而成。本報告旨在以公正、全面和透明的態度向持份者展示本集團在報告期內的環境、社會及管治表現，編制時嚴格遵守了重要性、量化、平衡和一致性的報告原則。

Environmental, Social and Governance Report

環境、社會及管治報告

Quantitative	This Report discloses quantitative Key Performance Indicators (the “KPI” or “KPIs”) and quantitative environmental targets of Jiangxi Partytime. Whenever applicable, relevant standards, methods, hypotheses, and calculation tools are further disclosed under the “KPIs Summary” section.
量化	本報告披露了江西派對的量化關鍵績效指標和量化環境目標。適用時，相關標準、方法、假設和計算工具均在「關鍵績效指標總匯」章節進一步披露。
Balance	The information provided in this Report is based on the Group’s policies, documents and practices. It gives an unbiased statement of the Group’s ESG performance.
平衡	本報告提供的資訊基於集團的政策、文件和實踐。它對本集團的環境、社會及管治績效做出了公正中肯的陳述。
Consistency	This Report has been prepared in accordance with the ESG Reporting Guide. It includes the same reporting boundary and business scope as 2021, and also provides a clear explanation regarding the differences in KPIs calculation methodologies. For more information, please refer to the “KPIs Summary” section.
一致性	本報告已根據《環境、社會及管治報告指引》編制。與2021年報告的報告範圍和業務範圍相同，並就關鍵績效指標計算方法的差異提供了明確的解釋。更多詳細資訊，請參閱「關鍵績效指標總匯」章節。

We highly value your comments and opinions on this Report as well as the Group’s sustainable development. You are welcome to contact our Investor Relations Department at ir@partytime.com.cn to share your thoughts. For further details about the Group’s financial performance and corporate governance, please refer to the Company website (<http://www.partytime.com.cn>) and the China Partytime Annual Report 2022.

我們高度重視閣下對本報告以及本集團可持續發展的評論和意見。歡迎閣下聯繫我們的投資者關係部：ir@partytime.com.cn 分享您的想法。有關本集團財務業績和企業管治的更多詳情，請參閱公司網站 (<http://www.partytime.com.cn>) 以及《2022年中國派對文化年度報告》。

Environmental, Social and Governance Report

環境、社會及管治報告

ABOUT THE GROUP

Business Overview

The Group's principal business is the design, development, production, sales and marketing of cosplay products (including cosplay costumes and wigs) and non-cosplay costumes (including sexy lingerie), factory leasing and R&D, manufacturing and providing laundry, personal care and home care products. We have more than 80,000 square metres of production plants, more than 2,000 employees and tens of thousands of certified franchisees and business partners. Our products are exported and sold to more than 20 countries and regions, notably including the United States, Germany, the United Kingdom, Japan, and Australia.

Our role-playing products mainly include party costumes and anime inspired role-playing costumes and wigs, including popular animation, comics, cartoons, traditional fairy tales, film and game characters, as well as traditional, party, Halloween, Christmas and other holiday themes. The comprehensive service platform of the Group provides integrated services in all aspects of product development which includes research and development, production planning, raw material procurement and production.

Risk Adaptation

Last year, the Group faced one of the worst export trading environments due to the outbreak of the global Coronavirus (COVID-19) pandemic. Hence, the Group has transformed some production lines into production of non-surgical masks. After proactively adjusting our production modes in response to the unexpected power shortages in 2021, we have effectively improved our production and operational efficiency.

During the Reporting Period, in order to tackle climate change, our personnel have checked the weather forecast in advance and took prompt precautions. Hence, extreme weather changes (i.e. extreme rainstorm in Jiangxi) imposed a relatively small operational impact on our staff's ability to arrive at the workplace and logistics transportation.

關於本集團

業務概述

本集團主要從事設計、開發、生產、銷售和營銷角色扮演產品(包括角色扮演服裝和角色扮演假髮)和非角色扮演服飾(主要包括性感內衣)、廠房租賃及研發、製造及銷售衣物清潔護理、個人清潔護理及家居清潔護理產品。我們擁有八萬多平方米的生產工廠，兩千多名員工，數萬名經認證的特許經營商和商業夥伴。我們的產品出口並銷往二十多個國家和地區，其中主要包括美國、德國、英國、日本和澳洲。

我們的角色扮演產品主要包括派對服裝和動漫啓發的角色扮演服裝和假髮，有流行動畫、漫畫、卡通、傳統童話、電影和遊戲角色，以及傳統、派對、萬聖節、耶誕節和其他節日主題。集團的綜合服務平台在產品開發的各個方面提供綜合服務，包括研發、生產計畫、原材料採購和生產。

風險適應

去年，由於全球新型冠狀病毒(「新冠肺炎」)疫情爆發，我們面臨了最惡劣的出口貿易環境之一，因此本集團已將部分生產線轉移至非外科口罩生產。在積極調整生產模式以應對2021年的突發地域性電力短缺後，我們有效地提高了生產和運營效率。

在報告期內，為了應對氣候變化，我們的相關人員會提前查看天氣預報，並採取及時的防範措施。因此，極端天氣變化(即江西的極端暴雨)對我們員工抵達工作場所和物流運輸能力並未造成較大的運營影響。

Environmental, Social and Governance Report 環境、社會及管治報告

With our excellent operation and management and efficient production, our efforts have been widely and highly recognized by the Municipal Party Committee, the municipal government and the people. During the Reporting Period, we won the award of “Class A Enterprise of Performance Evaluation” of Jinhua Small and Micro Enterprise Park in 2022 issued by the Jinhua Municipal Bureau of Economy and Information Technology (left), and the honorary title of “Five-star Grassroots Party Organisation” issued by the Jinhua Municipal Committee of the Communist Party of China (right).

憑藉我們出色的運營管理和高效的生產情況，我們的努力獲得了市委市政府以及人民群眾的廣泛高度認可。報告期內，我們榮獲了金華市經濟和信息化局頒發的2022年度金華市小微企業園「績效評價A類企業」(左圖)，以及中共金華市委頒發的「五星基層黨組織」榮譽稱號(右圖)。



Awards won during the Reporting Period
報告期內榮獲的獎項

Opportunity Recognition

Looking ahead, the Group is still on the journey of digital transformation and sustainable development. As a costume manufacturer with customers all around the world, promoting the brand, engaging with stakeholders, and maximising shareholders' value, are undoubtedly our constant pursuit.

Despite facing numerous challenges, we are confident with the global economic recovery in the post-pandemic era. Internally, the Board of Directors (the “Board”) will continue to seek new opportunities to enrich our products and diversify our businesses through acquiring intellectual property (“IP”) rights with growth potential, while working with upstream and downstream companies to jointly promote green production of textiles. With years of experience, the Group will also continue to assess and to select target companies that possess investment value and have the potential to synergise with our existing business and industry value chain, so that we will be able to gain the competitive edge to enter more new markets. The Environment, Health and Safety Committee for the purpose of managing material ESG-related risks has been set up by the Group. This Committee acts as a concrete support for our business development and ensures that the Board will be able to review and track the measures and performance of ESG issues in a timely manner.

機遇識別

展望未來，集團仍處在數字化轉型和可持續發展的征程上。作為一家擁有世界各地客戶的服裝製造商，推廣品牌、與持份者互動、最大化股東價值無疑是我們的一貫追求。

儘管面臨諸多挑戰，我們對後疫情時代的全球經濟復蘇充滿信心。在內部，董事會將繼續尋求新的機遇，通過收購具有增長潛力的知識產權，豐富我們的產品並使我們的業務多樣化，同時與上下游產業的公司合作，共同促進紡織品的綠色生產。憑藉多年的經驗，集團還將繼續評估和選擇具有投資價值並有潛力與我們現有業務和行業價值鏈協同的目標公司，以便我們能夠獲得競爭優勢，進入更多新市場。本集團已成立環境健康安全委員會，以管理重大環境、社會及管治相關風險。該委員為我們的業務發展提供了大力支持，並確保董事會能夠及時審查和跟蹤環境、社會及管治問題的措施和績效。

Environmental, Social and Governance Report 環境、社會及管治報告

Externally, the provisions of the “Outline of the Development of the Textile Industry in the 14th Five Year Plan” published by the China Textile Industry Federation in 2021 has clarified the development focus around circular economy and digital transformation for Chinese manufacturers in the future. During the Reporting Period, we have adopted the practice of reusing packaging boxes of raw materials, which effectively reduced our reliance on plastic packaging and paper packaging.

In the context of China’s “Double-Carbon Goals” – achieving peak carbon emissions by 2030 and carbon neutrality by 2060, we will continue to improve our green production methods which include procuring solar panels in 2023, to smoothen the green transition and sustainable development. We also recognise that any improvement in technological progress and labour productivity will not only benefit the Group, but also directly contribute to the economic growth in Jiangxi Province, People’s Republic of China, and the optimisation and upgrading of the industrial structure. Therefore, we will continue to move in line with the global standard, and will take more actions in the upcoming year to improve the efficiency of resource utilisation.

從外部來看，中國紡織工業聯合會於2021年發佈的《紡織業「十四五」發展綱要》點明瞭中國製造商未來圍繞循環經濟和數字化轉型的發展重點。在報告期內，我們採取了重複利用原材料包裝盒的做法，這有效地減少了我們對塑膠包裝和紙包裝的依賴。

在中國「雙碳目標」(即到2030年實現碳排放峰值，到2060年實現碳中和)的背景下，我們將繼續改進我們的綠色生產方式，包括在2023年採購太陽能電池板，以推動綠色轉型和可持續發展。我們還認識到，技術進步和勞動生產率的任何提高不僅將使集團受益，而且將直接促進中華人民共和國江西省的經濟增長，以及產業結構的優化和升級。故此，我們將繼續遵循全球標準，並將在明年採取更多行動，從而進一步提高資源利用效率。

GOVERNANCE AND ENGAGEMENT

ESG Management and Oversight

China Partytime is dedicated to maintaining and ensuring high standards of ESG governance practices. We have established a rigorous and sound governance structure. The Board assumes the overall responsibility for the Group's ESG strategy and management, with the highest supervision authority for all ESG-related risks. In order to deliver comprehensive and effective corporate governance to meet stakeholder expectations and fulfil its commitment, the Board's responsibilities include but not limited to the following matters:

- Identify and assess key ESG-related risks and opportunities
- Conduct internal reviews periodically to evaluate the adequacy and effectiveness of overall ESG governance
- Review the formulation and reporting of relevant company strategies
- Hire independent sustainability consultancies and jointly participate in ESG review meetings to identify room for improvement
- Engage in the process of ESG target setting and monitor the target progress
- Participate in the Group's climate-related risks assessments
- Undergo regular trainings on anti-corruption

In addition, the Environment, Health and Safety Committee (“EHS Committee”) led by the Administrative Department has the responsibility to assist the Board in supervising ESG-related matters and incorporating material ESG considerations into daily practices. The EHS Committee is chaired by Mr. Liu Qian, the Administration Manager. In order to maintain timely and effective communications, the EHS Committee reports to the Board regarding the Group's performance on production safety and operational compliance quarterly. Meanwhile, the EHS Committee actively and efficiently coordinates with other departments to implement thorough management plans relating to production safety and operational compliance. For further details about the roles of the EHS Committee, please refer to the sub-section of “Product Safety and Operational Compliance” under the “Products and Businesses” section.

管治和參與

環境、社會及管治的管理和監督

中國派對文化致力於保持和確保高標準的環境、社會及管治管治實踐。我們建立了一個嚴謹及完善的管治構架。董事會對集團的環境、社會及管治策略和管理負全面責任，對所有環境、社會及管治相關風險具有最高監督權。為了實現全面有效的企業管治以滿足持份者的期望並履行其承諾，董事會的職責包括但不限於以下事項：

- 識別和評估與環境、社會及管治相關的關鍵風險和機會
- 定期進行內部審查，以評估整體環境、社會及管治的充分性和有效性
- 審查相關公司策略的製定和報告
- 聘請獨立的可持續性顧問並共同參加環境、社會及管治審查會議，以確定改進的空間
- 參與環境、社會及管治目標設定過程並監控目標進度
- 參與本集團氣候相關風險評估
- 定期進行反貪污培訓

此外，由行政人事部領導的「環境健康安全委員會」有責任協助董事會監督環境、社會及管治相關事宜，並將重大項考量納入日常實踐。環境健康安全委員會由行政經理劉倩先生擔任主席。為了保持及時有效的溝通，環境健康安全委員會每個季度向董事會報告一次關於本集團在生產安全和操作合規方面的表現。同時，環境健康安全委員會積極有效地與其他部門協調，以實施與生產安全和運營合規相關的全面管理計畫。有關環境健康安全委員會角色的更多詳細資訊，請參閱「產品和業務」章節下的「產品安全及合規操作」小節。

Environmental, Social and Governance Report

環境、社會及管治報告

Stakeholder Engagement

China Partytime highly values and respects different opinions of the internal and the external stakeholders, which fuels our progress towards sustainable development. During the Reporting Period, we have continued to regularly engage with key stakeholder groups through a variety of open and transparent communication channels to understand their views and expectations towards the Company's business and operations. We believe that our stakeholders will help us to refine the sustainability approach and ensure our ESG practices can move in line with their expectations. The following table sets out the key stakeholder groups of the Company, and the corresponding communication and response methods:

持份者參與

派對文化高度重視並尊重內部和外部持份者的不同意見，這推動了我們邁向可持續發展的進程。在報告期內，我們繼續通過各種公開和透明的溝通渠道與持份者定期接觸，以瞭解他們對公司業務和運營的看法和期望。我們相信，我們的持份者將幫助我們不斷完善可持續辦法，以確保本集團環境、社會及管治的實踐能符合他們的期許。下表列出了本公司主要的持份者群體，以及相應的溝通和回應方式：

Key Stakeholder Groups 主要持份者群體

Communication and Response Methods 溝通和回應方式

Shareholders
股東

- General meetings
- Company announcements and circulars
- Emails, telephone and company websites
- Annual Reports, Interim Reports and Special Reports
- 股東大會
- 公司公告和通告
- 電郵、電話通訊及公司網站
- 年度報告、中期報告及專題報告

Employees
員工

- Staff meetings
- Company magazines and intranet
- Staff mailbox
- Training and workshops
- Staff activities
- 員工會議
- 公司內刊和內聯網
- 員工信箱
- 培訓和研討會
- 員工活動

Environmental, Social and Governance Report

環境、社會及管治報告

Key Stakeholder Groups 主要持份者群體

Communication and Response Methods 溝通和回應方式

Customers
客戶

- Customer Service Centre and hotline
- Customer feedback survey
- Customer meetings
- Social media platforms
- Return visits
- 客戶服務中心和熱線
- 客戶意見調查
- 客戶會議
- 社交媒體平台
- 回訪

Partners
合作夥伴

- Review and evaluation meetings
- Business communications
- Exchanges and seminars
- Negotiation and cooperation
- 審查與評估會議
- 商務溝通
- 交流研討
- 洽談合作

Community and the Public
社區及公眾

- Company websites
- Company announcements
- Media interviews
- Social media platforms
- 公司網站
- 公司公告
- 傳媒採訪
- 社交媒體平台

Industry Peers
業界同行

- Industry forums
- Investigation and mutual visits
- 行業論壇
- 考察互訪

Governmental and Regulatory Agencies
政府及監管機構

- Regular information reports
- Regular communication
- Inspection and supervision
- Special reports
- 定期匯報信息
- 定期溝通
- 檢查及監督
- 專題報告

Environmental, Social and Governance Report

環境、社會及管治報告

Materiality Assessment

By recognising the considerable relevance and linkage between the interests of stakeholders and the interests of the Group, the Group has commissioned an independent sustainability consultancy to assist in conducting a comprehensive materiality assessment last year. We have systematically identified and evaluated the expectations and concerns of the stakeholders, thus ensuring we can prioritise issues with the most significance and urgency. Specifically, a three-step approach has been taken to assess the materiality of ESG related factors:

Step 1: Identification

Potential material ESG issues had been identified with the following information

- Previous ESG reports of the Company
- ESG reports of industry peers
- Global Reporting Initiative (“GRI”) Standards
- Recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”)

The criteria to identify material ESG issues include whether the issue has a significant impact on the stakeholders’ assessment and decisions, and whether it reflects the Group’s material environmental and social impact. We have identified and defined 24 materiality issues using the said criteria.

步驟一：識別

通過參考以下資料識別潛在的重要環境、社會及管治議題：

- 本公司過往的環境、社會及管治報告
- 業界同行的環境、社會及管治報告
- 全球報告倡議組織（「GRI」）標準
- 氣候相關財務信息披露工作組（「TCFD」）建議

識別重要環境、社會及管治議題的標準包括該議題是否對持份者的評估和決策產生重大影響，以及是否反映了本集團的重大環境和社會影響。我們使用上述標準確定並定義了24個重要議題。

重要性評估

由於認識到了持份者利益與集團利益之間的顯著相關性與聯系，本集團去年已委託一家獨立的可持續發展顧問公司進行了全面的外部重要性評估。我們系統性地識別和分析了持份者的期望和擔憂，從而確保我們能夠優先考慮最為重要和緊迫的事宜。具體來講，我們採用了三步法去評估環境、社會及管治議題的重要性：

Environmental, Social and Governance Report

環境、社會及管治報告

Step 2: Prioritisation

Different stakeholder groups have been involved based on their influence on the Group. We have distributed standardised surveys to stakeholders to ensure a consistent and systematic assessment of material issues. Stakeholders were tasked to grade the relative importance of the identified ESG issues.

- 6 members of the Board and senior management ranked the importance of material issues for the Group's sustainable development.
- 9 staff and 5 customers ranked the importance of material issues based on their own preferences and expectations.

步驟二：優先排序

不同的持份者群體根據他們對本集團的影響而被選擇參與。我們向持份者分發了標準問卷，以確保對重要議題進行一致和有系統性的評估。持份者的任務是對已確定的環境、社會及管治議題的相對重要性進行評級。

- 6名董事會成員和高級管理層就重要議題對本集團可持續發展的重要性進行排序。
- 9名員工和5名客戶根據自己的喜好和期望對重要議題的重要性進行排序。

Step 3: Validation and Review

The Group's management confirmed and validated the material issue list disclosed in this Report. The Board has reviewed both the material issues being identified and the results of the materiality assessment to ensure that they are relevant and important to the Company.

步驟三：驗證及審核

本集團管理層確認並驗證了本報告中披露的重要議題清單。董事會審查了已識別的重要議題及重要性評估結果，以確保與本公司具有適當的相關性和重要性。

Since there are no major changes in the corporate strategic direction in this year, the Board has decided to focus on the results of last year's materiality assessment. Nevertheless, we have recategorised materiality issues by combining the "People" and the "Community" pillars. Thereby, the categorisation of the materiality assessment has changed from four pillars in 2021 to three pillars in 2022.

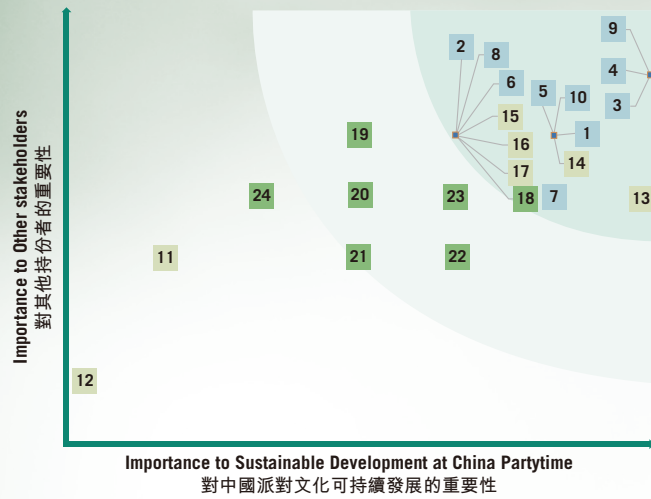
由於今年本集團的策略方向沒有重大變化，董事會決定將重點放在去年的重要性評估結果上。然而，我們通過結合「人文」和「社區」支柱，將重要性議題進行了重新分類。故此，重要性評估的分類從2021年的四大支柱變更為了2022年的三大支柱。

The following matrix and table demonstrate the results of the materiality assessment and reflect the prioritisation of material ESG aspects based on their importance to the Group's sustainable development (represented by Board members and senior management) and their importance to other stakeholders (represented by staff and customers). In this Report, we will focus on discussing the key ESG performance in the order of identified importance. Looking forward, China Partytime will continue to identify any important emerging ESG issues and strengthen our management of these issues.

以下的矩陣和表格顯示了重要性評估的結果，並反映了基於重要議題對集團可持續發展（由董事會成員和高級管理層代表）及對其他持份者（由員工和客戶代表）的重要性進行的優先順序。在本報告中，我們將按照已確定的重要性順序重點討論關鍵的環境、社會及管治績效。展望未來，派對文化將繼續識別新出現的重要環境、社會及管治問題，並加強對這些問題的管理。

Environmental, Social and Governance Report

環境、社會及管治報告



Products and Businesses 產品和業務		People and Community 人文和社區		Environment and Resources 環境和資源	
Tier 1 – Important 第一級別 – 重要		Tier 2 – Moderately Important 第二級別 – 部分重要		Tier 3 – Less Important 第三級別 – 稍微重要	
3	Production Safety and Operational Compliance 生產安全及操作合規	23	Proper Disposal of Waste 妥善處理廢棄物	24	Smart Consumption of Packaging Materials 善用包裝材料
4	Product Quality 產品質量	22	Smart Consumption of Water and Electricity 節約用水及用電	11	Volunteer and Public Welfare Activities 志願及公益活動
9	Customer Privacy 客戶隱私	19	Procurement of Eco-friendly Raw Materials 環保原材料採購	12	Charitable Donations and Poverty Alleviation 慈善捐贈及扶貧
13	Physical and Mental Health of Employees 員工身心健康	20	Environmental Impact Identification and Control 環境影響識別及控制		
1	Operational Risk Management 運營風險管理	21	Climate Change and Carbon Neutrality 氣候變化及碳中和		
5	IP and Product Development 知識產權及產品研發				
10	Anti-corruption 反貪污				
14	Employee Benefit and Remuneration 員工福利及薪酬				
7	Responsible Marketing 負責任行銷				
2	Brand Reputation and Promotion 品牌聲譽及推廣				
6	Supply Chain Management 供應鏈管理				
8	Customer Satisfaction and Communication 客戶滿意度及溝通				
15	Employee Training and Development 員工培訓及發展				
16	Equal Opportunity and Diversity 平等機會及多元化				
17	Recruitment and Labour Standards 招聘及勞工準則				
18	Green Production, Warehousing and Logistic 綠色生產、倉儲及物流				

Environmental, Social and Governance Report

環境、社會及管治報告

ESG Strategy

A clear and proper ESG strategy can shed light on the sustainable development path of corporations. Based on the above materiality matrix analysis with mean value calculated, “Products and Businesses” ranks as the most important aspect, followed by “People and Community” and “Environment and Resources”. Accordingly, these three pillars shaped the Group’s overall strategies and actions.

The Group reviews the ESG strategy biannually to ensure its overall effectiveness. Led by the Administrative Department and coordinated by other departments, this strategy is revised periodically and updated to align with the Group’s latest business progress and industry development trends. All changes require approval from the Board.

環境、社會及管治策略

一個清晰並恰當的環境、社會及管治策略可以揭示企業可持續發展的思路。根據上述重要性矩陣分析和平均值計算，「產品和業務」被視為最重要的方面，其次是「人文和社區」以及「環境和資源」。因此，這三大支柱決定了集團的總體方針和行動部署。

本集團每兩年審查一次環境、社會及管治策略，以確保其整體的有效性。該策略由行政人事部門牽頭，其他部門協調，定期修訂和更新，以符合集團的最新業務進展和行業發展趨勢。所有變更均需董事會準予。



While striving to promote corporate growth and maximise shareholder value, we recognise the obligation to contribute to the United Nations Sustainable Development Goals (“SDGs”) as a part of the global sustainability agenda in 2030. We are determined to join the global movement and take common actions to improve living standards, protect the earth and bring a better future. Among the seventeen SDGs, the Group has identified eight of them which are relevant to its business and operations to various degrees.

在努力促進企業增長和股東價值最大化的同時，我們認識到本集團有義務為聯合國可持續發展目標做出貢獻，將其作為2030年全球可持續發展議程的一部分。我們決心加入這項全球運動，採取共同行動，提高生活水準，保護地球家園，共創美好未來。在十七個可持續發展目標中，本集團確定了其中八個在不同程度上與其業務和運營相關。

Environmental, Social and Governance Report

環境、社會及管治報告

To illustrate the Group's commitment, we have integrated the concept of sustainability into our ESG strategies and daily practices, and proactively benchmarked each key aspect with SDGs, which clearly reflects our contributions to SDGs for various stakeholders. Eight corresponding SDGs for three key aspects are summarised as follows:

為了闡明本集團的承諾，我們將可持續性概念融入了我們的環境、社會及管治策略和日常實踐中，並主動與可持續發展目標的關鍵方面進行了比對，這清晰地反映了我們為各持份方相關的可持續發展目標所做的貢獻。三個關鍵方面的八個相應可持續發展目標總結如下：

Key Aspects 關鍵方面	Commitments 承諾	Related SDGs 相關可持續發展目標
Products and Businesses 產品和業務	We always place great emphasis on yielding market-oriented and first-class products, as well as operating integrity-based businesses 我們將從始至終重視生產面向市場的一流產品，並經營誠信型企業	<ul style="list-style-type: none"> - SDG 12 Responsible Consumption and Production - SDG 13 Climate Action - 可持續發展目標 12 負責任消費和生產 - 可持續發展目標 13 氣候行動
People and Community 人文和社區	We are diligent in engaging with our staff, consumers, suppliers and the community in a responsible and respectful manner 我們將秉持負責任和相互尊重的態度與員工、消費者、供應商和社區接觸	<ul style="list-style-type: none"> - SDG 3 Good Health and Well being - SDG 4 Quality Education - SDG 5 Gender Equality - SDG 8 Decent Work and Economic Growth - SDG 10 Reduced Inequalities - 可持續發展目標 3 良好健康與福祉 - 可持續發展目標 4 優質教育 - 可持續發展目標 5 性別平等 - 可持續發展目標 8 體面工作和經濟增產 - 可持續發展目標 10 減少不平等
Environment and Resources 環境和資源	We strive to care about the environment through low-carbon and energy-saving operations, so as to benefit society 我們將密切關注環境，努力通過低碳和節能運營來造福社會	<ul style="list-style-type: none"> - SDG 7 Affordable and Clean Energy - SDG 12 Responsible Consumption and Production - SDG 13 Climate Action - 可持續發展目標 7 可負擔清潔能源 - 可持續發展目標 12 負責任消費和生產 - 可持續發展目標 13 氣候行動

PRODUCTS AND BUSINESSES

產品和業務



“Happy Spirit, Committed to becoming the World’s Leader in Creating Happy Products” has always been the corporate mission of China Partytime, which guides us to incorporate corporate social responsibility practices into the entire process of production, operation and market engagement. Given the new development paradigm of ‘Internal and External Dual Circulation’, China Partytime seizes market opportunities and forges ahead. Our comprehensive service platform enables us to pay great attention to the whole lifecycle of our products and businesses.

In terms of products, the Company insists on producing high-quality cosplay costumes that are safe, innovative and popular to wear for all. “Treat customers with enthusiasm, Trust and Respect Every Cooperator” is our Enterprise Service Concept. The strict requirements for production and operational compliance and high standards of product quality assurance implemented by the Group are key factors that make our products stand out in the market for years. In terms of businesses, we adhere to strict and ethical standards, as well as market codes and regulations, to respect every market participant, to cooperate with every supplier, to listen to every complaint, and to satisfy every customer.

「快樂精神，致力成為世界快樂產品締造的領航者」是我們一貫的企業使命，它引領我們將企業社會責任實踐融入到生產、運營和市場參與的整個過程中。在「內外雙循環」的新發展模式下，派對文化抓住市場機遇，銳意進取。我們全方位的服務平台使我們能夠關注產品和業務的整個生命週期。

在產品方面，本公司堅持生產高品質的角色扮演服裝，這些服裝安全、創新且受大眾喜愛。「熱忱對待客戶，信任和尊重每一個合作者」是我們的企業服務理念。集團對生產和運營合規性的嚴格要求以及產品品質保證的高標準是使我們的產品多年來脫穎而出的關鍵因素。在業務方面，我們堅持嚴格的道德標準以及市場規範和法規，尊重每一位市場參與者，與每一位供應商合作，傾聽每一位投訴，讓每一位客戶滿意。

Environmental, Social and Governance Report

環境、社會及管治報告

Product Safety and Operational Compliance

A safe, efficient and smooth workplace lays as the foundation of the Group's production and operation. We are proud to highlight the fact that our products are produced under the Quality Management Certification (GB/T19001-2016/ISO9001:2015) and the Occupational Health and Safety Management Systems Certification (GB/T45001-2020/ISO45001:2018).

By adhering to the 'the Production Safety Law of the PRC' and the 'Law of the PRC on the Prevention and Control of Occupational Diseases', we have established a set of robust measures to guarantee product safety and operational compliance. These measures include implementing standard codes, setting up a hierarchical management system, and conducting production safety training and fire drills.

The EHS Committee of the Company holds the following responsibility to further monitor and reassure the production safety and operational compliance:

- Carry out regular inspection of environment, health and safety status in the production plants
- Require relevant departments to follow up and analyse root causes in case of violation of laws and regulations or major safety incidents
- Formulate corresponding rectification and propose improvement measures towards risk issues in a timely manner
- Conduct trainings on production safety and operational compliance that cover employees at all levels and suppliers

產品安全及合規操作

安全、高效、順暢的工作場所是集團生產經營的基礎。我們可以很自豪地強調，我們的產品均在質量管理體系認證(GB/T19001-2016/ISO9001:2015)和職業健康安全體系認證(GB/T45001-2020/ISO45001:2018)下生產的。

通過遵守《中華人民共和國安全生產法》和《中華人民共和國職業病防治法》，我們制定了一套強有力的措施，以確保產品安全和運營合規。這些措施包括實施標準規範、建立分級管理體系、開展安全生產培訓和消防演習。

公司的環境健康安全委員會主要負責進一步監督和確保安全生產和合規運營：

- 定期檢查生產工廠的環境、健康和 safety 狀況
- 如果發生違反法律法規或重大安全事件，要求相關部門跟進並分析根本原因
- 及時製定相應的整改措施，並針對風險問題提出改進措施
- 對各級員工和供應商進行安全生產和操作合規培訓

Environmental, Social and Governance Report 環境、社會及管治報告

During the production process, all our technicians must comply with both the national and corporate requirements. China Partytime always remembers the correlation between fire safety and high-quality development. During the Fire Protection Publicity Month in November 2022, we have carried out fire drills to enhance our employees' ability to handle fire emergencies and prevent and reduce risks and losses. Fire safety posters have also been displayed within the Company premises on November 9, 2022, the 31st National Fire Protection Day.

在生產過程中，我們的所有技術人員必須遵守國家和公司的相關要求。派對文化始終銘記消防安全與高品質發展之間的關聯性。在2022年11月的消防宣傳月期間，我們開展了消防演習，以增強員工處理火災緊急情況的能力，預防和減少風險和損失。2022年11月9日，即第三十一個國家消防日，公司場所內也張貼了消防安全海報。



The Fire Drill
消防演習



The Fire Drill
消防演習

Environmental, Social and Governance Report 環境、社會及管治報告

Additionally, for specific production facilities, designated operators must receive full training and attend the Three-level Safety Training session before commencing work. For any replacement, inspection, maintenance, preservation, acceptance, and demolition of production facilities, a standardised management process of safety production will be carefully conducted to ensure that all facility designs meet the national standards and regulations on safety, hygiene, environmental protection, and fire safety. Throughout the Reporting Period, the Group is not aware of any non-compliance cases regarding production safety and operational compliance, hence, protecting employees from occupational hazards.

Quality Assurance and Control

“Responsibility is the Guarantee of Quality, Quality is the Life of the Corporate” is the Enterprise Quality Concept of China Partytime. We have formulated a set of detailed tailor-made procedures and a response plan to prevent and tackle different quality issues at different stages. We aim to ensure that all finished products comply with the ‘Production Quality Law of the PRC’ to meet our stringent product standards, and are delivered to customers in their best condition. Our Quality Department is responsible for ensuring that we comply with all the internal policies and the external standards imposed by our customers throughout the production process.

At the procurement stage, our adherence to product quality is reflected by the strict supplier selection criteria and procedures. In the selection of raw materials, we only choose knitted fabrics that comply with national and industrial standards and are environmentally friendly and safe to wear and use. By constructing our own ‘Qualified Supplier List’, we only purchase raw materials from suppliers on the pre-approved supplier list. All raw materials are sampled and tested by our Quality Department before warehousing, only those with the best quality, function and characteristics could stay in our stock, whilst substandard materials will be returned to the suppliers. For more details, please refer to the ‘Supply Chain’ under the sub-section of “Market Participation and Management”.

此外，對於特定的生產設施，指定的操作員必須接受全面培訓，並在開始工作前參加三級安全培訓課程。對於生產設施的任何更換、檢查、維護、保存、驗收和拆除，均將認真執行安全生產的標準化管理流程，以確保所有設施設計符合國家安全、衛生、環境保護和消防安全標準和規定。在整個報告期內，本集團未發現任何生產安全和運營合規方面的不合規情況，以此保護員工免受職業危害。

品質保證及控制

「責任是質量的保證，質量是企業的生命」是派對文化的企業質量理念。我們制定了一套詳細的應對流程和應急計畫，以防止和解決不同階段的不同品質問題。我們的目標是確保所有成品符合《中華人民共和國生產質量法》，以滿足我們嚴格的產品標準，並在它們的最佳狀態交付給客戶。我們的質量部門負責確保我們在整個生產過程中遵守客戶製定的所有內部政策和外部準則。

在採購階段，我們嚴格的供應商遴選標準和流程反映了我們對產品品質的堅持。在原材料的選擇上，我們只選擇符合國家和行業標準、環保且佩戴和使用安全的針織布。通過構建我們自己的《合格供應商清單》，我們僅向預批名單上的供應商採買原材料。所有原材料在入庫前都由我們的質量部門進行了取樣和測試，只有質量、功能和特性最好的原材料才可入庫，而不合格的材料將被退回給供應商。更多詳細資訊，請參閱「市場參與及管理」小節下的「供應鏈」。

Environmental, Social and Governance Report 環境、社會及管治報告

At the production stage, the Quality Department actively monitors the whole production process which includes conducting random sample checks to evaluate whether the quality of the semi-finished products meet the industry standards and customised specifications. On receiving contract manufacturing orders, we will invite the customers to conduct on-site audits of our production base to ensure that our production processes meet their expectations on environmental protection, occupational health and safety, corporate social responsibility and anti-terrorism. By using labels to indicate the inspection status of the product, this single-piece accountability and traceability mechanism helps to improve the quality of our products throughout the whole process.

At the final sampling test stage, an appearance review and a product testing will be conducted on each batch of the finished products before delivering them to our customers. Relevant departments will inspect and repair any substandard products detected in the self-review process. More importantly, corresponding preventive measures will be adopted timely to prevent occurrence of similar problems in the future. We strictly follow the 'Law of the PRC on the Protection of Consumers' Rights and Interests', for any defective products found through customer complaints or testing by the national quality inspection authorities. We will recall all sold defective products in the market and cease further production immediately so as to prevent violation against customers' rights and interests, as well as to minimise the damage to the Company's reputation.

Due to the aforementioned robust quality assurance and control measures, the Company managed to satisfy the industry standards and stay abreast of the latest global market trends with great production efficiency and high-quality products. During the Reporting Period under review, we did not receive any cases of sold or shipped product recalls due to product quality or health and safety reasons.

在生產階段，質量部會積極監控整個生產過程，包括進行隨機抽樣檢查，以評估半成品的質量是否符合行業標準和定制要求。在收到合同製造訂單時，我們將邀請客戶對我們的生產基地進行實地審核，以確保我們的生產過程滿足他們對環境保護、職業健康安全、企業社會責任和反恐主義議題的期望。通過使用標籤標明產品的檢驗狀態，這種單品責任性和可追溯性的機制有助於在整個生產過程中提高我們產品的質量。

在最終的抽樣測試階段，交付給客戶之前，我們將對每批成品進行外觀檢查和產品測試。相關部門會檢查並修復在自檢過程中發現的任何不合格產品。更重要的是，我們會及時採取相應的預防措施，防止今後發生類似問題。對於遭到客戶投訴或在國家質檢機構檢測發現的任何缺陷產品，我們嚴格遵守《中華人民共和國消費者權益保護法》。我們將會召回市場上已售出的任何缺陷產品，並立即停止後續生產，以防止因銷售問題而侵犯客戶權益，並將對公司聲譽的損害降至最低。

基於上述穩健的品質保證和控制措施，本公司以極高的生產效率和優質的產品滿足了行業標準，並緊跟最新的全球市場趨勢。在報告期內，我們沒有收到任何因產品品質或健康安全原因導致的已售出或已裝運產品召回的案例。

Environmental, Social and Governance Report

環境、社會及管治報告

Business Ethics and Conduct

China Partytime upholds the business philosophy of “Market-oriented Products Win, Integrity-based Quality Comes First, Win-win Cooperation”, and we believe that robust business ethics is the foundation for the Group to establish its happy culture. With reference to the ‘Measures of the PRC for the Administration of Industrial Standards’, we undertake responsible and critical practices in daily operations to fulfil our business commitments. These practices include respecting personal privacy, safeguarding the IP rights of the Group and its peers in the industry, and strengthening internal awareness of anti-corruption and probity. Over the reporting period, the Company did not face any violation cases of customer privacy, IP rights, anti-corruption and other business conducts.

Customer Data and Privacy Protection

Trust is our key to maintain good relationships with customers across the world. In light of our ‘Confidentiality and Non-competition Agreement’, which covers Jiangxi Partytime and was drafted by the Administrative Department, reviewed by the General Manager and published in 2014, this comprehensive and strict information confidentiality system of the Group stipulates the employees and the Group’s confidentiality obligations and the liability for a breach of the Agreement.

Prior to work commencement, employees are required to sign a Privacy Contract with the Group. This Contract stipulates that all employees shall not steal, copy or disclose non-public, proprietary or confidential materials obtained during their employment or within two years of termination of services. The aforementioned materials include but are not limited to customer information, customer resources, technical information, product design, product information, supply channels, purchase and sales contracts, financial information, and unpublished major investment decisions.

For any contract breaching or customer data leakage, we will terminate the Employment Contract with the culprit immediately. Depending on the severity of the breach, we have the right to claim for all losses caused, including direct economic losses, loss of available profits, profits of the infringer and litigation fees, investigation fees and attorney fees, etc. If the situation is of utmost serious, the case will be handover to the local law enforcement authority for further action.

商業道德及操守

派對文化秉承「市場為導，產品製勝，誠信為本，質量為先，合作共贏」的經營理念，我們相信，良好的商業道德是集團建立其快樂文化的基礎。根據《中華人民共和國工業標準管理辦法》，我們在日常運營中採取了負責任和關鍵的措施，以履行我們的商業承諾。措施具體包括尊重個人隱私、保護集團及其行業同行的知識產權，以及加強內部反腐倡廉意識。報告期內，公司未面臨任何侵犯客戶隱私、知識產權、反貪污和其他違反商業操守的違規案件。

客戶數據和隱私保護

信任是我們與全球客戶保持良好關係的關鍵。根據我們建立的《保密和競業禁止協議》，該協議涵蓋江西派對，由行政人事部起草，交由總經理審核並於2014年發佈。此全面嚴格的資訊保密制度規定了員工和本集團的保密義務，以及違反協議所需負的責任。

在工作開始之前，員工必須與本集團簽訂隱私合約。此合約規定，所有員工不得竊取、複製或披露在其任職期間或辭職兩年內獲得的任何非公開、專有或機密資料。上述資料包括但不限於客戶資訊、客戶資源、科技資訊、產品設計、產品資訊、供應通路、採購和銷售合同、財務資訊以及未公開的重大投資決策等。

對於任何合同違約或客戶數據泄露，我們將立即終止與該責任員工的僱傭合同。根據違約的嚴重程度，我們有權對造成的所有損失提出索賠，包括直接經濟損失、可用利潤損失、侵權者的利潤和訴訟費、調查費及律師費等。若情況極其嚴重，案件將移交當地執法部門以作進一步處理。

Intellectual Property Rights

In the costume industry, research and development (“R&D”) has always been the engine of corporate development and is the top priority for our business operations. The R&D Department of China Partytime is equipped with advanced technology and a team of creative and experienced consultants and experts with rich experience in animation derivatives industry and clothing industry, so that the rapidly developing trends and rapidly changing consumer preferences can be quickly predicted, identified and responded to.

China Partytime mainly focuses on the development of patented technologies related to the production of our products. When designing and producing our high-quality costumes, we will carefully consider from the users’ perspective and take current trends into account. We are proud to be a specialist who continuously creates, develops and promotes innovative products. The Company has obtained two invention patents, twelve utility model patents and five design patents related to improving production efficiency and product quality in China. To maintain and further enhance our R&D capabilities, we have adopted measures such as Employee Incentive Plan, talent cultivation, recruitment and retention, and cooperation with universities and colleges on R&D of patented technologies.

To comply with the ‘Patent Law of the PRC’, ‘Copyright Law of the PRC’ and the ‘Self-discipline Convention on the Protection of Intellectual Property Rights in China’s Garment Industry’ and to protect our IP rights, we have implemented the regulation of ‘Internal Intellectual Property Rights Management’ to protect our innovation achievements and intangible brand assets which include patents, copyrights and trademarks. Meanwhile, as the Group understands the importance of IP rights, we not only aim at protecting and promoting our own IP rights, but also pledge to respect all the achievements of our industry peers. We will never use other parties’ technology or trademark without prior permission.

Besides, in order to walk the talk of the aforementioned pledges and strengthen our employees’ awareness of IP rights protection, the Group conducts relevant trainings periodically. Trainings include the methods to effectively implement the national standards formulated by the Enterprise Intellectual Property Management Code (GB/T29490-2013), as well as the common problems and related legal aid and other important issues in this process. These trainings helped to improve the sensitivity of the R&D Department to IP rights, and enhance the employees’ awareness of paying attention to and respecting IP rights in their daily work.

知識產權

在服裝行業，研發一直是企業發展的引擎，也是我們業務運營的首要任務。派對文化的研發部門配備了先進的科技和富有創意、經驗豐富的顧問和專家團隊，他們在動漫衍生品行業和服裝行業擁有豐富的經驗，因此可以快速預測、識別和應對快速發展的趨勢和高速變化的消費者偏好。

派對文化主要致力於開發有關產品生產的專利技術。在設計和生產我們高品質服裝時，我們將會從用戶的角度仔細考慮，並考慮當前的趨勢。我們很自豪能成為一個不斷創造、開發和推廣創新產品的行業專家。本公司在中國已獲得兩項發明專利、十二項實用新型專利和五項與提高生產效率和產品品質有關的設計專利。為了保持和進一步提高我們的研發能力，我們採取了員工激勵計畫、人才培養、招聘和保留以及與大學和學院合作研發專利技術等措施。

為遵守《中華人民共和國專利法》、《中華人民共和國版權法》和《中華人民共和國服裝行業知識產權保護自律公約》，保障我們的知識產權，我們落實了「內部知識產權管理」制度，以保護我們的創新成果和無形品牌資產，包括專利、版權和商標。同時，由於本集團知悉知識產權的重要性，我們不僅致力於保護和宣傳自己的知識產權，亦承諾尊重業界同行的所有成就。未經事先許可，我們將不會使用他人的技術或商標。

此外，為了履行上述承諾，加強員工對知識產權的保護意識，本集團定期開展相關培訓。培訓內容包括如何有效執行《企業知識產權管理規範》(GB/T29490-2013)製定的國家標準，以及在此過程中的常見問題和相關法律援助等重要問題。這些培訓有助於提高研發部門對知識產權的敏感性，並增強員工在日常工作中關注和尊重知識產權的意識。

Environmental, Social and Governance Report

環境、社會及管治報告

Anti-corruption

Given the operational concept of ‘Law-abiding by Laws and Integrity leads to Excellent Services’ of the Group, achieving the highest standards of transparency and integrity, while advocating the fundamental principles of anti-bribery, anti-corruption, and anti-blackmail within and beyond the Group’s operations and businesses has always been our commitment. To strictly abide the relevant laws and regulations which include the ‘Anti money Laundering Law of the PRC’, and the ‘Regulations on the Administration of Commercial Franchise’, we have set up department-tailored monitoring and reporting procedures to ensure the processes of detection, supervision and protection are well-defined, law-based and well-documented. Relevant rules and regulations have been announced at both staff meetings and management meetings.

With regards to the Board and Senior Management team, we emphasise the guideline advocated by the Communist Party of China that “efforts shall be made to build systems and mechanisms that dare not corrupt, cannot corrupt, and do not want to corrupt” in every single meeting, and advocate the management team to be a loyal, transparent and responsible staff. We highly value the culture of ethical governance and strive to create an unstained business atmosphere that are not only the necessary conditions for corporate citizens to achieve sustainable development, but also the cornerstone of promoting the harmonious development of the whole society. In the future, our goal is to continuously improve the current training plan in accordance with the corporate characteristics of China Partytime and national orientation in the context of the New Socialism Era with Chinese characteristics.

With regards to the Procurement Department, the Group published the ‘Code of Integrity and Self-discipline’ in 2014, which covers Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. This Code clearly stipulates that procurement staff must comply with relevant regulations during their work. For example, during the procurement process, employees are prohibited from requesting the suppliers or business partners to provide any form of rebates, including but not limited to cash, gifts and coupons. At the same time, employees are also prohibited from participating in any banquets or entertainment activities that may affect the normal procurement work of the Group. Whenever necessary, employees must obtain the prior approval of their Department Head and the engagement must be recorded by their departments. Hence, this procedure helps to standardise the daily operation of the Procurement Department, enhances the probity of employees, and protects the legitimate rights and interests of the Group.

反貪污

鑒於集團「守法誠信、優質服務」的運營理念，我們始終致力於實現最高的透明度和誠信標準，同時在集團運營和業務範圍內外宣導反賄賂、反貪污和反勒索的基本原則。為了嚴格遵守相關法律法規，包括《中華人民共和國反洗錢法》和《商業特許經營管理條例》，我們制定了為重點部門量身定制的監管和舉報流程，以確保檢測、監督和保護的過程有文可證、有法可依、有據可查。相關的規章制度在員工會議和管理層會議上皆有公布。

針對董事會和高級管理團隊，我們會在每次會議中強調中國共產黨宣導的「努力建立不敢腐、不能腐和不想腐的制度和機制」的指導方針，宣導管理團隊做一個忠誠、乾淨、有擔當的職員。我們高度重視道德管治文化，竭力營造不受污染的商業氛圍，這不僅是企業公民實現可持續發展的必要條件，也是促進整個社會和諧發展的基石。未來，在中國特色社會主義新時代的背景下，我們會根據中國共產黨的企業特點和國家定位，不斷完善現有的培訓計畫。

對於採購部門，本集團於2014年發布了《廉潔自律責任書》，涵蓋江西派對，由行政人事部起草，總經理審核。該責任書明確規定採購人員在工作期間必須遵守相關規定。例如，在採購過程中，禁止員工要求供應商或商業夥伴提供任何形式的回扣，包括但不限於現金、禮品和優惠券。同時，員工也被禁止參加任何可能影響集團正常採購工作的宴會或娛樂活動。如有必要，員工必須事先獲得部門負責人的批准，並必須由其部門進行記錄。因此，該明確的流程有助於規範採購部門的日常運作，提高員工的誠信度，保障集團的合法權益。

Environmental, Social and Governance Report 環境、社會及管治報告

With regards to the Supply Chain Department, employees of the department are required to sign an 'Anti-corruption Contract' before taking formal collaborations with all business partners. Issued in 2014, this Contract covers Jiangxi Partytime and was drafted by the Administrative Department prior to the General Manager for final review. We regulate our suppliers with the same high standard as that applies to our employees. The purpose of this Contract is to prevent our employees and our customers, suppliers or service providers from providing unfair benefits to each other to obtain trading opportunities or unfair competition in favour of trading conditions. For further details, please refer to the following sub-section of "Market Participation and Management" within this section.

Apart from the 'Code of Integrity and Self-discipline', the Company has also implemented a 'Whistleblowing Policy' to help building and protecting the ethical corporate atmosphere. First of all, various means of communication channels are provided, including internal telephone calls and suggestion boxes, to encourage our employees and business partners to report and disclose to us any misconduct in a safe and effective manner. The confidentiality and anonymity of the entire process are guaranteed. Moreover, if we find that a business partner or an employee seeks, accepts or offers any form of financial or non-financial benefits, we will terminate the business cooperation or employment relationship with the offender immediately. In case of suspected crimes, we will report the case to local enforcement authorities for further investigation. Any economic losses caused by such misconduct shall be borne by the offender and corresponding compensation must be sought. During the Reporting Period under review, the Company is not aware of any major violations relating to anti-corruption.

Market Participation and Management

China Partytime has always engaged in the market to closely follow fashion trends and actively communicated with various stakeholders to understand their expectations. Creating a comprehensive service platform that integrates procurement, production and sales is our objective. This sincere attitude has helped us win the trust and good relations with different participants in our business network.

對於供應鏈部門，該部門的員工必須在與所有業務合作夥伴正式合作之前簽訂《反賄賂協議》。該協議發佈於2014年，涵蓋江西派對，由行政人事部擬定再交由總經理進行最終審查。我們以適用於員工的同樣高標準來規範供應商。本協議旨在防止我們的員工和我們的客戶、供應商或服務提供者相互提供不正當利益，以獲取交易機會或有利於交易條件的不公平競爭行為。更多關詳細資訊，請參閱本章下的「市場參與及管理」小節。

除《廉潔自律責任書》外，公司還建立了「舉報政策」，以幫助營造和保護廉潔企業環境。首先，我們提供了各種溝通渠道，包括內部電話和意見箱，以鼓勵我們的員工和業務夥伴以安全有效的方式向我們舉報和披露任何不當行為。我們會保證整個過程的保密性和匿名性。此外，如果我們發現商業夥伴或員工尋求、接受或提供任何形式的財務或非財務利益，我們將立即終止與該違法者的商業合作或僱傭關係。如果涉嫌犯罪，我們會將案件移交給當地執法部門進行進一步調查。由此類不當行為造成的任何經濟損失應由違法者承擔，並必須給予相應的賠償。報告期內，公司未發現任何與反貪污相關的重大違規行為。

市場參與及管理

派對文化一直致力於密切關注市場的時尚趨勢，並積極與各方持份者溝通，以瞭解他們的期望。創建一個集採購、生產和銷售於一體的綜合服務平台是我們的目標。這種真誠的態度幫我們贏得了業務網絡中不同參與者的信任和良好關係。

Environmental, Social and Governance Report

環境、社會及管治報告

Product Marketing

In order to adapt to the ever-changing cosplay costume market, we use both online and offline channels to promote our products. The Group strictly follows the 'Advertisement Law of the PRC' and other regulations such as the 'Measures for the Administration of Retailers' Promotion Activities' and the 'Regulations on the Administration of Commercial Franchise' to carry out responsible direct marketing and brand promotion. Last year, we had great success in the online retail business. This year, we have seized the trend of live-stream shopping to continue expanding our marketing channels to multiple online platforms, such as TikTok, 1688, Suning, etc. We also sell our products via live broadcast companies, which helped to leverage the Internet traffic to maximise the effectiveness of brand promotion.

Customer Satisfaction

Our happy culture guides us to treat every customer with enthusiasm. The business concept of "Market-oriented Products Win" is our unchanged insistence while customer satisfaction is the greatest driving force to promote the development of the Group. As a consumer-centrism producer, we interacted with customers via various channels to understand their needs and incorporate them into our designs and products.

In our detailed Complaint Management Procedures that aim to handle customer dissatisfaction, we specify that customers may complain to us about the quality of products and services through multiple channels, such as telephone, fax and email. The General Manager or the Business Department is responsible for taking over or guiding the relevant employees to handle customer complaints and propose solutions. We also conduct customer satisfaction surveys periodically to collect customers' feedback and opinions on our products and services. During the Reporting Period, the Group is unaware of any major complaints about products and services.

行銷

為了適應不斷變化的角色扮演服飾市場，我們利用線上和線下雙渠道來推廣我們的產品。本集團嚴格遵守《中華人民共和國廣告法》、《零售商促銷活動管理辦法》和《商業特許經營管理條例》等法規，積極開展負責任的直銷和品牌推廣。去年，我們在網絡行銷上取得了巨大成功。今年，我們繼續抓住直播購物的趨勢，將我們的行銷渠道擴展到多個線上平台，如抖音、1688、蘇寧易購等。我們亦向直播公司供貨，這有助於利用互聯網流量最大限度地提高品牌知名度。

客戶滿意度

我們的快樂文化引導我們熱忱地對待每一位客戶。「市場導向，產品致勝」的經營理念是我們不變的堅持，客戶的滿意則是推動集團發展的最大動力。作為一家以消費者為主的生產商，我們通過各種渠道與客戶互動，瞭解他們的需求，並將其納入我們的設計和產品中。

在我們旨在處理客戶不滿的詳細投訴管理流程中，我們明確了客戶可以通過電話、傳真和電子郵件等多種渠道向我們投訴產品和服務質量。總經理或業務部負責接手或指導相關員工處理客戶投訴並提出解決方案。我們亦定期進行客戶滿意度調查，以收集客戶對我們產品和服務的迴響和意見。報告期內，本集團未發現任何有關產品和服務的
重大投訴。

Supply Chain Management

Suppliers are one of the most critical stakeholders in our business. It is clear that a high-quality, environmentally friendly and safe product is inseparable from a well-managed supply chain. With strict quality, environmental and social standards, we select excellent suppliers from thousands of clothing and wig raw material suppliers to guarantee the quality of our products. Within the Supplier Management System, China Partytime published the 'Supply Chain Management Policy' in 2014, which details the procedures of regulation, assessment and response. Covering Jiangxi Partytime, this Policy was drafted by the Material Control and Planning Department and reviewed by the General Manager. During the Reporting Period, we collaborated with 73 suppliers in the PRC (2021: 62 suppliers).

The 'Supplier Review Form' formulated by the Group is the first step to regularly monitor and assess the compliance of suppliers. By evaluating the company profile, ranging from company status, supply capability, product quality, production system and other aspects, we select qualified suppliers and include them in the 'Qualified Supplier List'. Secondly, to maintain constant management, we will further assess certain aspects against qualified suppliers on a bi-annually basis. These assessment aspects include the delivery quality, delivery turnaround, product price, service quality and other designated items according to the actual demand. Thirdly, a Summative Assessment will be conducted annually to ensure the effectiveness of the List. Finally, all assessment data will be timely recorded in the 'Qualified Supplier Approval Form' for further reference.

Based on the assessment data collected, we will review the performance of qualified suppliers annually, and reward suppliers with excellent performance. For instance, we will make certain amount of advance payment to excellent suppliers. If the suppliers fail to meet our requirements, we will halt business collaborations and remove them from the List immediately. In 2022, the performance of 78 of suppliers have been reviewed, of which 73 have passed the Annual Review and 5 found as unsatisfactory.

Furthermore, the Group has actively engaged with its major suppliers to improve their awareness and behaviour regarding green production and business ethics. Before mass production of our products, we will test the relevant materials during the product proofing stage to ensure that they met our standards in green production. Meanwhile, a number of measures have been implemented to identify, prevent, and tackle potential environmental risks and social risks along the supply chains.

供應鏈

供應商是我們業務中最重要的持份者之一。很明顯，一個高品質、環保和安全的產品與管理良好的供應鏈密不可分。憑藉嚴格的質量、環境和社會標準，我們從數千家服裝和假髮原材料供應商中選擇優秀的供應商，以確保我們產品的品質。在供應商管理體系中，派對文化於2014年發布的《供應鏈管理政策》詳細規定了監管、評估和響應程式。該政策涵蓋江西派對，由物控計劃部起草，再由總經理審核。報告期內，我們與中國的73家供應商進行了合作(2021年：62家)。

本集團製定的《供應商評審表》是定期監測和評估供應商合規性的第一步。通過評估公司概況，從公司狀態、供應能力、產品質量、生產系統等方面，我們會甄選出合格的供應商，並將其列入《合格供貨商名單》。其次，為了實現持續管理，我們將每半年對合格供應商進行一次評估。這些評估包括的方面有交付質量、交付週期、產品價格、服務質量以及根據實際需求指定的其他項目。第三，每年將進行一次總評，以確保名單的時效性。最後，所有評估數據將會及時記錄在《合格供應商評審表》中，以供後續參考。

根據收集的評估數據，我們將對合格供應商的績效每年進行一次檢閱，並適當獎勵表現優異的供應商，例如，我們將會向優秀供應商預付一定金額的預付款。若供應商未能滿足我們的審查要求，我們將立即停止業務合作並將其從清單中刪除。2022年，我們對78名供應商的績效進行了審查，當中的73名供應商通過了年度審查，5名被認定為不滿意。

此外，本集團積極與主要供應商合作，以提高他們對綠色生產和商業道德的認識和行為。在批量生產我們的產品之前，我們會在產品打樣時對相關材料進行檢測，以確保它們符合我們的綠色生產標準。與此同時，我們還制定了一系列措施，以識別、預防和應對供應鏈上潛在的環境風險和社會風險。

Environmental, Social and Governance Report

環境、社會及管治報告

- **Environmental risks**

We require all our suppliers to comply with the 'Environmental Protection Law of the PRC', the 'Law of the PRC on Prevention and Control of Environmental Pollution by Solid Waste' and other relevant laws and regulations. A handful of environmental recommendations that align with national standards and principles have been provided to the suppliers as guidance of green production. For instance, we encourage them to obtain qualifications and certifications in environmental management, employee health, quality management and other management systems, which will help improving their environmental awareness in the operational levels.

- **Social risks**

The Annual Review also helps the Company to assess the business conduct and professional ethics of our suppliers and identify potential social risks in the supply chain. We require the suppliers to comply with the same laws and regulations as we do in our daily productions. Only those with satisfactory social responsibility performance will be selected for cooperation, and any supplier that has been found to have violated these laws and regulations will be removed from the List immediately. For instance, all our suppliers have to sign an 'Anti-corruption Agreement' with the Group, which prohibits them from offering any form of benefits to our employees to exchange for orders or business cooperation with the Group. If there is any case of breach of this Agreement, we will terminate all business relations with the supplier immediately, freeze its account and handover the case to the local judicial authorities for further investigation if the breach is serious. We will also terminate business relations with suppliers who have deliberately used child labour, forced labour or other serious violations of the labour laws and regulations.

- **環境風險**

我們要求我們所有的供應商遵守《中華人民共和國環境保護法》、《中華人民共和國固體廢物污染環境防治法》和其他相關法律法規。同時，我們也向供應商提供了一些符合國家標準和原則的環境建議，作為綠色生產的指導。例如，我們鼓勵他們獲得環境管理、職工健康、質量管理等管理體系的資格和認證，這將有助於提高他們在運營層面的環境意識。

- **社會風險**

年度審查亦幫助公司評估供應商的商業行為和職業道德，並識別供應鏈中的潛在社會風險。我們要求供應商遵守與我們日常生產相同的法律法規。只有社會責任表現令人滿意的供應商才會被選中合作，任何被發現違反這些法律法規的供應商都將立即從名單中刪除。例如，我們所有的供應商都必須與集團簽署《反腐敗協議》，該協議嚴禁供應商向我司員工提供任何形式的利益，以換取與集團的訂單或業務合作。若發生任何違反本協議的情況，我們將立即終止與該供應商的所有業務關係，凍結其帳戶，如果嚴重違法，則會將案件移交給當地司法機構進行進一步調查。我們還將終止與故意使用童工、強迫勞動或其他嚴重違反勞動法律法規的供應商的業務關係。

PEOPLE AND COMMUNITY

人文和社區



People are invaluable assets to our businesses. We firmly believe that bringing a group of experienced and innovative talents together is the only way to constantly transform imagination into finished products in the animation derivatives industry and costume industry. For employees and workers along the supply chains, we not only care about their health and well-being, but also focus on promoting comprehensive training and development.

China Partytime adheres to the Enterprise Talent Concept of “Cultivate Yourself with Accomplishment, Write Resume with Ability, Create Opportunities with Diligence and Prove Yourself with Performance”. Equality, justice, inclusiveness, and fraternity are the key concepts of our human resources management. Throughout the Reporting Period, the Group did not encounter any non-compliance cases relating to employment principles of recruitment and promotion, equal opportunity, diversity and anti-discrimination, as well as labour standards of child labour prevention and forced labour.

For our community, we are keen to understand the most pressing social issues and fulfil our corporate social responsibility. This year, we have continued to contribute towards the community's well-being and public welfare, such as funding the education development of Yiwu City, supporting the prevention and control measures during the COVID-19 pandemic, and participating in the environmental protection and public welfare outdoor activity in Yiwu Songbao Mountain.

員工是我們企業的寶貴財富。我們堅信，在動漫衍生品行業和服裝行業，彙集一批經驗豐富、富有創新精神的人才是不斷將想像力轉化為成品的唯一途徑。對於供應鏈上的僱員和工人，我們不僅關心他們的健康和福祉，同時也注重促進全面的培訓和發展。

派對文化秉承著「用素養修己達人，用能力書寫簡歷，用勤奮創造機遇，用業績證明自己」的企業人才理念，以平等、公正、包容和博愛的概念作為我們人力資源管理的關鍵。在整個報告期內，本集團並無存在任何有關包括招聘及晉升、平等機會、多元化、反歧視等在內的僱傭準則，以及包括反童工和強迫勞工在內的勞工準則的違規案例。

對於我們的社區來說，我們渴望瞭解最緊迫的社會問題，並履行我們的企業社會責任。今年，我們繼續為社區福祉和公益事業做出貢獻，如資助義烏市教育發展，支持新冠肺炎疫情期間的防控措施，參與義烏松瀑山的環保公益戶外活動等。

Environmental, Social and Governance Report

環境、社會及管治報告

Occupational Health and Safety

The occupational health and safety of our employees is the priority of the Group's human resources management. Alongside a series of production safety and operation compliance standards mentioned in the previous sub-section entitled 'Product Safety and Operational Compliance', we have obtained the Occupational Health and Safety Management systems certification (GB/T45001-2020/ISO45001:2018). We have also conducted health and safety training in line with the 'Law of the PRC on Prevention and Control of Occupational Diseases' and the 'Regulations on the Supervision and Administration of Occupational Health in the Workplace' to comprehensively enhance our employees' working safety awareness.

The Group has means of prevention and follow-up measures in place to further enhance the health and safety of our employees. Before signing an employment contract with an employee, he/she will be informed of all the potential occupational hazard factors and consequences that may be faced in the course of his/her work to ensure that the employee fully understands the importance of occupational safety and health. During his/her tenure, we will establish an Occupational Health Monitoring Profile for him/her. This Profile records results of their occupational health check-ups before work commencement, during work, and at termination of services.

In addition, the Company also focus on strengthening the employees' perception towards natural disasters and their understanding of remedial measures. Through WeChat Short Videos, our employees will acquire specific scientific knowledge of emergency rescue, including how to handle fire emergency, how to carry out bare handed CPR (cardiopulmonary resuscitation) and use AED (automatic external defibrillator), and how to escape in the event of an earthquake. Overall, the Group had no case of work-related fatalities or injuries and prosecutions in the past four years which includes the Reporting Period.

職業健康與安全

我們員工的職業健康和安全是集團人力資源管理的首要任務。除上述「產品安全及合規操作」小節中提到的一系列生產安全和操作符合性標準外，我們已獲得了職業健康安全體系認證(GB/T45001-2020/ISO45001:2018)。我們亦根據《中華人民共和國職業病防治法》和《工作場所職業健康監督管理條例》開展了健康安全培訓，以全面提高我們員工對職業安全的意識。

本集團具備了各種進一步確保我們員工健康和安全的預防和後續措施。在與員工簽訂合同之前，他／她將被告知在工作過程中他／她可能面臨的所有潛在職業危害因素和後果，從而確保員工充分瞭解職業安全和健康的重要性。在他／她的任職期間，我們將為他／她建立職業健康監測檔案。該檔案記錄了他們在工作開始前、工作期間以及辭職時的職業健康檢查結果。

此外，公司還注重加強員工對自然災害的認知和對補救措施的理解。通過微信短視頻，我們的員工將會瞭解緊急救援的具體科學知識，包括如何處理火災緊急情況、如何進行徒手CPR(心肺復蘇)和使用AED(自動體外除顫器)，以及如何在發生地震時逃生。在過去四年(包括報告期)內，本集團沒有發生與工作相關的死亡或傷害案件和起訴。

Remuneration and Welfare

In terms of remuneration, the Group provides the employees with competitive remuneration packages to attract and retain outstanding talents. A 'Compensation Management System' and an 'Employment and Promotion System' in accordance with the Group's Compensation Policies have been established. In order to improve the enthusiasm of our employees and to realise the rational allocation of talents, we will conduct periodic evaluation on the employees to objectively and impartially assessed their ability, professional skills, work attitude, planning objectives and comprehensive quality. Based on the employee's performance evaluation, his/her salaries will be reviewed and adjusted with reference to the industry benchmarking and the overall business efficiency on a yearly basis. Further, the Group also encourages employee promotion through the competition for posts and rotation of middle and senior positions.

In terms of welfare, with reference to the 'Measures on Having a holiday for National Annual Leaves and Memorial Days', apart from national statutory holidays, all our employees are entitled to sick leave, work-related injury leave, personal leave, marital leave, maternity leave, funeral leave and paid annual leave, alongside with birthday allowance, attendance bonus and travel benefits. For our female employees, we closely comply with the 'Law of the PRC on the Guarantee of the Rights and Interests of Women', and the 'Special Provisions on Labour Protection of Female Employees' and pay great attention to their well-being.

Additionally, the Company pays much attention to employees' psychological and mental health. We communicate with our employees through WeChat, and share short videos with them to broaden their knowledge. We have provided our employees various welfare and recreational facilities, such as canteens, activity rooms, fitness rooms and libraries. A variety of activities have been organised to enrich employees' spare time, enhance team cohesion and facilitate the concept of work-life balance. We are also concerned about the daily life of our employees and provide them with comfortable and safe-living dormitories.

薪酬與福利

在薪酬方面，本集團為員工們提供了具有競爭力的薪酬待遇，以吸引和留住優秀人才。根據集團薪酬政策的「薪酬管理系統」和「就業晉身系統」均已建立完善。為了提高我們員工的積極性，實現人才的合理配置，我們將會對員工進行了定期評估，客觀公正地評估了員工的能力、專業技能、工作態度、規劃目標和綜合素質。根據員工的績效評估，他／她的薪酬將參照行業基準和整體業務效率每年進行審查和調整。此外，集團還會通過競爭上崗以及中高層輪崗等方式激勵員工。

在福利方面，參照《國家年假和紀念日放假辦法》，除國家法定假日外，我們的所有員工均有權享受病假、工傷假、事假、婚假、產假、喪假和帶薪年假，以及生日津貼、出勤獎金和旅行福利。對於我們的女員工，我們嚴格遵守《中華人民共和國婦女權益保障法》和《女員工勞動保護特別規定》，並非常關注她們的福利。

此外，公司非常關注員工的身心健康。我們通過微信與我們的員工積極溝通，並與他們分享短視頻，以拓寬他們的知識面。我們為員工提供了各種福利和娛樂設施，如食堂、活動室、健身室和圖書館。為豐富員工的業餘時間、增強團隊凝聚力、促進工作與生活平衡的概念，我們亦組織了各類活動。我們還關注著員工的日常生活，為他們提供了舒適安全的宿舍。

Environmental, Social and Governance Report

環境、社會及管治報告

Training and Development

With the training principle of “Plan for All, Implement at Levels” in mind, the Group purposely provide diversified and personalised training for all the employees with the aim of nurturing innovative, agile and experienced talents with industry sense. An ‘Annual Training Schedule’ (the “Schedule”) has been set up since 2021, which covers Jiangxi Partytime and was formulated by the Administration and HR Department before passing to the General Manager’s Office for final review.

After analysing the training needs of the employees of different departments, we have specified in the Schedule detail annual, monthly and special training plans. These training plans set out the training object, training content, training frequency, training place, trainer and assessment method. The types of training include knowledge training, management skills training, special skills/qualification training, induction training, academic qualification training, strategic training and professional service training. Employees can opt for different training channels, such as self-training, internal training, external training, integrated training, participative training. The assessment methods include oral examination, operational and written examination. We will also review and evaluate the effectiveness of these trainings annually by means of questionnaires and examinations, which served as the basis for subsequent adjustment of our training strategy.

These trainings not only help to promote business development, but more importantly, they help to teach the employees the knowledge and the skills in the animation derivatives industry, clothing industry and even skills in their daily life. We encourage all the trained employees to transfer their knowledge and skills to other employees through organising seminars or providing instructions, so as to facilitate the process of ‘learning-by-doing’ and jointly improve the operational efficiency of the Company.

Our training topics are diverse, and the training contents are rich. During the Reporting Period, apart from the aforementioned Three-level Safety Training under the sub-section of ‘Product Safety and Operational Compliance’, IP training under the sub-section of ‘Intellectual Property Rights’ and anti-corruption training under the sub-section of ‘Anti-corruption’, the Group has also conducted a variety of thematic trainings to broaden the awareness and knowledge of the employees. These training include production safety training, anti-fraud training, health knowledge seminars, and production skill training that cover professional knowledge of product risks assessment, mechanical plants maintenance and in-process inspection standards.

培訓與發展

本著「全員計畫，分級實施」的培訓原則，本集團特意為所有員工提供多元化和個性化的培訓，旨在培養具有行業意識的創新、敏捷和經驗豐富的人才。《年度培訓計劃表》自2021年起實施，涵蓋江西派對，由行政人事部製定，後交由總經理進行最終審查。

在分析了不同部門員工的培訓需求後，我們在計畫表中細分了年度、月度和專項培訓計畫。這些培訓計畫規定了培訓對象、培訓內容、培訓頻率、培訓地點、培訓師和考核方法。培訓類型包括知識培訓、管理技能培訓、特殊技能／資格培訓、上崗培訓、學術資格培訓、策略培訓和專業服務培訓。員工可以選擇不同的培訓渠道，如自我培訓、內部培訓、外部培訓、綜合培訓、參與式培訓等。評估方法包括口語、操作和筆試。我們還將每年通過問卷調查和考試的方式來審查和評估這些培訓的有效性，並以此作為後續調整培訓策略的基礎。

這些培訓不僅有助於促進業務發展，更重要的是，它們有助於向員工傳授動漫衍生品行業、服裝行業的知識和技能、甚至日常生活中的技能。我們鼓勵所有經過培訓的員工通過舉辦研討會或提供指導的方式，將他們所學的知識和技能傳授給其他員工，通過推行「邊做邊學」的方式共促公司的高效運營。

我們的培訓主題多樣，培訓內容豐富。報告期內，除「產品安全及合規操作」小節中的三級安全培訓、「知識產權」小節下的知識產權培訓和「反貪污」小節下的反貪污培訓外，集團還開展了各種主題培訓，以擴大員工的意識和知識。這些培訓包括生產安全培訓、反詐培訓、健康知識研討會和生產技能培訓，當中涵蓋了產品風險評估、機械設備維護和過程檢驗標準的專業知識。

Environmental, Social and Governance Report 環境、社會及管治報告

To enrich the employees' working life and enhance their enthusiasm for skill learning, some of our employees have participated in the 6th Labour Skills Competition held by the Federation of Trade Unions of Chi'an Town, Yiwu City.

為了豐富員工的工作生活，提高員工學習技能的積極性，我們的部分員工參加了義烏市赤岸鎮總工會舉辦的第六屆勞動技能競賽。



The 6th Labour Skills Competition by Yiwu Chi'an Federation of Trade Unions
義烏市赤岸鎮總工會第六屆勞動技能競賽

Diversity and Inclusion

China Partytime respects and treats every employee equally, and provides them with a harmonious, inclusive and non-discriminated work environment. In accordance with the 'Labour Law of the PRC', the 'Labour Contract Law of the PRC' and other laws and regulations, the Group requires all the employees to sign the 'Employment Contract', which covers Jiangxi Partytime, and was drafted by the Group's Administration and HR Department, and then submitted to the General Manager for final review and issue in 2014.

The Group values the construction of diversified teams and strives to gather talents from different regions with different cultural backgrounds and qualifications. Given our Employment Principle of "Open Recruit, Equal compete, Superior appointed, Internal First", we promise our applicants and employees that the processes of recruitment, development and promotion of employees are based on academic and professional qualifications and work performance, and they will never be treated differently because of their gender, age, race, disability, religious belief or marital status.

多元化與包容性

派對文化尊重並平等對待每一位員工，致力於為他們提供一個和諧、包容和無歧視的工作環境。根據《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規，本集團要求所有員工簽署《勞動合同》，該合同涵蓋江西派對，由本集團行政人事部起草，交由總經理審查，並於2014年發佈。

本集團重視多元化團隊的建設，並努力彙聚來自不同文化背景和資歷的不同地區的人才。鑒於我們「公開招聘、平等競爭、擇優錄用、先內後外」的用人原則，我們向申請人和員工承諾，員工的招聘、發展和晉升過程會基於其自身的學歷和專業資格，以及工作表現，他們不會因性別、年齡、種族、殘疾、宗教信仰或婚姻狀況而受到區別對待。

Environmental, Social and Governance Report 環境、社會及管治報告

Furthermore, China Partytime pays great attention to the issues of forced labour and child labour. In order to avoid the circumstances of forced labour in our production plants, the Group has implemented the 'Standard Working Hour System', which clarifies the maximum working time of eight hours per day and forty hours per week. If the working hours of the employees have to be extended due to production needs during peak seasons, we will provide overtime allowance or arrange work shifts according to the regulation of the 'Provision of the State Council on Working Hours of Workers and Staff Members'.

With reference to the 'Law of the PRC on the Protection of Minor' and the 'Regulations on Prohibition of Child Labour', the 'Guidelines for Saving Child Labour of the Company' that covers Jiangxi Partytime which was drafted by the Administration and HR Department, and submitted to the General Manager for final review and issued in 2014. All applicants will be assessed based on the Guidelines to make sure that there is no child labour in the Group. If a child labour has been employed with counterfeit identification documents, we will notify the relevant departments and instruct them to conduct further investigation immediately. Once the employment of a child labour is confirmed, we will terminate the employment and contact his/her legal guardian for further handling. Afterwards, the relevant departments will also be required to reflect, so as to avoid the recurrence of similar incidents.

Community Development and Contribution

Future generation is the hope of our country. In recent years, the Chinese Government has attached great importance to education with a series of measures to promote the development of education. China Partytime recognises that residents of some remote areas in China cannot get access to adequate education due to the geographical constraint. As a result, in order to tackle the issue of inequality and promote the balanced development of urban-rural education, the Group has donated 50,000 yuan to support the education in Yiwu City, Zhejiang Province, China.

此外，派對文化非常關注強迫勞動和童工問題。為了避免我們的生產工廠出現強迫勞動的情況，集團實施了「標準工時制度」，該制度明確了每天八小時和每周四十小時的最長工作時間。如果在旺季期間因生產需要，需要延長員工的工作時間，我們將根據《國務院關於職工工作時間的規定》的規定提供加班津貼或安排調休。

根據《中華人民共和國未成年人保護法》和《禁止童工條例》，由行政人事部起草並提交總經理進行最終審核的涵蓋江西派對的《童工拯救規範》於2014年發佈。所有申請人將根據該規範進行審查，以確保集團內沒有童工。若發現誤聘了偽造身份證件的童工，我們將通知有關部門，指示他們立即展開進一步調查。一旦僱傭童工的情況被核實，我們將終止他／她的僱傭，並聯繫其法定監護人作進一步處理。事後，相關部門也將被要求進行檢討，以避免類似事件再次發生。

社區發展與貢獻

未來一代是我們國家的希望。近年來，中國政府高度重視教育，採取了一系列促進教育發展的措施。派對文化認識到，由於地理限制，中國一些偏遠地區的居民無法獲得足夠的教育。因此，為瞭解決不平等問題，促進城鄉教育均衡發展，本集團捐贈了五萬元人民幣來支持中國浙江省義烏市的教育事業。

Environmental, Social and Governance Report 環境、社會及管治報告

For the purpose of contributing to public welfare, protecting the environment, enriching employees' spare time and strengthening their sense of belonging, the Partytime Public Welfare Running Group with a total number of 18 employees has participated in the environmental protection and public welfare outdoor activity in Yiwu Songbao Mountain. This venture lasted for 3 hours, and include activities such as climbing the mountain, picking up garbage between narrow stone crevices and cliffs in the forest and etc. Afterwards, we have also created a short clip in WeChat Short Videos to summarise the purpose and highlights of this venture, which further disseminated environmental knowledge to the public.

為了促進公益事業，保護環境，豐富員工的業餘時間，增強員工的歸屬感，由十八名員工組成的派對公益跑團參加了義烏松瀑山的環保公益戶外活動。這項冒險活動進行了三小時，活動內容包括爬山，在狹窄的石縫和森林中的懸崖之間撿拾垃圾等。隨後，我們還在微信短視頻中製作了一個短片，總結了此次冒險活動的目的和亮點，進一步向公眾傳播了環保知識。



*The Environmental Protection and Public Welfare Outdoor Running Activity
環保公益戶外跑活動*



*The Yiwu Partytime Public Welfare Running Group
派對公益跑團*

Environmental, Social and Governance Report 環境、社會及管治報告

Even though 2022 was still a challenging year, our employees have continued to volunteer their services in the community at night to assist with pandemic prevention and control. Looking ahead, the Group will continue to collaborate with people of all sectors of the society to work towards SDGs, pay attention to community issues with a “wide-angle mirror”, seek human well-being with a “multi-angle” approach, and spread the culture of happiness to the whole society.

儘管2022年仍然是充滿挑戰的一年，但我們的員工仍繼續夜間在社區做志願服務，協助疫情防控。展望未來，本集團將繼續與社會各界人士合作，努力實現可持續發展目標，以「廣角鏡」關注社區問題，以「多角度」謀求人民福祉，向全社會傳播幸福文化。



Volunteering employees at night
夜間志願服務的員工

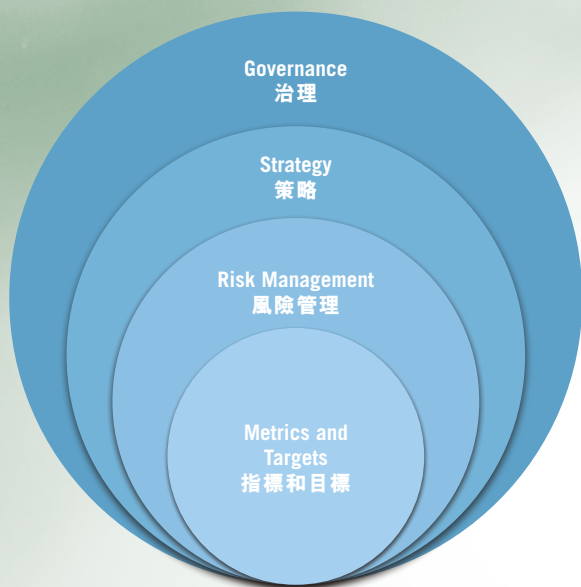
ENVIRONMENT AND RESOURCES

環境和資源



It is widely acknowledged that climate change and related derivative risks pose prominent challenges to business entities nowadays. The urgency, extensiveness and uncertainty of climate-related risks may either directly or indirectly affect the business model, financial condition and business strategy of corporations. In light of our corporate mission of “Happy Spirit, Committed to becoming the World’s Leader in Creating Happy Products”, the happy spirit extends that, we, as a responsible costume manufacturer, hope to achieve the harmonious coexistence of the commercial society and mother nature. Hence, adopting environmentally friendly practices is undoubtedly duty bound. We are obligated to meet the needs of our generation without compromising the ability of future generations to meet their own needs. In this context, the Group has implemented comprehensive policies and measures that align with international standards and national regulations to cope with identified climate-related issues and pursue sustainable development.

眾所周知，氣候變化和相關衍生的風險對當今商業實體構成了突出挑戰。氣候相關風險的緊迫性、廣泛性和不確定性可能直接或間接影響企業的商業模式、財務狀況和商業策略。秉持我們「快樂精神，致力成為世界快樂產品締造的領航者」的企業使命，作為一家負責任的服裝製造商，我們希望將快樂精神延伸致實現商業社會與自然母親的和諧共存。因此，落實環保的措施無疑是責無旁貸的。我們有義務在滿足我們這一代人需求的同时，不去損害後代滿足自身需求的能力。在這方面，本集團貫徹了符合國際標準和國家法規的全面政策和措施，以應對已確定的氣候相關問題，並追求可持續發展。



China Partytime's Environmental and Climate Disclosure Framework
派對文化的環境及氣候披露框架

Governance 治理

China Partytime's governance of environmental and climate-related risks and opportunities
派對文化針對環境及氣候相關風險和機遇的治理

Strategy 策略

The actual and potential impacts of environmental and climate-related risks and opportunities on China Partytime's business and strategy, as well as China Partytime's impact on climate, environment, and natural resources
環境及氣候相關風險和機遇對於派對文化業務與策略的實際和潛在衝擊，以及派對文化對氣候、環境、和自然資源的影響

Risk Management 風險管理

The processes used by China Partytime to identify, assess, and manage environmental and climate-related risks
派對文化識別、評估和管理環境及氣候相關風險的流程

Metrics and Targets 指標和目標

The metrics and targets used to assess and manage relevant environmental and climate-related risks and opportunities
用以評估和管理與環境及氣候相關風險和機遇的指標和目標

As shown in the above figure, we have adopted the recommendation framework of climate-related disclosure by the Task Force on Climate-related Financial Disclosures ("TCFD") to structure the Group's environmental and climate information disclosure this year. The four thematic areas represent core elements of how China Partytime operates, namely Governance, Strategy, Risk Management, and Metrics and Targets. We have reviewed our governance and operational practices for the purpose of disclosing the Group's impact on climate, environment, and natural resources, as well as the risks and impact of each on the Group.

In terms of governance, China Partytime has included environmental and climate-related issues in the materiality assessment in order to clearly understand the potential impact of those issues on the Group. Meanwhile, we have formulated a series of governance measures that include climate, environment, and natural resources based on the relevant laws and regulations. Next, China Partytime has identified and evaluated the physical and transition risks from two aspects: the likelihood of the event occurring and the degree of impact on the Group. It effectively mitigates the actual and potential impact of environmental and climate issues on our business and strategy. In response to these risks, on the one hand, we have actively implemented multiple emission mitigation plans. On the other hand, we have adopted various resources conservation measures, committed to saving and protecting natural resources throughout the entire operation process. Finally, China Partytime believes that reasonable metrics and targets can assist in improving the Group's management and response to environmental- and climate-related risks and opportunities. Also, it demonstrates our actions and determination in energy conservation and emission reduction to the public. In the future, we may consider adding long-term targets and reviewing the outcomes of carbon reduction actions regularly.

如上圖所示，我們採用了氣候相關財務資訊披露工作組(TCFD)提出的「氣候相關披露建議框架」，以構建本集團今年的環境和氣候信息披露。這四個主題領域，即治理、策略、風險管理、和指標與目標，代表了派對文化運作的核心要素。我們已審視自身的管治和運營實踐，旨在披露本集團在氣候、環境、和自然資源方面的影響，以及同時它們對集團會造成的風險和影響。

在治理方面，派對文化已將環境和氣候相關議題納入重要性評估，以明確了解這些問題對本集團帶來的潛在影響。同時，我們根據相關法律法規制定了一系列包括氣候、環境、和自然資源的治理措施。接著，派對文化從事件發生的可能性和對本集團的影響程度這兩方面識別並評估了實體風險和轉型風險。這有效地減輕了環境和氣候問題對我們業務和策略的實際和潛在衝擊。針對這些風險，我們一方面積極實施了多項排放緩解計劃，另一方面我們採取了各類資源保護辦法，致力於在運營全過程中節約並保護自然資源。最後，派對文化相信，合理的指標及目標有助於提高本集團對環境和氣候相關風險和機遇的管理及應對，亦能向公眾展示我們在節能減排上的行動和決心。在未來，我們或將考慮增加長期目標，並定期回顧減碳行動的成果。

Governance

First of all, accountability and alignment are two key criteria for good governance. China Partytime has launched throughout the product life cycle a number of policies, measures and agreements that scrutinised national and international standards to guide the daily operation and production. For the green production, activities have been carried out based on the Environmental Management System Certificate (GB/T24001-2016/ISO14001:2015). By consciously complying with the relevant laws and regulations, included but limited to 'Environmental Protection Law of the PRC', the 'Law of the PRC on Water and Soil Conservation' and the 'Law of the PRC on the Prevention and Control of Water Pollution', we have established green production measures called the "Cradle to Grave". These measures introduce the low-carbon operation concept, promote the waste recycling and monitor the implementation of systematic carbon reduction measures, and aim at maximising the utilisation and recycling rate of resources and energy whilst minimising the discharge rate of waste to reduce the burdens on the environment.

In order to combat climate change issues, the Company has published the 'Policy and Measures to Cope with Natural Disasters' in 2020, covering Jiangxi Partytime and was drafted by the Administrative Department and final reviewed by the General Manager. According to the characteristics of different natural disasters, this Policy provides our employees with specific guidelines to overcome circumstances before, during and after natural disasters, in hope of minimising the negative impact of any potential physical risks.

Besides, we have formulated a 'Hazardous Waste Disposal Agreement' in line with the 'Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste' and the 'Technical Policy for Prevention and Control of Hazardous Waste Pollution' to handle the Group's hazardous wastes which include oil drums and lubricating white oil for facility maintenance. This Agreement was published in 2016, covering Jiangxi Partytime and was drafted by the Administrative Department and reviewed by the General Manager. As highlighted in the Hazardous Waste Disposal Agreement, hazardous wastes will be temporarily and separately stored by the Group, before handing over to a professional licensed recycling agency for proper collection and treatment. In order to ensure the proper storage and transportation of hazardous wastes, we have implemented necessary safety measures, such as rapid tests against leakage, scattering and spillage. During the Reporting Period, owing to the strict and comprehensive green production measures, the Group is not aware of any violations related to exhaust gas and greenhouse gas emissions, sewage discharge to water and land, and the generation of hazardous and non-hazardous waste.

治理

首先，問責制和一致性是良好管治的兩大關鍵要素。在產品的整個生命週期內，派對文化參考國家和國際標準，推行了一系列指導日常運營和生產的政策、舉措和協定。對於綠色生產，我們的所有活動皆基於《環境管理體系證書》(GB/T24001-2016/ISO14001:2015)開展。通過自覺遵守相關法律法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國水土保持法》和《中華人民共和國水污染防治法》，我們製定了「從搖籃到墳墓」的綠色生產措施。該措施推行低碳運營的理念，促進廢氣物回收利用，並監測系統性減碳措施的實施情況，旨在最大限度地提高資源和能源的利用率和回收率，同時最大限度地降低廢物排放率，以減輕環境負擔。

為了應對氣候變化問題，本公司於2020年發布了《應對天然災害的政策及措施》，該文件涵蓋江西派對，由行政人事部門起草，總經理最終稽核。根據不同自然災害的特點，此政策為我們的員工提供了克服自然災害之前、期間和之後情況的具體指南，希望將任何潛在物理風險的負面影響降至最低。

此外，我們還根據《中華人民共和國固體廢物污染環境防治法》和《危險廢物污染防治技術政策》製定了《危廢處理協議》，以處理本集團的有害廢物，包括用於設施維護的油桶和潤滑白油。本協議於2016年出版，涵蓋江西派對，由行政人事部門起草，總經理最終稽核。如協議中所強調的，有害廢物將由本集團臨時單獨儲存，然後交由專業的有執照的回收機構妥善收集和處理。為了確保有害廢物的正確儲存和運輸，我們採取了必要的安全措施，如快速檢測洩漏、散落和溢出。在本報告期內，正因嚴格和全面的綠色生產措施，本集團並無存在任何有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生的違規案例。

Environmental, Social and Governance Report

環境、社會及管治報告

Strategy

In order to efficiently use all kinds of energy and resources and manage potential risks, China Partytime will prepare comparison tables of energy consumption every month to actively analyse our resources consumption. These Tables help to identify the consumption pattern and enable us to implement corresponding saving measures to mitigate negative environmental impact. The types and sources of energy and resources we have used during the Reporting Period, as well as the respective conservation actions are summarised as follows. For the detailed emission data, please refer to the “KPIs Summary” section.

According to our environmental footprint assessment, the productions and operations of the Group did not involve any industrial wastewater, and its wastewater discharged is mainly domestic sewage. Except for wastewater and noise, there are no other areas that have significant adverse impact on the environment or natural resources near our plants.

策略

為了有效利用各種能源和資源並管理潛在風險，派對文化將會每月編制能耗對比表，以積極分析我們的資源消耗情況。這類表格有助於確定消耗模式，使我們能採取相應的節約措施，以減輕負面環境影響。報告期內我們使用的能源和資源的類型和來源、以及相應的措施皆總結於下表。有關詳細的排放數據，請參閱「關鍵績效指標總匯」章節。

根據我們的環境足跡評估，本集團的生產和運營不涉及任何工業廢水，其排放的廢水主要是生活污水。除廢水和噪音外，工廠附近沒有其他對環境或自然資源有重大不利影響的區域。

Category 類別	Sources of Consumption 使用源頭	Corresponding Measures 相應措施
Direct Emission (Scope 1) 直接排放(範圍一)	<ul style="list-style-type: none"> Burning of fossil fuels for cooking stoves Burning of petroleum and diesel for the Group's vehicles 煮食爐頭的化石燃料燃燒 集團車輛的石油和柴油燃燒 	<ul style="list-style-type: none"> Afforestation Solar power system Low-carbon transportation 植樹造林 太陽能發電系統 低碳運輸
Indirect Emission (Scope 2) 間接排放(範圍二)	<ul style="list-style-type: none"> Purchased electricity for productions and daily operations Purchased Liquefied Petroleum Gas for daily operation 用於生產和日常運營的外購電力 日常營運所需的液化石油氣 	<ul style="list-style-type: none"> Clean energy replacement Green office Energy-saving measures for production facilities 清潔能源替代 綠色辦公 生產設施的節能措施

Environmental, Social and Governance Report

環境、社會及管治報告

Category 類別	Sources of Consumption 使用源頭	Corresponding Measures 相應措施
Indirect Emissions (Scope 3) 間接排放 (範圍三)	<ul style="list-style-type: none"> Business trips by plane Purchased water treatment 	<ul style="list-style-type: none"> Select nearby suppliers Advocate employees to take more high-speed railways than planes for business trips
	<ul style="list-style-type: none"> 乘坐飛機外出公幹 外購水源處理 	<ul style="list-style-type: none"> 就近選擇供應商 倡導員工外出公幹時多坐動車少坐飛機
Water 水	<ul style="list-style-type: none"> Consumption of water for productions and daily operations 生產和日常運營用水 	<ul style="list-style-type: none"> Green office Sensor-activated taps 綠色辦公 應式水龍頭
Packaging Materials 包裝材料	<ul style="list-style-type: none"> Consumption of materials for product packaging 用於成品包裝的布料 	<ul style="list-style-type: none"> Biodegradable non-woven fabrics 生物可降解的無紡布

Based on the abovementioned identified environmental footprints, China Partytime has conducted systematic analyses to understand and discuss climate-related risks that may adversely affect the Group's business and strategy in the short-term and mid-term. With the help of an independent sustainability consultancy, we have adopted a risk assessment matrix to assess actual and potential climate-related material risks from the perspectives of severity and frequency.

Material Physical Risks

As demonstrated in the table below, extreme precipitation, typhoons, heat waves, and thunderstorms are recognised as 'acute material physical risks' that can easily disrupt the daily operation and production capacities of Jiangxi Partytime. In response to the predicted severity and frequency of different natural disasters, as mentioned in the 'Governance' sub-section above, the Group has issued the 'Policy and Measures to Cope with Natural Disasters' in 2020 that provides all our employees with ways to cope with various natural disasters. For example, when working on lightning and rainy days, the employees should not use any electrical appliances without or with insufficient lightning protection measures and should stay far away from equipment such as electric and metal wires or other similar metal devices. When facing the threat of flooding, the employees should escape to hillsides and highlands in an organised way based on the scheduled route. Alternatively, the employees should try to use boats, rafts, door panels, wooden beds, among others, to take temporary refuge and wait for rescue.

基於上述已識別的環境足跡，派對文化進行了系統性的分析，以瞭解和討論短期和中期可能對集團業務和策略產生不利影響的氣候相關風險。在獨立可持續性顧問的幫助下，我們採用了風險評估矩陣，從嚴重性和頻率這兩個角度評估實際和潛在的氣候相關重大風險。

重大實體風險

如下表所示，極端降水、颱風、熱浪和雷暴被視為「急性重大實體風險」，較容易干擾江西派對的日常運營和生產能力。如「管治」小節所述，針對不同自然災害的預測嚴重程度和頻率，本集團於2020年發布的《應對天然災害的政策及措施》為我們的所有員工提供了應對各類自然災害的辦法。例如，在雷電和雨天工作時，員工不應使用任何缺少或沒有充分防雷措施的電器，並且應遠離電線、金屬線或其他類似金屬裝置的帶電設備。當面臨洪水威脅時，員工應根據預定路線有組織地逃往山坡和高地；或者，員工應嘗試使用船隻、木筏、門板、木床等臨時避難並等待救援。

Environmental, Social and Governance Report

環境、社會及管治報告

Material Transition Risks

We pay close attention to the 'Fourteenth-Five Year Plan for National Economic and Social Development of the People's Republic of China' which highlights the need for technological transformation and green production for the textile industry. Apart from using the risk assessment matrix and analysing the resources consumption pattern and sources to keep improving our disclosure quality and response measures, we have taken into consideration climate-related material risks in our external materiality assessment to enable us to understand our stakeholders' opinions in a timely manner. With regards to green and low-carbon production, we have adopted a solar power system for electricity generation to reduce our reliance on traditional purchased electricity. For more details, please refer to the next sub-section entitled 'Risk Management'.

重大轉型風險

我們密切關注著《中華人民共和國國民經濟和社會發展第十四個五年規劃》，該規劃強調了紡織行業技術改造和綠色生產的必要性。除了使用風險評估矩陣並分析資源消耗模式和來源以不斷提高我們的披露質量和應對措施外，我們還在外部重要性評估中列出了與氣候相關的重大風險，使我們能夠及時瞭解持份者們的意見。在綠色低碳生產方面，我們採用了一個太陽能發電系統，以減少對傳統外購電力的依賴。更多關詳細資訊，請參閱下一小節「風險管理」。

Type of risk 風險種類	Name of risk 風險名稱	Measures 措施
Material Physical Risks 重大實體風險	Acute <ul style="list-style-type: none"> Extreme precipitation Typhoons Heat waves Thunderstorms 急性 <ul style="list-style-type: none"> 極端降水 颱風 熱浪 雷暴 	<ul style="list-style-type: none"> 'Policy and Measures to Cope with Natural Disasters' 發佈《應對天然災害的政策及措施》
Material Transition Risks 重大轉型風險	Policies and Regulations <ul style="list-style-type: none"> Strengthen carbon disclosure requirement Price control against fossil fuels 政策與法規 <ul style="list-style-type: none"> 強化的碳披露要求 化石燃料價格調控 Technology <ul style="list-style-type: none"> Replacement of traditional materials Replacement of production technology 技術 <ul style="list-style-type: none"> 傳統材料的替換 生產技術的替換 	<ul style="list-style-type: none"> Improve the disclosure quality every year Conduct external materiality assessment to understand stakeholders' opinions 提高每年的披露質量 進行外部重要性評估以瞭解持份者的意見 Use solar power system to replace traditional purchased electricity 使用太陽能系統取代傳統的外購電力

Risk Management

Emission Mitigation

We have identified that burning fossil fuels for cooking stoves and vehicles is the major source of the Group's Scope 1 direct emissions. Our exhaust gas emissions mainly stemmed from the air pollutants generated by the Company's vehicles and stationary combustion facilities, including nitrogen oxides ("NO_x"), sulphur oxides ("SO_x") and particulate matters ("PM"). During the Reporting Period, we owned and used 5 vehicles (2021: 4 vehicles), with a total driving distance of 55,655 km (2021: 54,645 km). We have installed 2 cooking stoves burning liquefied petroleum gas in our employee canteen (2021: 2 stoves).

In response to greening our factory premises, we have implemented systematic emission reduction measures according to geographical locations. In Jiangxi Province, we have planted trees for three years. 20 camphor trees have been planted on the Arbor Day of March 12 this year. Moreover, our employees have been encouraged to plant fruit trees and vegetables in the Company's open space.

風險管理

排放緩解措施

我們已識別爐灶和車輛燃燒的化石燃料是集團範圍一直接排放的主要來源。我們的廢氣排放主要來自公司車輛和固定燃燒設施產生的空氣污染物，包括氮氧化物(NO_x)、硫氧化物(SO_x)和顆粒物(PM)。報告期內，我們擁有並使用了五輛汽車(2021年：四輛)，總行駛距離為55,655公里(2021年：54,645公里)。我們在員工食堂配備了兩個燃燒液化石油氣的灶具(2021年：兩個灶具)。

為了綠化工廠，我們根據地理位置落實了系統性的減排措施。在江西省，我們已堅持植樹三年。在今年的三月十二日植樹節，我們同樣種植了二十棵新樟樹。此外，我們鼓勵員工在公司的空地上種植果樹和蔬菜。



Employees planting trees, vegetables and fruits
員工在種植樹木和蔬果

Meanwhile, Jiangxi Partytime insisted on expanding the solar power generation systems in production plants to reduce the consumption of fossil fuels. Looking ahead, we will further expand our investment in solar power. For means of transportation, we encourage our employees to choose low-carbon commuting methods to work, which includes but not limited to the use of shared bicycles and the purchase of new energy vehicles and electromobility. The Group began switching from traditional forklifts to electric forklifts, and has purchased one new hybrid commercial vehicle in November 2022 to reinforce the ambition of carbon reduction.

與此同時，江西派對堅持擴大發電廠的太陽能發電系統，以減少化石燃料的消耗。展望未來，我們將進一步擴大對太陽能的投資。對於交通工具，我們鼓勵我們的員工低碳通勤，包括但不限於使用共享單車，購買新能源汽車和電動汽車。該集團開始從傳統叉車轉向電動叉車，並於2022年11月購買了一輛新混動能源商務車，以加強碳減排的雄心。

Environmental, Social and Governance Report 環境、社會及管治報告

Since most of our greenhouse gas (“GHG”) emissions originate from Scope 2 emissions due to the purchase of electricity in production and operation, we have replaced part of the purchased electricity with clean energy such as solar power to eliminate our reliance on the purchased electricity. During the Reporting Period, the solar power generation system in Jiangxi Partytime generated 273.00 MWh, which is equivalent to 234.43 tCO₂e- of carbon emissions offset. In our production plants, Jiangxi Partytime has introduced low-carbon operations by suspending the operations of unnecessary production facilities whenever possible. In our office, we frequently promote the concepts of low-carbon and energy-savings in the hope of raising the employees’ awareness towards environmental protection in their daily work and life. Apart from adhering to the paperless office principle by cutting all unnecessary paper printing, we not only encouraged our employees to open windows instead of turning on air-conditioners, but also displayed posters around the office to guide them in utilising daylight instead of turning on the lights whenever possible and taking more stairs instead of elevators. As shown below, the publicity posters initiated by the Yiwu Development and Reform Bureau have been posted around the Company’s premises to promote the concept of low-carbon and energy-saving.

由於我們大部分的溫室氣體排放源於生產和運營中外購電力所產生的範圍二排放，我們已將部分購電替換為太陽能等清潔能源，以消除對購電的依賴。報告期內，江西派對太陽能發電系統的發電量為273.00 MWh，相當於抵銷了234.43噸二氧化碳當量。在我們的生產工廠中，江西派對引入了低碳運營，盡可能停止使用不必要的生產設施的運營。在我們的辦公室，我們也經常宣傳低碳和節能的概念，希望提高員工在日常工作和生活中的環保意識。除了堅持無紙化辦公原則以減少不必要的紙張印刷外，我們不僅鼓勵我們的員工打開窗戶而不是空調，還在辦公室周圍張貼海報，引導他們用日光代替開燈，用樓梯代替電梯。如下圖所示，我們還在公司周圍張貼了義烏市發展和改革局發起的宣傳海報，以推廣低碳和節能的理念。



Low-carbon and energy-saving posters posted in the Company
公司內張貼的低碳節能海報

Resources conservation

As an environmentally responsible enterprise, we fully understand the importance of conserving limited natural resources. In China, water resources are under growing pressure. Not only because China has insufficient water resources, but also the water quality has deteriorated due to pollution. Water shortage has caused serious negative impacts on the society and the environment. In this context, the Group commits to strictly follow the relevant disposal regulations to handle wastewater while saving water from the source.

Jiangxi Partytime has employed a third-party testing agency to carry out the inspection of wastewater and noise generated in its daily operations, aiming to further quantify and determine its impact on the ecological environment. According to the requirements of the Integrated Wastewater Discharge Standard (GB8978-1996) and the Emission Standard for Industrial Enterprises Noise at the Boundary (GB12348-2008), all monitoring results met the established standards.

As shown in the picture below, we have posted a layout plan of rainwater and sewage pipe network, the corresponding responsible person for safety management and operation, as well as the drainage permit of the factory. It also states that “no one is allowed to change the rain and sewage pipe network without authorization. If it needs to be changed, please contact the person in charge of safety management of the town”. Regarding the operation and maintenance of the rainwater and sewage pipe network, we require a special personnel to patrol once a month, wash the oil separator every month, wash the septic tank every half a year, replace the defective kiln well cover in time, dredge the blocked or overflowing pipes in time, ensure that there is no debris or scaling in the kiln well, and ensure that the sewage is included in the sewage pipe according to the specifications.

資源保護

作為一家對環境負責的企業，我們充分理解保護有限自然資源的重要性。在中國，水資源面臨著越來越大的壓力。不僅因為中國的地下水資源不足，而且水質也因污染而惡化。水資源短缺對社會和環境造成了嚴重的負面影響。在此背景下，本集團承諾嚴格遵守相關處置規定，處理廢水，同時從源頭節約用水。

江西派對聘請了第三方檢測機構對其日常運營中產生的廢水和噪音進行檢測，旨在進一步量化和確定其對生態環境的影響。根據《污水綜合排放標準》(GB8978-1996)和《工業企業廠界環境噪聲排放標準》GB12348-2008的要求，監測結果均符合既定標準。

如下圖所示，我們在工廠內張貼了雨污管網平面分布圖、安全管理和運營的相關負責人，以及排水許可證，並標明要求「嚴禁任何人擅自改動雨污管網，如需改動請聯系鎮安全管理負責人」。關於運營維護指責，我們要求專人每月巡查一次，每月對隔油池進行沖洗，每半年對化糞池進行沖洗，及時更換缺損窰井蓋，及時對堵塞或冒溢管道進行疏通，確保窰井內無雜物或結垢，確保污水按規範納入污水管道。



Management of the rainwater and sewage pipe network in the factory
工廠內的雨污管網管理

Environmental, Social and Governance Report 環境、社會及管治報告

Next, in order to properly handle wastewater to reduce the risks of spreading hazards, we will conduct simple treatment using the sewage treatment facilities at the factories. During the Reporting Period, the Company has first changed the rain and sewage diversion of the underground pipelines, which effectively helped to reduce the discharge of wastewater. The domestic sewage will then be drained into the local sewage plants through the municipal pipeline network for further purification treatment. In order to commit to the concept of green office, we have posted reminders around the Company's premises to notify the employees to turn off taps and lights promptly when they leave.

China Partytime has also put great effort in resource conservation throughout our product lifecycle. With regard to material selection, we have purchased environmentally friendly raw materials and auxiliary materials for the production of costumes and wigs. Biodegradable non-woven fabrics are our priority in the production of our products. In order to improve the rate of recycling and reducing the consumption of plastic and paper packaging, we reuse raw material packaging boxes in packing our products.

Regarding the treatment of non-hazardous waste of the Group, which mainly stems from production waste, waste cartons, and domestic waste, we have formulated a set of classification-based internal waste collection and management procedures. We adhere to the principles of reduction, harmlessness, and reclamation for waste control and disposal, whilst strictly monitoring the sorting, storage and disposal of each type of waste. As shown in the following photo, in Yiwu City, all the waste dumps within our factories have been replaced with intelligent garbage sorting stations to facilitate the process of waste classification and recycling. For production wastes such as scraps in the fabric cutting process and remnant synthetic hair in the wig brushing process, after sorting and collecting, we either process them or sell them to recycling companies, so as to realise the principle of recycling of waste materials. In order to orderly manage domestic waste, we have also posted a series of reminders asking the employees to dispose of waste in accordance with the specific classification guidelines at the offices and the factory premises. Classified non-hazardous wastes of the Company will be collected and transported by the Environmental Sanitation Office of the Development Zone free of charge every day.

接下來，為了妥善處理廢水以減少有害擴散的風險，我們將會利用工廠的廢水處理設施進行簡單的處理。報告期內，公司首先改變了地下管道的雨污分流，這有效地減少了廢水排放。然後，生活污水將會通過市政管網排入當地污水廠進行進一步淨化處理。為了貫徹綠色辦公室的理念，我們在公司周圍張貼了善意的提醒，旨在讓員工在離開時及時關閉水龍頭和電燈。

派對文化也致力於盡可能在我們產品的生命週期中保護資源。關於材料的選擇，我們購買了環保原材料和輔助材料來生產服裝和假髮，可生物降解的無紡布是生產我們產品時的首選。為了提高了回收率，減少了塑膠和紙包裝的消耗，我們在包裝我們的產品時會重複使用原材料包裝盒。

關於本集團主要來自生產廢料、廢紙箱和生活垃圾的無害廢棄物的處理，我們製定了一套基於分類的內部廢物收集和管理流程。我們堅持減量化、無害化和回收利用的原則來控制和處置廢物，同時嚴格監控各類廢物的分類、儲存和處置。如下圖所示，在義烏市，我們工廠內的所有垃圾場都已被智慧垃圾分類站取代，以便於進行垃圾分類和回收。對於生產廢料，如織物切割過程中的廢料和假髮刷過程中的殘餘合成毛髮，經過分類和收集後，我們會將其加工或出售給回收公司，以實現廢物回收的原則。為了有序管理生活垃圾，我們還張貼了一系列提醒，要求員工按照辦公室和工廠的具體分類指南處理垃圾。公司分類的無害廢棄物將交由開發區環境衛生辦進行每日的免費收集和運輸。



Garbage sorting station in our factories
工廠內的垃圾分類站

Metrics and Targets

Based on the aforementioned identified environmental footprints and impact paths, the Group had set the following 11 environmental objectives to reduce the environmental footprint in its daily operations and in the hope of achieving environmentally friendly development in the long run. During the Reporting Period, we have fully achieved 9 targets, with a completion rate of 82%. The rest of the goals will also be being implemented in an orderly manner as planned.

In terms of exhaust gas and GHG emissions, we managed to maintain an annual emissions intensity by area at 0.04 tCO₂e- in 2022. We have planted a total of 97 trees since 2020, and will keep increasing the greenery coverage in the upcoming years. Regarding the packaging materials, we have achieved the target of limiting the consumption intensity of plastic and paper packaging materials to no more than 0.02 kg/product.

指標與目標

根據上述確定的環境足跡和影響路徑，集團已製定了以下十一個環境目標，以減少日常運營中的環境足跡，並希望從長遠來看實現環保發展。在報告期內，我們已經完成了九個目標，完成比例高達82%，其餘目標也將會按計劃有序落實。

在廢氣和溫室氣體排放方面，我們設法在2022年把按面積劃分的年排放強度保持在了0.04噸二氧化碳當量每平方米。自2020年以來，我們共種植了97棵樹，並將在來年繼續新增綠化覆蓋率。關於包裝材料，我們實現了將塑膠和紙包裝材料的消耗密度限制在每產品不超過0.02千克的目標。

Environmental, Social and Governance Report 環境、社會及管治報告

For energy consumption, given the development of our solar power generation system, the amount of electricity generated by solar power has increased by 7.14% when compared to that in 2021. The Company aims to further expand its investment in solar energy in the coming years. The annual energy consumption intensity by area has been kept at the level of 0.05 MWh/m². Last but not the least, we have achieved the target that all newly installed taps are sensor-activated in the living areas of Jiangxi Partytime. Meanwhile, we managed to fulfill the target of not exceeding 1.00 m³/m² from 2022 onwards as our annual water consumption intensity is 0.83 m³/m².

在能源消耗方面，基於我們太陽能發電系統的發展，太陽能發電的總量比2021年增加了7.14%。本公司計劃在未來幾年進一步擴大對太陽能的投資。按面積劃分的年能耗強度保持在了0.05兆瓦時每平方米。最後，我們已實現了在江西派對全部安裝感應式水龍頭的目標。同時，我們的年耗水量強度為0.83立方米每平方米，設法實現了從2022年起不超過1.00立方米每平方米的目標。

Aspect 範疇	Targets 目標	Progress 進度	Achievements till the end of the Reporting Period 截至報告期末的成就
Exhaust Gas and GHG Emissions	By 2024, plant at least 50 trees to actively increase greenery coverage	Achieved	<ul style="list-style-type: none"> Planted 20 new camphor trees in 2022 Planted 97 trees in total since 2020
	From 2022 onwards, ensure that the annual greenhouse gas emissions intensity is not higher than the 2019 baseline year	Achieved	<ul style="list-style-type: none"> Installed water curtain ventilators in the workshop Less air conditioners installed in total Replaced the central air conditioners by independent air conditioners
	By 2024, reduce the use of private vehicles by offering shuttle bus service in applicable areas for employees	On track	<ul style="list-style-type: none"> Provided dormitories to local employees 85% of the Company's employees use electromobiles and new energy vehicles
廢氣及溫室氣體排放	到2024年止，新種植至少50棵樹木以積極增加綠植覆蓋率	已完成	<ul style="list-style-type: none"> 2022年種植了20棵新樟樹 自2020年以來，共種植了97棵樹
	自2022年起，確保每年度的溫室氣體排放密度不高於2019基準年	已完成	<ul style="list-style-type: none"> 車間已安裝水幕換氣 安裝的空調總數減少 將中央空調更換為獨立空調
	到2024年止，在適當區域安排穿梭巴士接送公司僱員通勤以減少私家汽車的使用	進行中	<ul style="list-style-type: none"> 為當地員工提供宿舍 公司85%的員工使用電車和新能源車

Environmental, Social and Governance Report

環境、社會及管治報告

Aspect 範疇	Targets 目標	Progress 進度	Achievements till the end of the Reporting Period 截至報告期末的成就
Wastewater and Solid Waste	From 2022 onwards, conduct annual waste monitoring upon exhaust gas, wastewater and noise	Achieved	<ul style="list-style-type: none"> Conducted monitoring every year
	From 2022 onwards, maintain consumption intensity of plastic and paper packaging materials to no more than 0.02 kg/product	Achieved	<ul style="list-style-type: none"> Reused raw material packaging boxes
	By 2024, replace all waste dumps in Jiangxi Partytime to waste sorting stations	Achieved	<ul style="list-style-type: none"> All waste dumps have been replaced in 2021
廢水及固體廢棄物	自2022年起，每年開展對於廢氣、廢水及噪音的三廢監測	已完成	<ul style="list-style-type: none"> 每年進行監測
	自2022年起，維持塑料及紙包裝材料的消耗密度不超過0.02千克／產品	已完成	<ul style="list-style-type: none"> 重複使用的原材料包裝盒
	到2024年止，將江西派對的所有垃圾投放點更換為垃圾分類站	已完成	<ul style="list-style-type: none"> 2021年更換了所有垃圾投放點
Energy	By 2024, increase the proportion of power generation by solar power system to 20%	On track	<ul style="list-style-type: none"> Planned to expand the investment in solar energy next year
	From 2022 onwards, maintain annual energy consumption intensity no more than 0.05 MWh/m ²	Achieved	<ul style="list-style-type: none"> Displayed energy saving posters and promoted green slogans in public places
	By 2024, include at least one investment in energy-saving issues during community investment or charity donation events	Achieved	<ul style="list-style-type: none"> Donated to charity every year
能源	到2024年止，增加太陽能發電系統的發電量佔比至20%	進行中	<ul style="list-style-type: none"> 計畫明年擴大太陽能投資
	自2022年起，維持每年的能源消耗密度不超過0.05兆瓦時／平方米	已完成	<ul style="list-style-type: none"> 在公共場所展示節能海報和文宣綠色標語
	到2024年止，開展的社區投資或慈善捐贈活動至少包括一次對節能議題的投資	已完成	<ul style="list-style-type: none"> 每年向慈善機構捐款

Environmental, Social and Governance Report

環境、社會及管治報告

Aspect 範疇	Targets 目標	Progress 進度	Achievements till the end of the Reporting Period 截至報告期末的成就
Water	From 2022 onwards, maintain annual water consumption intensity to no more than 1.00 m ³ /m ²	Achieved	<ul style="list-style-type: none"> Advocated employees to save water in public places
	From 2022 onwards, all newly installed water taps in the living areas of Jiangxi Partytime shall be sensor-activated	Achieved	<ul style="list-style-type: none"> Achieved the instalment with sensor-activated taps
水	自2022年起，維持每年的耗水量密度不超過1.00立方米／平方米	已完成	<ul style="list-style-type: none"> 宣導員工在公共場所節約用水
	自2022年起，在江西派對的生活區內新安裝的水龍頭將全部為感應式水龍頭	已完成	<ul style="list-style-type: none"> 已全部安裝感應式水龍頭

Environmental, Social and Governance Report

環境、社會及管治報告

Section 章節

Laws and Regulations (edition) 法律與法規 (版本年份)

People and Community

- Labour Law of the People's Republic of China (2018)
- Labour Contract Law of the People's Republic of China (2021)
- Law of the People's Republic of China on Prevention and Control of Occupational Diseases (2018)
- Provisions on the Administration of Occupational Health at Workplaces (2021)
- Social Insurance Law of the People's Republic of China (2018)
- Regulation on Work-Related Injury Insurances (2010)
- Regulation on Paid Annual Leave for Employees (2007)
- Regulation on Public Holidays for National Annual Festivals and Memorial Days (2013)
- Law of the People's Republic of China on the Protection of Rights and Interests of Women (2018)
- Law of the People's Republic of China on the Protection of Minors (2020)

人文和社區

- Provisions on the Prohibition of Using Child Labour (2002)
- 中華人民共和國勞動法(2018)
- 中華人民共和國勞動合同法(2021)
- 中華人民共和國職業病防治法(2018)
- 工作場所職業衛生管理規定(2021)
- 中華人民共和國社會保險法(2018)
- 工傷保險條例(2010)
- 職工帶薪年休假條例(2007)
- 全國年節及紀念日放假辦法(2013)
- 中華人民共和國婦女權益保障法(2018)
- 中華人民共和國未成年人保護法(2020)
- 禁止使用童工規定(2002)

Section
章節

Laws and Regulations (edition)
法律與法規 (版本年份)

Environment and Resources

- Environmental Protection Law of the People's Republic of China (2014)
- Energy Conservation Law of the People's Republic of China (2018)
- Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020)
- Law of the People's Republic of China on Environmental Impact Assessment (2018)
- The Integrated Wastewater Discharge Standard GB8978-1996 (1996)
- The Emissions Standard for Industrial Enterprises Noise at the Boundary GB12348-2008 (2008)
- Technical Policy for Prevention and Control of Hazardous Waste Pollution (2001)

環境和資源

- 中華人民共和國環境保護法(2014)
- 中華人民共和國節約能源法(2018)
- 中華人民共和國固體廢物污染環境防治法(2020)
- 中華人民共和國環境影響評價法(2018)
- 污水綜合排放標準GB8978-1996 (1996)
- 工業企業廠界環境噪聲排放標準GB12348-2008 (2008)
- 危險廢物污染防治技術政策(2001)

Environmental, Social and Governance Report

環境、社會及管治報告

KPIs SUMMARY

關鍵績效指標總匯

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單元	2022	2021
Emissions²			
排放物²			
NO _x 氮氧化物	kg 千克	86.37	80.42
SO _x 硫氧化物	kg 千克	0.07	0.07
PM 顆粒物	kg 千克	4.04	3.75
Wastewater Discharged 廢水排放	tonne 噸	1,800.00	50,000.00
Chemical Oxygen Demand in Wastewater ³ 廢水化學需氧量 ³	mg/litre 毫克/升	25.10–27.50	25.30–27.60
Suspended Matter in Wastewater ⁴ 廢水懸浮物含量 ⁴	mg/litre 毫克/升	34.50–37.50	34.20–37.80
Ammonia Nitrogen in Wastewater ⁵ 廢水氨氮含量 ⁵	mg/litre 毫克/升	0.15–0.20	0.16–0.19
Animal and Vegetable Oil in Wastewater ⁶ 廢水動植物油含量 ⁶	mg/litre 毫克/升	0.09–0.11	0.10–0.13
pH of Wastewater ⁷ 廢水酸鹼度 ⁷	pH 酸鹼度	7.25–7.38	7.25–7.34

¹ As all figures are rounded to two decimal places, there might be slight discrepancies when summing up.

² The emission factors used to calculate exhaust air emissions are derived in accordance with the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software-MOBILE6.1.

³ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 500, and the conclusion is up to standard.

⁴ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 400, and the conclusion is up to standard.

⁵ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 25, and the conclusion is up to standard.

⁶ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 100, and the conclusion is up to standard.

⁷ The data was monitored by Yichun Environmental Monitoring Station entrusted by China Partytime Culture Holdings Ltd. The executive standard value is 6–9, and the conclusion is up to standard.

¹ 由於所有數字均已四捨五入至小數點後兩位，因此相加時可能會存在細微差異。

² 用於計算廢氣排放的排放因子乃按照香港環境保護署汽車排放計算模型(EMFAC-HK Vehicle Emission Calculation)及美國環境保護署的汽車排放模型軟件(Vehicle Emission Modelling Software-MOBILE6.1)而得出。

³ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為500，結論為達標。

⁴ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為400，結論為達標。

⁵ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為25，結論為達標。

⁶ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為100，結論為達標。

⁷ 該數據由派對文化集團有限公司委託宜春市環境監測站進行監測。執行標準值為6–9，結論為達標。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單元	2022	2021
GHG⁸			
溫室氣體⁸			
Scope 1 Emissions 範圍一排放	tCO ₂ e- 噸二氧化碳當量	19.79	19.84
Scope 2 Emissions ⁹ 範圍二排放 ⁹	tCO ₂ e- 噸二氧化碳當量	2,415.13	2,210.64
Scope 3 Emissions ¹⁰ 範圍三排放 ¹⁰	tCO ₂ e- 噸二氧化碳當量	10.73	10.80
Total GHG Emissions (Scope 1, 2, 3) 總溫室氣體排放	tCO ₂ e- 噸二氧化碳當量	2,445.65	2,241.28
Total Number of Tree Planted Since Operation 自運營起累計樹木栽植總數	item 棵	65	45
Total GHG Emission Intensity (by GFA) 總溫室氣體排放密度(按總樓面積計)	tCO ₂ e-/m ² 噸二氧化碳當量/平方米	0.04	0.04
Total GHG Emission Intensity (by FTE) 總溫室氣體排放密度(按全職員工數計)	tCO ₂ e-/person 噸二氧化碳當量/人	9.78	6.69
Total GHG Emission Intensity (by Product Volume) 總溫室氣體排放密度(按產品數計)	tCO ₂ e-/product 噸二氧化碳當量/產品	0.00	0.16

⁸ The quantification method of GHG is based on the Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department.

⁹ The emission factors for GHG Scope 2 are derived in accordance with the 2019 China Regional Power Grid Baseline Emission Factors published by the Climate Change Department of the National Development and Reform Commission of the PRC.

¹⁰ GHG Scope 3 emissions in 2021 include business aviation and outsourced water treatment. The emission factors are based on the ICAO Carbon Emissions Calculator of the International Civil Aviation Organization, and a graduation thesis Research on Energy Consumption of China's Urban Water Supply System published by the Environmental Science and Engineering Discipline in Tsinghua University in 2015.

⁸ 溫室氣體的量化方法乃依據香港機電工程署及環境保護署刊發的《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》。

⁹ 溫室氣體範圍二的排放因子乃按照中國國家發展和改革委員會應對氣候變化司公佈的《二〇一九年中國區域電網基準線排放因子》而得出。

¹⁰ 二〇二二年的溫室氣體範圍三排放包括商務飛行和外購水源處理。其中的排放因子乃分別按照國際民用航空組織(「國際民航組織」)的國際民航組織碳排放計算器(ICAO Carbon Emissions Calculator)，和中國清華大學二〇一五年環境科學與工程學科畢業論文《中國城市供水系統能耗研究》而得出。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單元	2022	2021
Hazardous Waste			
有害廢棄物			
Solid Hazardous Waste (oil drums) 固體有害廢棄物 (油桶)	barrel 桶	10.00	15.00
Liquid Hazardous Waste (lubricating white oil) 液體有害廢棄物 (潤滑白油)	tonne 噸	0.10	0.16
Total Hazardous Waste 有害廢棄物總量	tonne 噸	0.10	0.16
Hazardous Waste Intensity (by GFA) 有害廢棄物密度 (按總樓面面積計)	kg/m ² 千克/平方米	0.00	0.00
Hazardous Waste Intensity (by FTE) 有害廢棄物密度 (按全職員工數計)	kg/person 千克/人	0.41	0.49
Hazardous Waste Intensity (by Product Volume) 有害廢棄物密度 (按產品數計)	kg/product 千克/產品	0.00	0.00
Non-hazardous Waste			
無害廢棄物			
Domestic Waste 生活垃圾	tonne 噸	76.00	88.50
Carton 廢紙箱	tonne 噸	4.31	4.89
Plastic 塑料	tonne 噸	3.81	4.43
Fabric 邊角布料	tonne 噸	3.69	4.23
Total Non-hazardous Waste 無害廢棄物總量	tonne 噸	87.81	102.05
Non-hazardous Waste Intensity (by GFA) 無害廢棄物密度 (按總樓面面積計)	kg/m ² 千克/平方米	1.46	1.70
Non-hazardous Waste Intensity (by FTE) 無害廢棄物密度 (按全職員工數計)	kg/person 千克/人	351.23	304.63
Non-hazardous Waste Intensity (by Product Volume) 無害廢棄物密度 (按產品數計)	kg/product 千克/產品	0.02	0.01

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單元	2022	2021
Energy Consumption¹¹			
能源用量¹¹			
Total Electricity Generation 電力生產總量	MWh 兆瓦時	273.00	254.80
Total Purchased Electricity 外購電力總量	MWh 兆瓦時	2,812.54	2,574.41
Total Petroleum Consumption 汽油消耗總量	litre 公升	1,850.85	2,042.10
Total Diesel Consumption 柴油消耗總量	litre 公升	2,340.60	2,100.60
Total LPG Consumption 液化石油氣消耗總量	kg 千克	2,793.00	2,862.00
Total Energy Consumption 能源消耗總量	MWh 兆瓦時	3,164.70	2,908.74
Energy Consumption Intensity (by GFA) 能源消耗密度(按總樓面面積計)	MWh/m ² 兆瓦時/平方米	0.05	0.05
Energy Consumption Intensity (by FTE) 能源消耗密度(按全職員工數計)	MWh/person 兆瓦時/人	12.66	8.68
Energy Consumption Intensity (by Product Volume) 能源消耗密度(按產品數計)	MWh/product 兆瓦時/產品	0.00	0.00
Water Consumption			
水用量			
Total Water Consumption 用水總量	m ³ 立方米	49,793.00	48,839.60
Water Consumption Intensity (by GFA) 用水密度(按總樓面面積計)	m ³ /m ² 立方米/平方米	0.83	0.81
Water Consumption Intensity (by FTE) 用水密度(按全職員工數計)	m ³ /person 立方米/人	199.17	145.79
Water Consumption Intensity (by Product Volume) 用水密度(按產品數計)	m ³ /product 立方米/產品	0.01	0.00

¹¹ This part of the electricity is generated by Jiangxi Partytime's solar power generation system and used for daily operations.

¹¹ 此部分電力通過江西派對的太陽能發電系統產生並用於日常營運。

Environmental, Social and Governance Report

環境、社會及管治報告

Environmental KPIs ¹ 環境關鍵績效指標 ¹	Unit 單元	2022	2021
Packaging Material Consumption			
包裝材料用量			
Total Packaging Material Consumption 包裝材料總用量	tonne 噸	15.42	21.29
Plastic Material Consumption 塑料包裝材料用量	tonne 噸	3.63	10.64
Paper Material Consumption 紙包裝材料用量	tonne 噸	11.79	10.65
Plastic Material Consumption Intensity (by Product Volume) 塑料包裝材料用量密度(按產品數計)	kg/product 千克/產品	0.00	0.00
Paper Material Consumption Intensity (by Product Volume) 紙包裝材料用量密度(按產品數計)	kg/product 千克/產品	0.01	0.01
Office Paper Consumption			
辦公紙用量			
Office Paper Disposal 辦公紙張處置量	tonne 噸	0.26	0.31
Office Paper Recycling 辦公紙張回收量	tonne 噸	0.22	0.25
Office Paper Disposal Intensity (by GFA) 辦公紙張處置量密度(按總樓面面積計)	kg/m ² 千克/平方米	0.00	0.01
Office Paper Disposal Intensity (by FTE) 辦公紙張處置量密度(按全職員工數計)	kg/person 千克/人	1.03	0.94
Office Paper Disposal Intensity (by Product Volume) 辦公紙張處置量密度(按產品數計)	kg/product 千克/產品	0.00	0.1

Environmental, Social and Governance Report 環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單元	2022	2021
Workforce			
勞動力			
Total Number of Employee 員工總數	person 人	250	380
By Gender			
按性別分			
Male 男	person 人	104	134
Female 女	person 人	146	246
By Employment Type			
按僱傭類型分			
Full-time 全職	person 人	250	335
Part-time 兼職	person 人	0	45
By Age Group			
按年齡組分			
<30	person 人	82	102
30–40	person 人	97	157
41–50	person 人	45	85
>50	person 人	26	36
By Geographical Region			
按地區分			
Jiangxi Province, the PRC 中國江西省	person 人	250	380

Environmental, Social and Governance Report

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單元	2022	2021
Turnover Rate			
流失比率			
Total Turnover Rate 總流失比率	%	27.3	8.56
By Gender			
按性別分			
Male 男	%	16.81	6.39
Female 女	%	33.67	10.22
By Age Group			
按年齡組分			
<30	%	21.74	6.51
30–40	%	13.39	13.82
41–50	%	72.31	5.31
>50	%	6.45	3.45
Health and Safety			
健康與安全			
Work-related Fatality 因工亡故人數	person 人	0	0
Work-related Injury 因工受傷人數	person 人	0	0
Lost Day due to Work-related Injury 因工傷損失工作日數	day 日	0	0

Social KPIs 社會關鍵績效指標	Unit 單元	2022	2021
Training and Development			
培訓及發展			
<i>The Percentage of Employees Trained by Gender</i>			
按性別分的受訓員工百分比			
Male 男	%	38.01	53.57
Female 女	%	61.99	46.43
<i>The Percentage of Employees Trained by Employee Category</i>			
按僱傭類型分的受訓員工百分比			
C-level Management 董事會成員	%	1.75	3.57
Senior Management 高層管理	%	1.17	3.57
Middle Management 中層管理	%	47.37	17.86
General Staff 普通僱員	%	49.71	75.00
<i>The Average Training Hours Completed per Employee by Gender</i>			
按性別分的每位受訓員工平均時數			
Male 男	hour 小時	3.75	2.80
Female 女	hour 小時	2.18	1.32
<i>The Average Training Hours Completed per Employee by Employee Category</i>			
按僱傭類型分的每位受訓員工平均時數			
C-level Management 董事會成員	hour 小時	6.67	5.00
Senior Management 高層管理	hour 小時	17.50	5.00
Middle Management 中層管理	hour 小時	1.44	1.23
General Staff 普通僱員	hour 小時	3.56	1.96
Anti-corruption			
反貪污			
Concluded Legal Cases regarding Corrupt Practices 對本集團或其員工提出並已審結的貪污訴訟案件的數目	Case 宗	0	0

Environmental, Social and Governance Report

環境、社會及管治報告

Social KPIs 社會關鍵績效指標	Unit 單元	2022	2021
Community Investment			
社區投資			
Resources Contributed to the Focus Area 在專注範疇所動用的資源	RMB 人民幣	50,000.00	50,000.00
Supply Chain			
供應鏈			
Total Number of Suppliers 供應商總數	quantity 間	73	62
Number of Supplier by Geographical Region			
按地區分的供應商數目			
Zhejiang Province, the PRC 中國浙江省	quantity 間	40	35
Fujian Province, the PRC 中國福建省	quantity 間	4	2
Guangdong Province, the PRC 中國廣東省	quantity 間	10	11
Hebei Province, the PRC 中國河北省	quantity 間	1	1
Henan Province, the PRC 中國河南省	quantity 間	0	1
Jiangxi Province, the PRC 中國江西省	quantity 間	5	4
Jiangsu Province, the PRC 中國江蘇省	quantity 間	11	6
Anhui Province, the PRC 中國安徽省	quantity 間	0	2
Shanghai City, the PRC 中國上海市	quantity 間	1	0
Hunan Province, the PRC 中國湖南省	quantity 間	1	0
Product and Services			
產品與服務			
Total Number of Product Sold 已售產品總數	item 件	3,549,053	14,405,192
Products Recall Rate for Safety and Health Reasons 因安全與健康理由收回的產品百分比	%	0.00	0.00
Products and Service-related Complaints 產品及服務相關的投訴數目	case 宗	0	0

ESG REPORTING GUIDE CONTENT INDEX

環境、社會及管治報告指引內容索引

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Mandatory Disclosure Requirements
強制披露規定

Governance Structure
管治架構

A statement from the board containing the following elements:

- (i) a disclosure of the board’s oversight of ESG issues;
- (ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and
- (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.

由董事會發出的聲明，當中載有下列內容：

- (i) 披露董事會對環境、社會及管治事宜的監管；
- (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及
- (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。

About the Group

- Risk Adaptation
- Opportunity Recognition

Governance and Engagement

關於本集團

- 風險適應
- 機遇識別

管治和參與

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Reporting Principles 匯報原則

A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:

Materiality: The ESG report should disclose:

- (i) the process to identify and the criteria for the selection of material ESG factors;
- (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.

Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.

Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.

描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則：

重要性：環境、社會及管治報告應披露：

- (i) 識別重要環境、社會及管治因素的過程及選擇這些因素的準則；
- (ii) 如發行人已進行持份者參與，已識別的重要持份者的描述及發行人持份者參與的過程及結果。

量化：有關匯報排放量／能源耗用（如適用）所用的標準、方法、假設及／或計算工具的資料，以及所使用的轉換因素的來源應予披露。

一致性：發行人應在環境、社會及管治報告中披露統計方法或關鍵績效指標的變更（如有）或任何其他影響有意義比較的相關因素。

About this Report

關於本報告

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Reporting Boundary 匯報範圍

A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.

解釋環境、社會及管治報告的匯報範圍，描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。

About this Report

關於本報告

“Comply or explain” Provisions 「不遵守就解釋」條文

A. Environmental

A. 環境

Aspect A1: Emissions

層面 A1：排放物

General Disclosure

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

一般披露

有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

Environment and Resources

– Governance

Laws and Regulations

環境和資源

– 管治

法律與法規

KPI A1.1

The types of emissions and respective emissions data.

Environment and Resources

– Risk Management

KPIs Summary

環境和資源

– 風險管理

關鍵績效指標總匯

關鍵績效指標 A1.1

排放物種類及相關排放數據。

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍一)及能源間接(範圍二)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environment and Resources – Risk Management KPIs Summary 環境和資源 – 風險管理 關鍵績效指標總匯
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	KPIs Summary 關鍵績效指標總匯
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	KPIs Summary 關鍵績效指標總匯
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environment and Resources – Strategy – Risk Management 環境和資源 – 策略 – 風險管理
KPI A1.6 關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environment and Resources – Strategy – Risk Management 環境和資源 – 策略 – 風險管理

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect A2: Use of Resources 層面 A2：資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environment and Resources – Governance 環境和資源 – 管治
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Environment and Resources – Risk management KPIs Summary 環境和資源 – 風險管理 關鍵績效指標總匯
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	KPIs Summary 關鍵績效指標總匯
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environment and Resources – Strategy – Risk Management 環境和資源 – 策略 – 風險管理
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environment and Resources – Strategy – Risk Management 環境和資源 – 策略 – 風險管理
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	KPIs Summary 關鍵績效指標總匯

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Aspect A3: The Environment and Natural Resources

層面A3：環境及天然資源

General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Environment and Resources – Governance 環境和資源 – 管治
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Resources – Risk Management 環境和資源 – 風險管理

Aspect A4: Climate Change

層面A4：氣候變化

General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environment and Resources – Strategy 環境和資源 – 策略
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Environment and Resources – Strategy 環境和資源 – 策略

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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B. Social

B. 社會

Employment and Labour Practices

僱傭及勞工常規

Aspect B1: Employment

層面 B1：僱傭

General Disclosure

Information on:

- (a) the policies; and
- (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

People and Community

- Remuneration and Welfare
- Diversity and Inclusion

Laws and Regulations

一般披露

有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：

- (a) 政策；及
- (b) 遵守對發行人有重大影響的相關法律及規例的資料。

人文和社區

- 薪酬與福利
- 多元化與包容性

法律與法規

KPI B1.1

Total workforce by gender, employment type, age group and geographical region.

KPIs Summary

關鍵績效指標 B1.1

按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。

關鍵績效指標總匯

KPI B1.2

Employee turnover rate by gender, age group and geographical region.

KPIs Summary

關鍵績效指標 B1.2

按性別、年齡組別及地區劃分的僱員流失比率。

關鍵績效指標總匯

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect B2: Health and Safety 層面 B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Products and Businesses – Product Safety and Operational Compliance People and Community – Occupational Health and Safety Laws and Regulations 產品和業務 – 產品安全及合規操作 人文和社區 – 職業健康與安全 法律與法規
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	People and Community – Occupational Health and Safety 人文和社區 – 職業健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	KPIs Summary 關鍵績效指標總匯
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Products and Businesses – Product Safety and Operational Compliance People and Community – Occupational Health and Safety – Diversity and Inclusion 產品和業務 – 產品安全及合規操作 人文和社區 – 職業健康與安全 – 多元化與包容性

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
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Aspect B3: Development and Training

層面 B3：發展及培訓

General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	People and Community – Training and Development 人文和社區 – 培訓與發展
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	KPIs Summary 關鍵績效指標總匯
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	KPIs Summary 關鍵績效指標總匯

Aspect B4: Labour Standards

層面 B4：勞工準則

General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	People and Community – Diversity and Inclusion Laws and Regulations 人文和社區 – 多元化與包容性 法律與法規
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	People and Community – Diversity and Inclusion 人文和社區 – 多元化與包容性

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	People and Community – Diversity and Inclusion 人文和社區 – 多元化與包容性
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Products and Businesses – Market Participation and Management Laws and Regulations 產品和業務 – 市場參與及管理 法律與法規
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Products and Businesses – Market Participation and Management KPIs Summary 產品和業務 – 市場參與及管理 關鍵績效指標總匯
KPI B5.2 關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Products and Businesses – Market Participation and Management 產品和業務 – 市場參與及管理

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Products and Businesses – Market Participation and Management 產品和業務 – 市場參與及管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Products and Businesses – Market Participation and Management 產品和業務 – 市場參與及管理
Aspect B6: Product Responsibility 層面 B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Products and Businesses – Quality Assurance and Control – Business Ethics and Conduct – Market Participation and Management Laws and Regulations 產品和業務 – 品質保證及控制 – 商業道德及操守 – 市場參與及管理 法律與法規
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Products and Businesses – Quality Assurance and Control KPIs Summary 產品和業務 – 品質保證及控制 關鍵績效指標總匯

Environmental, Social and Governance Report

環境、社會及管治報告



Aspects, General Disclosures and KPIs 主要範疇、層面、 一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Products and Businesses – Quality Assurance and Control – Business Ethics and Conduct
關鍵績效指標 B6.2	接獲關於產品及服務的投訴數目以及應對方法。	KPIs Summary 產品和業務 – 品質保證及控制 – 商業道德及操守 關鍵績效指標總匯
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Products and Businesses – Business Ethics and Conduct
關鍵績效指標 B6.3	描述與維護及保障知識產權有關的慣例。	產品和業務 – 商業道德及操守
KPI B6.4	Description of quality assurance process and recall procedures.	Products and Businesses – Quality Assurance and Control
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序。	產品和業務 – 品質保證及控制
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Products and Businesses – Business Ethics and Conduct
關鍵績效指標 B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	產品和業務 – 商業道德及操守

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Products and Businesses – Business Ethics and Conduct Laws and Regulations 產品和業務 – 商業道德及操守 法律與法規
KPI B7.1 關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	KPIs Summary 關鍵績效指標總匯
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Products and Businesses – Business Ethics and Conduct 產品和業務 – 商業道德及操守
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Products and Businesses – Business Ethics and Conduct 產品和業務 – 商業道德及操守

Environmental, Social and Governance Report

環境、社會及管治報告

Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Explanation 相關章節或解釋
Community 社區		
Aspect B8: Community Investment 層面 B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	People and Community – Community Development and Contribution 人文和社區 – 社區發展與貢獻
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	People and Community – Community Development and Contribution 人文和社區 – 社區發展與貢獻
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	People and Community – Community Development and Contribution KPIs Summary 人文和社區 – 社區發展與貢獻 關鍵績效指標總匯

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