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Better Tools. Better World.

# 2022 年度社會責任報告

2022 ESG Report



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# 董事會聲明 Board Statement

泉峰控股有限公司（以下簡稱「泉峰控股」、「本公司」及「其子公司」、「本集團」、「我們」）董事會（「董事會」）對集團的環境、社會及管治策略（「本報告」）及彙報承擔全部責任，負責評估及厘定集團有關環境、社會及管治的風險，並確保泉峰控股設立合適及有效的環境、社會及管治風險管理及內部監控系統。

我們的環境、社會及管治框架涵蓋五大重點範疇：

- ESG管治策略
- 可持續發展業務
- 成就員工
- 心系環境
- 回饋社會

我們設立了完善而嚴謹的ESG管治架構，有效推進ESG相關事務的執行與管理。董事會對可持續發展的整體方向、戰略、目標、表現和報告負有最終責任，負責ESG事宜的監管，包括ESG關鍵議題的識別和優先次序排列、其目標承諾及實際表現監管，確保ESG理念與集團戰略的融合，並在董事會安排了專門董事負責ESG工作的規劃和推進，並向董事會彙報，以助其評估及梳理集團ESG的風險管理及內部控制系統，監督達成企業戰略目標及提升企業ESG表現。未來，董事會將繼續推動在業務營運中各項範疇的環境、社會及管治事宜，積極為持分者創造可持續發展的環境，締造長遠價值。

The Board of Directors (the "Board") of Chervon Holdings Limited ("Chervon Holdings" or the "Company," and together with its subsidiaries, the "Group," "we," "us," "our") assumes full responsibility for the Group's Environmental, Social and Governance ("ESG") strategy and reporting. It is responsible for assessing and determining the Group's risks, and ensuring that Chervon Holdings establishes appropriate and effective environmental, social and governance risk management and internal control systems.

Our ESG framework covers five key areas of focus:

- ESG strategy
- Sustainable business development
- Enabling the employees
- Caring for the environment
- Giving back to the society

To promote the implementation and management of ESG related affairs, Chervon Holdings has established a comprehensive and rigorous ESG governance structure. The Board has the ultimate responsibility for the direction, strategy, goals, performance and reporting of the Group's sustainable development, and is responsible for the oversight of ESG matters including the identification and prioritization of key ESG issues, target commitment, actual performance monitoring of ESG matters, ensuring the integration of ESG philosophy with the Group's strategy. The Board has assigned a specific director responsible for ESG planning and execution, as well as reporting to the Board to help it evaluate and oversee the Group's ESG risk management and internal control systems, supervise the achievement of corporate strategic goals and enhance corporate ESG performance. Going forward, the Board will continue to promote ESG issues in all aspects of our business operations to actively create a sustainable environment for our stakeholders and create long-term value.

# 關於本報告 About this report

## 報告簡介 About the report

本報告是泉峰控股有限公司及附屬公司（以下簡稱「泉峰控股」、「本集團」或「我們」）發佈的第二份環境、社會與管治報告（以下簡稱「本報告」），旨在呈現泉峰控股2022年度在環境、社會與管治方面的管理實踐，以及履行環境責任、社會責任方面的工作表現。

This is the second Environmental, Social and Governance Report (hereinafter referred to as "the Report") issued by the Group to present the management practices and performance in fulfilling the Group's ESG responsibilities in 2022.

## 報告範圍 Reporting scope

如無特殊說明，本報告所披露文字內容和社會範疇關鍵績效指標的涵蓋範圍與泉峰控股2022年年報相同。

Unless specified, the content and the coverage of social key performance indicators ("KPIs") disclosed in the Report are the same as those in the Group's 2022 Annual Report.

本報告為年度報告，時間範圍是2022年1月1日至12月31日。為增強報告的可讀性，部分內容或資料涉及到以往年度或本報告發佈日前。

The Report is an annual report for the period from 1 January to 31 December 2022. To enhance the readability of the Report, some contents or data relate to previous years or the date of publication of the Report.

## 報告依據 Reporting basis

本報告依據香港聯合交易所有限公司（「聯交所」）現行《環境、社會及管治報告指引》編制。

This report is written based on the "Environmental, Social and Governance Reporting Guide" (ESG Reporting Guide) of HKEx.

## 報告原則 Reporting principles

本報告乃根據以下原則編制：

The Report is prepared in accordance with the following reporting principles:

**重要性原則：** 我們通過重要性評估確定主要ESG議題，相關過程與結果已經在本報告中披露。

**Materiality Principle:** We identify major ESG issues through materiality assessment, and the relevant processes and results have been disclosed in the Report.

**量化原則：** 集團依據聯交所「上市規則指引 - 附錄二十七環境、社會及管治報告指引」中「關鍵績效指標」要求，對「環境」和「社會」範疇的具有歷史資料的關鍵績效指標進行量化的披露。

**Quantitative Principle:** In accordance with the requirements of the "Key Performance Indicators" in the Environmental, Social and Governance Reporting Guidelines of The Stock Exchange of Hong Kong Limited as set out in Appendix 27 to the Listing Rules of The Stock Exchange of Hong Kong Limited ("HKEx"), the Group makes quantitative disclosure of KPIs with historical data in the areas of "environment" and "society".

**一致性原則：** 我們使用一致的披露統計方法，令環境、社會及管治資料日後可作有意義的比較，如有計量方法的變化，將在報告中進行解釋和說明。

**Consistency Principle:** The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time. We will disclose changes to the methods used in this report.

## 報告發佈形式 Access to the report

本報告採用電子版形式發佈，可於公司官網 (<https://global.chevongroup.com>) 下載。

This e-report is available at company website : <https://global.chevongroup.com>

## 聯繫我們 Contact Us

若閣下對公司的環境、社會及管治表現有任何意見或建議，歡迎發送郵件至 [esg@cn.chevongroup.com](mailto:esg@cn.chevongroup.com)。

If you have any inquiries or suggestions on the Group's ESG performance, please contact us through email : [esg@cn.chevongroup.com](mailto:esg@cn.chevongroup.com).

## 履行我們的環境、社會和管治責任也會為我們的股東創造價值 FULFILLING OUR ESG RESPONSIBILITIES ALSO CREATES VALUE FOR OUR SHAREHOLDERS

感謝您對泉峰長期以來的關心和支持，以及對我們ESG工作的關注和督促。

我們堅守做好產品的初心，推動開發創新綠色產品、促進節能減排、減少碳排放並實施完善良好的公司治理實踐。我們的無繩電動工具和OPE產品，不僅有助於減輕空氣污染並降低環境噪音，同時，終端使用者通過使用我們強大、廣泛、相容的鋰離子電池平臺產品，將得到更好的性能、舒適性、便利性以及成本的節約。我們相信，履行我們的環境、社會和管治責任也會為我們的股東創造價值。

我們支持有價值、有品質、可持續的取向，力圖實現經濟、社會與環境效益的三贏。隨著應對氣候變化成為全球性話題以及雙碳目標在中國的逐步落地，我們看到綠色低碳運營和生產的重要性日益凸現。

我們秉承「以人為本」的宗旨，視員工為企業寶貴的財富，致力於為員工創造平等、尊重、融洽的工作環境，保持公司內部和諧、共同進步的工作氛圍，堅持構建與員工協同發展、彼此成就的成長模式。在這裡，我由衷地感謝多年來精益求精、銳意創新、打造高品質的產品並提供周到的服務的海內外泉峰人。

未來，泉峰將始終堅持可持續發展理念，肩負時代使命與社會責任。我們願與志同道合的各界夥伴一起，踔厲奮發、篤行不怠，為創造更美好的未來共同努力。

We are so grateful for your long time support and for your interest in and supervision of our ESG work.

We are committed to being a responsible corporate citizen by innovating in green products, promoting energy conservation, reducing carbon emissions and implementing sound corporate governance practices. Our cordless power tools and Outdoor Power Equipment ("OPE") products help alleviate air pollution and reduce environmental noises, while delivering performance, comfort, convenience, as well as cost-savings to our end-users as they are able to use our powerful, compatible lithium-ion battery platforms across a wide range of tools and equipment. We believe fulfilling our ESG responsibilities also creates value for our shareholders.

We are upholding the values of **value, quality and sustainability**. Amid global climate change and the gradual implementation of the carbon neutrality and emission peak goals in China, low-carbon operations and green product development are becoming increasingly important.

We are caring for employees and society, and responsible corporate citizenship. Adhering to our "people-oriented" concept, we regard employees as our Group's most precious assets. We are committed to creating an equal, respectful and harmonious working environment for all employees, and we are dedicated to building a growth model that encourages collaborative development and mutual growth. I would like to take this opportunity to express my heartfelt gratitude to Chervon staff both at home and abroad who have been striving for excellence and innovation, creating high-quality products and providing considerate services to our customers for many years.

In future, Chervon will always adhere to the concept of sustainable development and fulfill our mission and social responsibility. We are willing to work together with like-minded partners from all over the world to create a better future for all mankind.



願景和使命  
Vision & Mission

CHERVON®

**Better Tools. Better World.** 造好工具，助世界一臂之力。

我們立志通過**持續創新**，為全球用戶提供**卓越的產品**，成為電動工具及戶外動力設備行業鋰電化、智慧化及數位化時代的**創新驅動型領導者**。

Providing **superior products** to users worldwide through **continuous innovation**, we are determined to become a **global leader** in power tools and outdoor power equipment in the lithium-ion, intelligent and digital era.

# 關於泉峰 About Chervon

泉峰控股有限公司隸屬於泉峰集團，是專業從事電動工具、戶外園林設備及相關行業產品研發、生產、測試、銷售和售後服務的全球整體解決方案提供商。

Chervon Holdings Limited is part of the Group and is a global solution provider specializing in product research and development, manufacturing, testing, sales and after-sales service of power tools, OPE and related industries.

泉峰控股致力於以用戶為中心的創新、智慧製造和構建完善的銷售網路，為全球使用者提供卓越品牌及產品。公司與全球諸多頂級建材超市、百貨連鎖店、分銷商及電動工具品牌製造商建立了廣泛而深入的戰略合作夥伴關係，產品在全球超過100個國家銷售。

Chervon Holdings is committed to user-centric innovations, developing smart manufacturing and building a comprehensive sales and distribution network to provide global users with excellent products under popular brands. The Group has established broad and deep cooperation with many of the world's leading home centers, department chain stores, distributors and power tool manufacturers, and its products are sold in more than 100 countries around the world.

通過持續的研發創新、多管道的分銷網路、先進的測試中心以及縱向一體化的智慧製造能力，泉峰控股已成為全球領先的電動工具及戶外園林設備全球供應商。

Through research and development, multi-channel distribution network, advanced testing center and vertically integrated smart manufacturing capabilities, Chervon Holdings has become the leading global supplier of power tools and OPE products in the world.

公司通過自創及戰略收購構建起了廣受認可的品牌家族，目前擁有EGO、FLEX、SKIL、大有及小強五個差異化的知名品牌，全面覆蓋工業級/專業級和消費級電動工具以及高端和大眾戶外動力設備市場。

Through in-house incubation and acquisitions, the Group has developed a well recognized brand portfolio, including EGO, FLEX, SKIL, DEVON and X-TRON, that comprehensively covers the industrial /professional and consumer power tool segments, as well as premium and mass-market OPE segments.



**I** 誠信  
Integrity

誠信意味著誠實、正直和善意。我們設定正確的原則，並且貫徹到每天的工作中，成為值得客戶和合作夥伴信賴的公司。

Consistent honesty, good choices and goodwill.

**D** 勤奮  
Diligence

通往成功的道路上沒有快捷方式，我們必須努力地、全身心地投入工作。

There is no short cut. Each of us must be fully committed to doing our work well.

**E** 激情  
Enthusiasm

擁抱激情，我們才能享受工作；滿懷激情，我們才能創造偉大。

The energy to pursue personal and corporate excellence.

**A** 抱負  
Aspiration

我們立志成為行業的領導者。我們有著實現夢想的雄心，我們執著於共同的願景，我們永不滿足已經取得的成績，我們孜孜不倦地協助客戶去實現他們的目標，並因此而自豪。

We aspire to be the leader of our industry and to help our customers to achieve their goals.



# 獎項和榮譽 Awards & recognition

憑藉不懈的研發創新投入，堅定的以客戶為中心價值理念，以及對員工、社會和利益相關方的持續關注，泉峰2022年獲得多項來自政府，行業，媒體和業務夥伴的認可和榮譽。

With unremitting investment in R&D and innovation, firm customer-centric value orientation, and continuous care for employees, society and stakeholders, Chervon has won recognitions and honors from the government, industry, media and business partners in 2022.

此外，我們是：

Besides that, we are :

- | 國家級綠色工廠 China National Green Factory
- | 國家高新技術企業 China National High-tech Enterprise
- | 國家級工業設計中心 China National Industrial Design Centre
- | 江蘇省示範智慧車間 Model Smart Factory in Jiangsu Province
- | 江蘇省新能源工具工程技術研究中心  
Engineering Research Center of Renewable Energy Tools in Jiangsu
- | 江蘇省企業智慧財產權戰略推進計畫”承擔單位  
Jiangsu Provincial Strategic Development Plan for Enterprise Intellectual Property Rights
- | 中國電工工具行業龍頭企業實驗室  
Leading Enterprise Laboratory in China's Power Tool Industry

## 2022 所獲獎項 Awards received in 2022

- | 中國優秀工業設計獎金獎 China Outstanding Industrial Design Gold Award
- | 中國機械工業科學技術獎 China Machinery Industry Science and Technology Award
- | 中國專利優秀獎 China Outstanding Patent
- | 德國TOP100創新者大獎 Germany TOP100 Innovator Award
- | 美國電動工具協會產品獎PTIA American PTIA Awards
- | 澳大利亞Good Design 產品設計大獎 Australian Good Design Award
- | 勞氏年度供應商合作夥伴 LOWE's Vendor Partner of the Year
- | KPMG中國年度最佳低碳排放獎 KPMG China "Future-ESG" Award for Best Low Carbon Emission
- | 南京市年度瞪羚企業 Nanjing Gazelle Enterprise of the Year
- | 新浪財經港美股最具成長潛力上市公司 Listed Company with the Most Growth Potential in Hong Kong and US Stocks by Sina Finance
- | 德國Kununu 最佳雇主獎 Germany Kununu Best Employer Award
- | 智聯招聘年度優選雇主 Best Employer of the Year by Zhaopin.com
- | BOSS直聘最愛人才雇主 Favorite Talent Employer by BOSS
- | 大易雇主品牌經營典範 Employer Brand Management Model Award by Dayi
- | 南京市健康企業 Nanjing Health Enterprise
- | 工業產品綠色設計示範企業 Industrial product green design demonstration enterprises



造好工具，助世界一臂之力。泉峰控股致力於成為電動工具及戶外動力設備行業鋰電化、智慧化、數位化時代的創新驅動型領導者”，這不僅是我們的使命願景，同時也是對於可持續發展所做出的鄭重承諾。

為了這一目標的實現和達成，我們重視並審視了企業對於環境和社會的影響，將可持續發展理念貫徹在所有業務運營板塊，連接管理層、員工及內外部利益相關方，共同落實可持續發展的相關責任。在此過程中，我們堅守“誠思積善，天道酬勤”的創業初心，建立了完善的風險管理體系和持續改善的糾偏控制機制。我們相信，只有“守正”才能長治，只有“長治”企業方可久安。

作為世界上最早將鋰離子電池商業化應用於電動工具的公司之一，我們率先開發了行業領先的高壓鋰電池產品。我們堅持綠色製造，推動太陽能、地源熱泵等清潔能源的使用。我們期待通過技術創新引領，以負責任的態度承擔對環境的責任，實現全價值鏈的階梯碳減。

作為全球化運營的中國企業，我們注重並將不斷創造一個體系完整、文化多元和開放包容的工作環境，支援來自全球的泉峰員工加入踐行可持續發展的工作和生活的行列。我們堅信，知行合一的持續努力，不僅會繼續促進泉峰人類社會創造價值的能力，更加引領我們和夥伴們向心目中Better World的理想無限靠近。

Better tools, better world. CHERVON is committed to becoming an innovation-driven leader in the power tool and OPE industry in the lithium, intelligent and digital era. This is not only our mission vision, but also a solemn commitment to sustainable development.

In order to achieve this goal, we value and review our impact on the environment and society, and implement the concept of sustainability in all our business activities, connecting management, employees, and internal and external stakeholders to jointly fulfill our sustainability-related responsibilities. In the process, we have established a sound risk management system and continuously improve our corrective control mechanism while adhering to the original belief of "Heaven rewards hard work, integrity and goodwill". We believe that only by "keeping the righteousness" can we have long-term governance, and only by "long-term governance" can we have long-term prosperity.

As one of the first companies in the world to commercialize lithium-ion batteries for power tools, we have pioneered the development of industry-leading high-voltage lithium battery products. We insist on green manufacturing and promote the use of clean energy such as solar power and geothermal heat pumps. We look forward to leading through technological innovation, taking responsibility for environmental protection, and gradually reducing carbon emissions throughout the whole value chain.

As a Chinese company with global operations, we focus on and will continue to create an integrated, culturally diverse and open work environment that supports CHERVON employees from around the world to join in practicing sustainable work and life. We believe that our continued efforts to unify knowledge and action will not only further CHERVON's ability to create value for society, but will also bring us and our partners closer to our vision of a better world.

## 聯合國 可持續發展目標

Sustainable Development Goals (SDGs) of the United Nations

公司將聯合國可持續發展目標融入ESG管理工作，作為指導。並在其中10個方向實施了相關政策和行動

Chervon continued to use UN's SDGs as guidance and incorporate it into our ESG management. We has addressed 10 of 17 UN SDGs and implemented relevant measures.



參與員工商業醫療保險，減少因病致貧  
參與定向幫扶，幫助本地貧困人群

Participate in employee commercial medical insurance to reduce poverty due to illness  
Participate in targeted assistance to help local poor



關注和保障員工安全健康

Ensure the safety and health of employees



提供社區教育志願服務  
支持春芽貧困教育專案

Provide volunteering community education services  
Support the Spring Bud Poverty Education Project



推行平等的招聘和任用、發展政策

Promote gender equal recruit, retain and development policies



為員工提供清潔飲水和衛生設施

Provide employees with clean water and sanitation



引領OPE行業鋰電替代燃油技術的行業變革  
生產運營中廣泛利用清潔能源

Leading the industry change of lithium instead of fuel in OPE industry  
Extensive use of clean energy in production and operation



保障員工權益，提供合理報酬，培養員工成長

Protect the rights and interests of employees, provide reasonable remuneration, and cultivate employee growth



積極發展中國製造和品牌，縮小與發達國家差距

Actively develop Chinese manufacturing and brands to narrow the gap with developed countries



精益生產，減少浪費  
提供安全耐用的產品和優質服務

Lean production, reducing waste  
Provide safe and durable products and quality services



推動節能減排，減緩氣候變化

Promote energy conservation and emission reduction, and mitigate climate change

## ESG 管治架構

在ESG管治方面，我們建立了由治理層和管理層共同領導的ESG管治體系，包括：

### ● 治理層

我們已在董事會下設ESG管理委員會，由董事會成員張彤女士領銜，負責ESG事宜的策略與決策，以及評估有關環境、社會及管治的風險，並對董事會確保本集團設立合適及有效的環境、社會及管治風險管理及內部監控系統的監管提供有力支持。

### ● 管理層

我們已建立由總部各主要營運職能部門負責人組成的ESG執行小組，在ESG管理委員會的領導下，負責具體ESG事宜在各部門的宣貫引導、執行監控及資訊報送。

## ESG governance structure

In terms of ESG governance, we have established an ESG governance system jointly led by our leadership at governance and management levels, including:

### ● Governance level:

We have an ESG Management Committee under the oversight of the Board, led by Ms. Zhang Tong, one of our directors. The Committee is responsible for strategy and decision-making on ESG matters, as well as assessing ESG risks, and providing support to the Board of Directors to ensure that the Group has appropriate and effective ESG risk management and oversight of internal control systems.

### ● Management level:

An ESG Executive Team under the leadership of the ESG Management Committee is responsible for the publicity and guidance, implementation monitoring and information reporting of specific ESG matters in various departments.



## 有關貢獻持份者

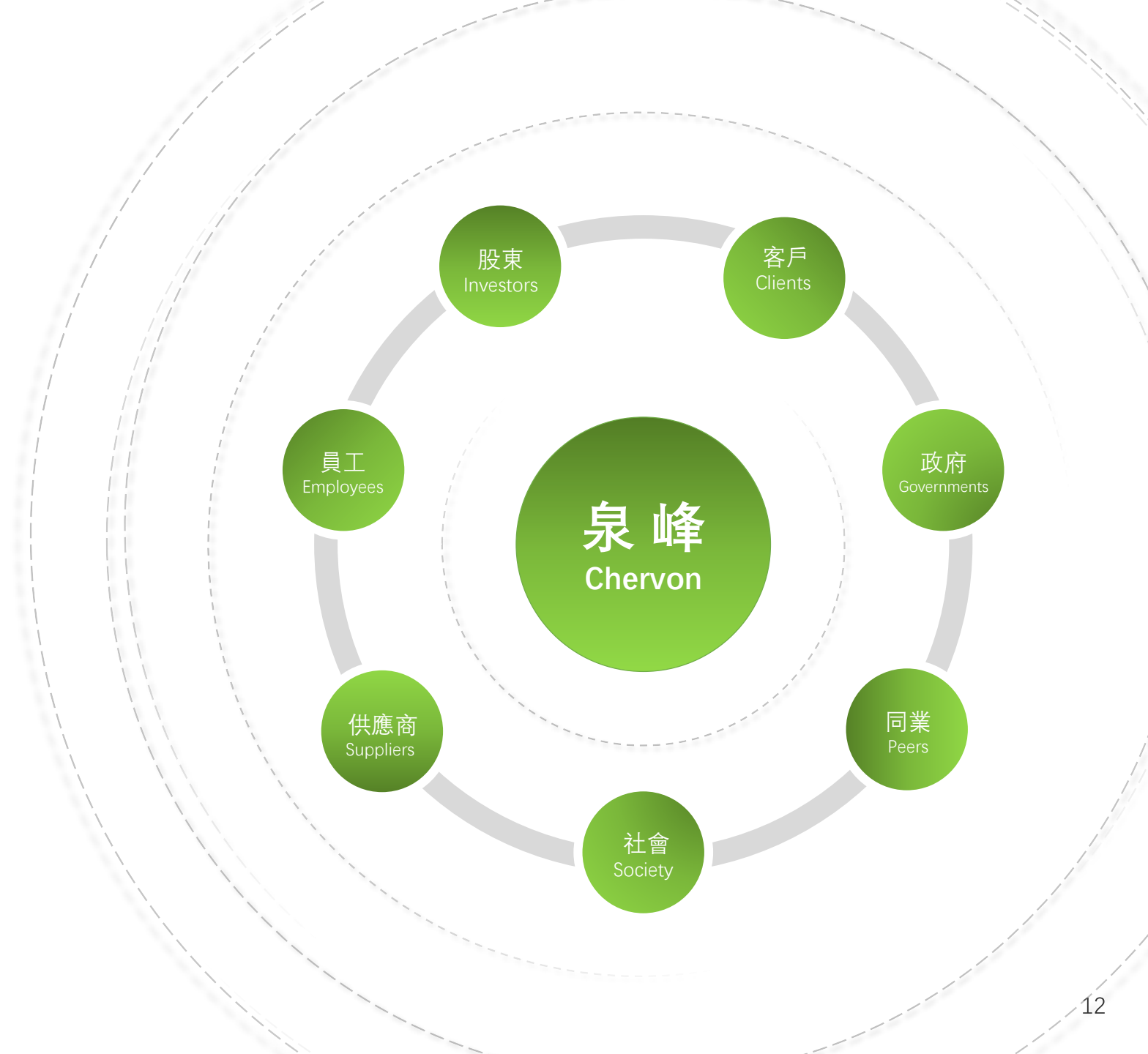
Contribute to the stakeholders

泉峰依據與利益相關方之間的依賴程度、權責關係、影響程度等原則，鑒別出六類主要利益相關方，包括股東，員工、供應商、社會、同業、政府及客戶等

Based on degree of interdependence, authority-responsibility relationship and degree of influence between the stakeholders, Chervon has identified six types of major stakeholders, including investors, employees, suppliers, society, peers, governments and customers.

作為國際化的企業，泉峰堅持構建多元化、無障礙的溝通機制，致力於同利益相關方建立緊密聯繫，通過多管道、多方式與利益相關方開展溝通與合作。

As an international enterprise, Chervon insists on building a diversified and barrier-free shareholder communication mechanism, and is committed to establishing close ties with stakeholders, and communicates and cooperates with stakeholders through multiple channels and methods.



## 利益相關方溝通 Stakeholder Engagement

為了深入瞭解各方關注重點與要求，泉峰與持份者建立常態化的溝通機制，將持份者關注的議題納入公司的運營和決策過程中，並積極回應持份者的要求和期望，同時提升公司的可持續發展能力。我們充分考慮並有效響應利益相關方的期望和要求，與利益相關方共同促進社會發展，共用發展成果。

In order to gain insights into the concerns and demands of relevant parties, Chervon has established a regular communication mechanism with stakeholders, incorporated stakeholders' concerns into the Company's operations and decision-making processes, and actively responded to stakeholders' demands and expectations, while increasing its capabilities for sustainable development. We consider and respond to the expectations and demands of stakeholders, and work with stakeholders to promote social development and share development results.

	股東 investors	員工 employees	供應商 suppliers	社會 society	同業 peers	政府 governments	客戶 clients
<b>溝通管道</b> Communication channels	<ul style="list-style-type: none"> <li>股東大會</li> <li>資訊披露</li> <li>投資者交流</li> </ul>	<ul style="list-style-type: none"> <li>員工工會</li> <li>員工活動</li> <li>員工投訴</li> </ul>	<ul style="list-style-type: none"> <li>招投標流程</li> <li>供應商會議</li> </ul>	<ul style="list-style-type: none"> <li>社區活動</li> <li>環境保護</li> </ul>	<ul style="list-style-type: none"> <li>與行業研究院、協會、主流媒體等交流溝通</li> </ul>	<ul style="list-style-type: none"> <li>相關公文</li> <li>政府會議</li> <li>雙方會談</li> </ul>	<ul style="list-style-type: none"> <li>客戶滿意度調查</li> </ul>
<b>關注內容</b> Concerned issues	<ul style="list-style-type: none"> <li>General meeting</li> <li>Information Disclosure</li> <li>Other investor communications</li> </ul>	<ul style="list-style-type: none"> <li>Employee unions</li> <li>Employee activities</li> <li>Employee complaints</li> </ul>	<ul style="list-style-type: none"> <li>Bidding processes</li> <li>Supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>community activities</li> <li>Environmental protection</li> </ul>	<ul style="list-style-type: none"> <li>Communication with industry related research institutes, associations, media, etc</li> </ul>	<ul style="list-style-type: none"> <li>Official documents</li> <li>Government meeting</li> <li>Conversations</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> </ul>
	<ul style="list-style-type: none"> <li>市值水準</li> <li>盈利能力</li> <li>環境與社會責任</li> </ul>	<ul style="list-style-type: none"> <li>員工福利</li> <li>員工安全</li> <li>員工發展</li> </ul>	<ul style="list-style-type: none"> <li>供應鏈管理</li> <li>供應商會議</li> </ul>	<ul style="list-style-type: none"> <li>社會公益</li> </ul>	<ul style="list-style-type: none"> <li>公平競爭、誠信合作、資訊公開透明</li> <li>遵守行業規則，促進產業創新</li> </ul>	<ul style="list-style-type: none"> <li>遵守法律，合規經營</li> <li>污染防治</li> <li>產業優勢</li> <li>未來潛力</li> </ul>	<ul style="list-style-type: none"> <li>產品品質</li> <li>產品優勢</li> <li>售後服務</li> <li>消費者權益保護</li> </ul>
	<ul style="list-style-type: none"> <li>Market cap</li> <li>Profitability</li> <li>Environmental and social responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Employee welfare</li> <li>Employee safety</li> <li>Employee development</li> </ul>	<ul style="list-style-type: none"> <li>Supplier management</li> <li>Supplier meetings</li> </ul>	<ul style="list-style-type: none"> <li>Public welfare</li> </ul>	<ul style="list-style-type: none"> <li>Fair competition, honest cooperation and open information</li> <li>Compliance with industry norms and promotion of industrial innovations</li> </ul>	<ul style="list-style-type: none"> <li>Legal and compliant operations</li> <li>Environmental protection</li> <li>Industry advantages</li> <li>Potentials</li> </ul>	<ul style="list-style-type: none"> <li>Product quality</li> <li>Product advantages</li> <li>After-sales services</li> <li>Consumer protection</li> </ul>

## 重要議題評估

Materiality Assessment

我們重視ESG議題的識別和管理，通過訪談、調研等活動收集利益相關方的觀點以及回饋，以識別ESG重要議題，並在報告中有針對性地進行披露，以便有效提升企業的可持續發展管理水準。

We attach great importance to the identification and management of ESG issues. We collect the opinions and feedback from stakeholders through interviews, surveys and other activities to identify important ESG issues and disclose them in the Report so as to improve the Company's ability to manage its sustainable development management.

## 關注議題管理流程

Process of Materiality Assessment



全面梳理本集團可持續發展工作要點，對標行業領先實踐，圈定議題範圍。

Comprehensively sorted out the key points of the Group's ESG work, benchmarked industry leading practices, delineated the scope of ESG issues.

參考資本市場ESG評級評估要素，結合可持續發展資訊披露相關指引，識別關注重點。

Identified the industry's focus in the field of sustainable development by referring to relevant assessment elements such as ESG ratings in the capital market, combined with the relevant disclosure guidelines of sustainability.

開展利益相關方議題調研，收集各方回饋和建議，以及對未來可持續發展策略的看法。

Conducted surveys to collect feedback and suggestions from various stakeholders on our sustainable development practices, as well as their views on future sustainable development strategies.

依據利益相關方調研的結果，結合企業發展情況，開展實質性議題評估，並對關切議題進行排序分類。

Based on the results of the stakeholder surveys and considering the development status of the Company, we conducted materiality issue assessments, and classified and prioritized topics.

2022年，公司沿用2021年度的重要議題矩陣。

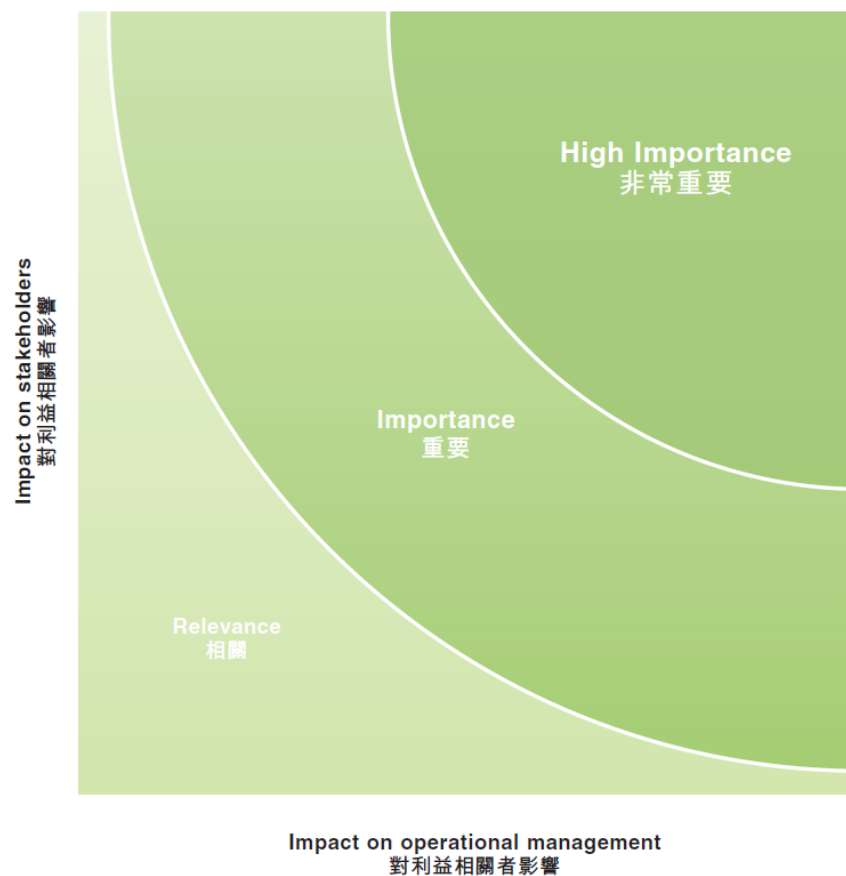
我們對管治、人力資源管理、員工權益、職業健康與安全、產品品質與維修服務、客戶關係管理、商業道德與反不當競爭等議題給予更多關注議題給予更多關注。

計畫於2023年啟動新一輪調研。

In 2022, we focused on the material topics defined in 2021.

We paid more attention to the following issues of high importance: governance, human resource management, employee rights, occupational health and safety, product quality and maintenance services, customer relationship management, business ethics and anti-unfair competition.

In 2023, a new round of surveys is planned.



### High Importance

- Governance
- Human Resources Management
- Employee Rights
- Occupational Health and Safety
- Product Quality and Maintenance Services
- Customer Relationship Management
- Business Ethics and Anti-unfair Competition

### Importance

- Risk and Crisis Management
- Policy Impacts
- Indirect Energy
- Raw Material Procurement
- Environmental Impacts of Product Life Cycle
- Development and Training
- Supply Chain Management
- Corporate Citizenship and Charity
- Information and Internet Security
- Eco-efficiency Operation

### Relevance

- Greenhouse Gas Emissions
- Waste Emissions
- Direct Energy
- Water Resources
- Impact of the Environment and Natural Resources
- Climate Strategy
- Diversity and Equal Opportunity

### 非常重要

- 管治
- 人力資源管理
- 員工權益
- 職業健康與安全
- 產品品質與維修服務
- 客戶關係管理
- 商業道德與反不正當競爭

### 重要

- 風險及危機管理
- 政策影響
- 間接能源
- 原料採購
- 產品生命週期的環境影響
- 發展及培訓
- 供應鏈管理
- 企業公民與慈善
- 信息與網絡安全
- 運營生態效率

### 相關

- 溫室氣體排放
- 排放物管理
- 直接能源
- 水資源
- 對環境和自然資源的影響
- 氣候戰略
- 多元化與機會平等



# 可持續業務發展 Sustainable business development

## 公司管治 Corporate governance

泉峰始終注重股東利益，深信健全有效的管治架構是實現公司長期可持續發展的基石。Chervon respects the rights and interests of the shareholders, and we believe that a sound and effective governance structure is the cornerstone of the Company's long-term sustainable development.

### 董事會及委員會 Board and Board Committees

我們擁有一個多元化且能力卓越的董事會和管理層。  
We have a diversified and capable Board and management team.

公司董事會負責本集團的整體領導、監督本集團的戰略決策及監控業務與表現。董事會已授權本集團高級管理層負責本集團的日常管理及營運。為監督本公司事務的特定方面，董事會已成立三個董事委員會，包括審核委員會、薪酬委員會及提名委員會（統稱「委員會」）。董事會已向委員會授權各自職權範圍所載的職責。

The Board is responsible for the overall leadership of the Group, oversees the Group's strategic decisions and monitors business and performance. The Board has delegated the authority and responsibility for day-to-day management and operation of the Group to the senior management of the Group. To oversee particular aspects of the Company's affairs, the Board has established three Board committees, including the Audit Committee, the Remuneration Committee and the Nomination Committee (collectively, the "Board Committees"). The Board has delegated to the Board Committees responsibilities as set out in their respective terms of reference.

所有執行董事均具有碩士或以上學歷，在工具行業擁有30年的從業經驗和豐富的企業管理經驗。全體獨立非執行董事（田先生、李博士及蔣先生）根據上市規則均為獨立人士，他們在監管業務營運、策略或投資方面擁有豐富的經驗和專業知識。

All executive directors have master's degrees or above and have at least 30 years of experience in the power tool industry and extensive experience in corporate management. All independent non-executive directors (namely, Mr. Tian Ming, Dr. Li Minghui and Mr. Jiang Li) are independent under the Listing Rules and have rich experience and expertise in overseeing the business operation, strategy or investment.

#### 執行董事 ED

潘龍泉 先生  
Mr. Pan Longquan

張彤 女士  
Ms. Zhang Tong

柯祖謙 先生  
Mr. Ke Zuqian

Michael Clancy 先生  
Mr. Michael Clancy

#### 獨立非執行董事 NEID

田明 先生  
Mr. Tian Ming

蔣立 先生  
Ms. Jiang Li

李明輝 先生  
Dr. Li Minghui

主席  
Chairperson

李明輝 先生  
Dr. Li Minghui

田明 先生  
Mr. Tian Ming

蔣立 先生  
Ms. Jiang Li

蔣立 先生  
Ms. Jiang Li

田明 先生  
Mr. Tian Ming

潘龍泉 先生  
Mr. Pan Longquan

田明 先生  
Mr. Tian Ming

李明輝 先生  
Dr. Li Minghui

張彤 女士  
Ms. Zhang Tong

#### 董事會 Board of Directors



4 次  
董事會  
Board meetings

100%  
出席率  
Attendance rate

3 項  
書面決議  
Written Resolutions

7 小時  
Hours  
管治培訓 (人均)  
Governance training  
(per capita)

## 道德與法規 Ethics and regulations

我們的商業行為與道德規範（「道德準則」）幫助確保公司遵紀守法、誠信經營、具備專業性和承擔責任。我們的道德準則致力於反欺詐、反賄賂、尊重公眾利益、智慧財產權保護、及維護與客戶、投資人和其他團體的關係等。

泉峰控股嚴格遵守當地法規，且道德準則亦適用於全體員工、董事、顧問、和商業合作夥伴，要求他們遵守公司政策和相關法律，希望在本集團營造風清氣正、廉潔誠信的文化氛圍。2022年，本集團沒有發現任何可能對本集團產生重大影響的有關賄賂、敲詐、欺詐和洗錢的不遵守法律和法規的事件，也沒有審結的針對我們或我們員工的腐敗行為的法律案件，對本集團產生重大影響。

與此同時，我們亦多措並舉，全面完善反腐敗及遵守商業道德機制建設：

### 合規政策及流程建設

Compliance Policy and Process Construction

我們建立了一系列管理制度，包括《道德行為規範及規章制度手冊》，確保員工能夠在法律要求範圍內秉承誠信、公平、合規的原則開展業務。

We have established a series of policies including the Code of Conduct and Rules and Regulations Manual, to ensure that all employees conduct business with integrity, fairness and compliance within the scope of legal requirements.

### 合規培訓

Compliance Training

在入職後對每一位同事要求進行職業素養與道德行為規範相關培訓

Training on professionalism and code of conduct is required for every new employee after onboarding.

2022年，我們持續對新晉管理人員加強道德規範專項培訓活動。

We continued to conduct training activities on ethics for new managers.

2022年參訓 3756 人次

Training for 3756 staff in 2022

Our Code of Business Conduct and Ethics ('Code of Ethics') ensures our legal compliance as well as our integrity, professionalism, and accountability. Our Code of Ethics is designed to promote key measures regarding anti-fraud, anti-bribery, compliance with public interest, protection of intellectual property, relationships with customers, vendors, investors and other parties, and much more.

We strictly abides by local regulations, and the Code of Ethics also applies to all employees, directors, consultants, and business partners, requiring them to abide by Company policies and relevant laws, we strive to create a culture of uprightness, and integrity within the Group. In 2022, the Group is not aware of any incidents of non-compliance with laws and regulations that may have a significant impact on the Group concerning bribery, extortion, fraud and money laundering, and there were no concluded legal cases regarding corrupt practices brought against us or our employees that had a significant impact on the Group.

At the same time, the Group has also taken various measures to comprehensively improve the construction of anti-corruption and compliance with business ethics mechanisms:

### 合規承諾

Compliance Pledge

在與客戶、商業合作夥伴等協力廠商進行合作的過程中，泉峰控股要求協力廠商封緘《合作夥伴廉潔誠信承諾書》，充分體現公平、公正、廉潔、誠信合作的精神，在信任、正直的基礎上構築相互之間的合作關係。

In the course of cooperation with third parties, such as customers and business partners, we requires such third parties to sign the Partner Integrity Pledge, fully embody the spirit of fairness, impartiality, integrity, honest cooperation, and build a cooperative relationship based on trust and integrity.

100% 新供應商承諾覆蓋  
new vendor pledge

### 投訴舉報通道

Complaint & Reporting System

我們建立了投訴舉報制度和實施辦法：如遇任何潛在利益衝突事件，員工可立即向其上級或者法律合規部進行彙報。公司嚴格禁止對舉報者實行歧視對待或者實施報復，並承諾對所有指控進行保密和全面調查努力使得任何違反規範的行為都得到適當處理。

In the event of any potential conflict of interest, employees can immediately report to their superiors or the Compliance Department. We strictly prohibit discriminatory or retaliation against whistleblowers, and commit to conduct confidential and comprehensive investigations into all allegations, striving to ensure that any incidents of violations of norms are properly dealt with.

## 內部控制和風險管理 Internal control and risk management

泉峰內控體系的搭建致力於建立一套標準化的內部控制管理體系，以約束和規範各業務流程的運轉和持續運營，通過內控措施手段降低流程風險，以助力公司戰略目標的最終實現。

公司自2022年啟動的為期一年半的內控提升專案，是以建立流程驅動為基礎，以風險識別為導向的制度系統化梳理與流程再造的過程。

截止目前，該專案已完成海內外實體有關採購、銷售、資金活動和資產管理的內控手冊。各業務主管作為內控第一責任人在流程中逐步建立內控意識和能力，實現流程的環節遵從和流程的實質遵從。內控及風險監管部門拉通管理，既負責方法論的建設及推廣，也做好各個層級的賦能。稽查體系聚焦事中，將成為業務主管的幫手，說明業務完成流程化作業的過程中實現監管。最終內控成果將被轉化至各個工作流程節點中，通過工作機制實現長期的內控提升。

Chervon's internal control system is committed to establishing a standardized internal control and risk management system to regulate and standardize its business operations, and to reduce process risks through internal control measures to help the ultimate realization of the Company's strategic goals.

The internal control improvement project launched by the Company in 2022, which is expected to last one and half years, is a process of policy systemization and work flow reengineering based on the establishment of process-driven and risk-identification oriented systems.

As of the date of this Report, we have completed the internal control manual of domestic and overseas entities on procurement, sales, treasury activities and asset management. Each business supervisor takes primary responsibility for promoting the awareness of, and building capabilities for, internal control activities, in order to achieve compliance with relevant processes and substantive requirements.. The internal control and risk supervision departments are responsible for both the construction and promotion of methodologies and the empowerment of all levels. The audit team will focus on the business and assist business supervisors to help the business achieve in-process supervision. The final internal control results will be implemented into each workflow, and long-term internal control improvement will be achieved through established mechanisms.



### 框架 Framework

搭建內部控制框架，  
梳理職能分工及不相容職責

Build internal control framework, sort out the  
division of functions and incompatible  
responsibilities



### 診斷 Diagnosis

核心業務流程診斷，包括內控相關  
改進點的識別與評估

Diagnosis of core business processes, including  
identification and evaluation of improvement  
points related to internal control



### 優化 Optimization

協助公司對已識別的內部控制相關缺  
陷進行改進和優化

Assist the Company to improve and optimize the  
identified deficiencies related to internal control



### 手冊 Manual

為範圍內流程編制內控手冊

Prepare internal control manuals for in-  
scope processes

# 可持續業務發展 Sustainable business development

## 內部控制和風險管理 Internal control and risk management

公司在日常運營中融入風險管理的意識和流程，依照所辨識出之風險，評估其對於公司整體發生的概率及影響，決定不同的風險層級及對應措施，以確保相關風險能予以監控。

公司成立了風險管理委員小組，負責制定公司層級風險戰略，並監督風險管理的有效性。各職能部門在日常工作中執行風險評估計畫及後續追蹤。必要時，亦依據實際需求成立專案小組執行風險控制活動。藉此協助董事會辨識、分析及評估整體的企業風險，及監察風險管理系統以確保風險管理專案的成效，構建企業風險管理的三道防線。

The Company is making efforts to risk management awareness and process system into its daily operations. We evaluate the probability and impact of the identified risks on the Company, and determine different risk levels and corresponding measures to ensure that relevant risks can be monitored and controlled.

The Company has established a risk management committee group, responsible for formulating Company-level risk strategies and supervising the effectiveness of risk management. All functional departments are expected to implement risk assessment plans and follow-ups in their daily work. When necessary, a project team will be established to carry out risk control activities based on actual needs. The risk management committee group will assist the Board to identify, analyze and evaluate the overall corporate risks, and monitor the risk management system to ensure the effectiveness of risk management projects, and establish the three lines of risk defense.



憑藉優秀的審計業務表現，泉峰內部審計獲得“2022 南京市江甯區內部審計工作優秀集體”稱號

With its outstanding performance, Chervon's internal audit team was awarded "2022 Excellent Group of Internal Audit Work in Jiangning District, Nanjing City"

## 風險管理組織架構

Risk management organizational structure



**第一道防線**  
Defense Line 1

開展日常風險管理。對日常業務運作制定適當的制度流程和管控措施，進行風險識別、風險監控、並於季度末更新風險庫

Daily risk management: Establish proper processes and control measures for daily business operations. Carry out risk identification, risk monitoring, and update the risk pool at the end of each quarter

**第二道防線**  
Defense Line 2

對第一道線的內容進行日常監督並定期開展風險和合規方面的檢查。匯總風險素材，將評估結果匯總到風險計分卡中，編制風險熱力圖，並更新風險庫

Conduct regular monitoring of first-line work and perform regular risk and compliance checks. Summarize risk materials and assessment results into the risk scorecard, compile the risk heat map, and update the risk pool

**第三道防線**  
Defense Line 3

獨立於管理層的角度進行持續的監督和評估。對前兩道防線進行事後審計、監督

Carry out monitoring and evaluation is carried out independent of the management team. Conduct post-event audits and supervise the first two lines of defense

## 風險管理框架

Risk management framework



## 資訊安全和隱私保護

Information security &  
Privacy protection

公司參考ISMS以及ISO27001等資訊安全管理體系架構，我們頒佈了一系列的資訊安全制度，包含了公司資訊安全管理的方針以及多個資訊安全管理領域的相關制度。同時，公司還每年對新老員工定期安排強制性培訓提升資訊安全意識和知識。

集團資訊安全部門，秉承縱深防禦，持續改進的原則，對集團的整體網路安全架構做了分層分區域的設計。從東西向來看，區域與區域間都由相關的安全設備（防火牆等）進行安全控制與保護。從南北向來看，使用縱深防禦的概念，從週邊邊界，到中間網路傳輸，到使用者終端，其間使用了多層與多種資訊安全技術對資訊安全的網路傳輸，許可權管控，存取控制，威脅監控，事件告警與回應進行全面管控與記錄。

保障消費者資料及隱私的資料安全性也是泉峰的重點要求。泉峰使用全球技術及安全性領先的雲服務供應商 Salesforce 來管理北美的客戶和使用者資料。二十多年來，Salesforce一直是一家在高度監管的行業下客戶值得信賴的顧問和合作夥伴。他們努力保護客戶資料的完整性、保密性和可用性的同時幫助他們保持合規性和靈活性。另外，我們在歐洲、中國等地區也均採取了客戶隱私保護的措施。

2022年泉峰並無接獲有關客戶私隱和資料洩漏的投訴。

### 信息安全性群組織

Information security organization



With reference to ISMS and ISO27001 and other information security management system frameworks, the Company has released a series of information security policies, including the Company's information security management guidelines and related policies. The Company also arranges mandatory training every year for all employees to prompt information security awareness and knowledge.

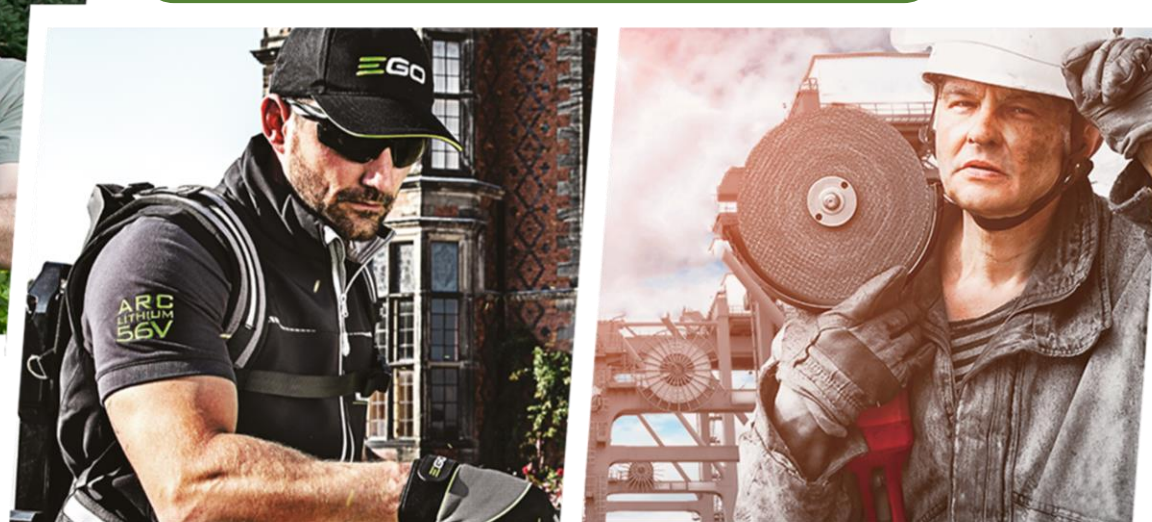
The Group's information security department, adhering to the principles of in-depth defense and continuous improvement, has designed the Group's overall network security architecture in layers and across regions. From the east-west point of view, each area is controlled and protected by relevant security devices (firewall, etc.). From the perspective of the north-south direction, using the concept of defense in depth, from the peripheral border, to the intermediate network transmission, to the user terminal, multi-layer and multiple information security technologies are used to make sure the network transmission, authority control, access control, threat monitoring, event alerts and response are all well controlled and recorded.

Protecting consumer data and privacy is also a key requirement of Chervon. Chervon uses Salesforce, the world's leading cloud service provider in technology and security, to manage customer and user data in North America. For more than two decades, Salesforce has been a trusted advisor and partner to customers in a highly regulated industry. They work to protect the integrity, confidentiality and availability of customer data while helping them maintain compliance and flexibility. In addition, we have adopted customer privacy protection in Europe, China and other regions.

Chervon did not receive any complaints about customer privacy and data leakage in 2022.

## 產品驅動 Product Driven

Empower our users with products



偉大的產品是商業成功的基礎，綠色的產品是未來所在。

Great product is the fundamental for commercial success, and green product represents the future.

通過持續推出更加創新、高效、安全的產品，我們也為使用者賦能，讓他們獲得更加無與倫比的使用體驗，並極大地改善他們的使用效率，讓我們的用戶和我們一起，助世界一臂之力。

By continuing to launch more innovative, efficient and safe products, we empower our users, providing them an unparalleled user experience, and greatly improve their efficiency, allowing our users to join us in making a better world and a better life.

產品驅動 Product Driven

性能  
效率

以動力和性能，為用戶賦能 —— 我們為客戶提供更好的解決方案，以提升效率，改善體驗

Empower the users with power & performance – we provide great solution to improve their efficiency and experience.



# 可持續業務發展 Sustainable business development

產品驅動 Product Driven

綠色  
健康

GREEN & HEALTHY

鋰電產品，能提供等同引擎機器的性能，但無噪音、無污染

Technology delivers the power of gas, but without the fuss and fumes

園林工具行業的綠色化發展落後於汽車行業，我們需要更多的變革和創新。泉峰專注於鋰電工具設備的研發製造，引領行業向綠色能源轉型。

The OPE industry has lagged behind the automotive industry, and innovation and transformation is needed. Chervon focuses on the R&D and manufacturing of lithium battery powered tools and equipment, leading the industry transformation towards green energy.



300 英里  
300 miles



使用傳統割草機一小時的排放相當於行車300英里  
1 hour use of a gas mower equals to 300 miles of driving in term of emission



0.276



燃油吹葉機每分鐘CO排放遠大於卡車  
CO emission per minutes of gas leaf blower significantly larger than truck

泉峰OPE產品結構  
Chervon OPE product portfolio

0 %

燃油能源  
Gas energy

100 %

清潔能源  
Green energy



我們立志通過提供更綠色的產品，引領OPE行業轉型，助世界一臂之力。

We strive to lead the OPE industry transformation and build a better world by providing greener products.



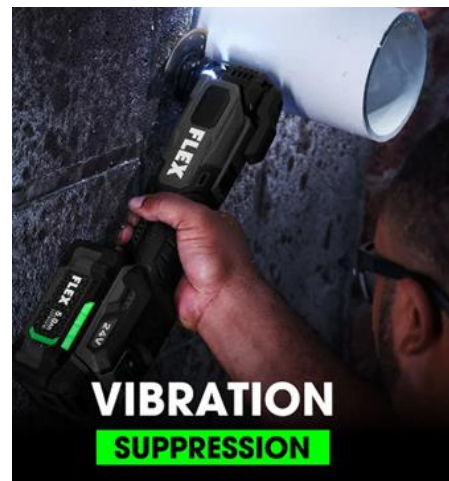
# 可持續業務發展 Sustainable business development

產品驅動 Product Driven

綠色  
健康

GREEN & HEALTHY

運用先進減振技術的工具能顯著減少工具振動, 減輕用戶在工作時的手部疲勞及對電池包的傷害  
The innovative vibration-absorbing tools can significantly reduce tool vibration, reducing a user's fatigue and impact on batteries.



66%

的專業人士表示健康因使用引擎園林機器受到損害

of professionals that we surveyed have experienced health issue associated with the use of gas OPE tools

EGO 園林工具設備  
EGO OPEs

低噪音  
Less Noise

低震動  
Less Vibration

低重量  
Less weight

無廢氣  
No fume

Source: <EGO Challenge 2025 report> , <https://www.challenge2025.eu/thereportSoUC>

產品驅動 Product Driven

綠色  
健康

GREEN & HEALTHY

深入推行電池包平臺化理念，有效減少重複採購，節省能源。

In-depth implementation of the battery pack platform concept, effectively reducing repeated purchases and promoting energy Conservation.



EGO的每一塊電池均可適配任何一款產品  
Any battery powers any tool for EGO. **100% compatible.**

### 綠色 健康

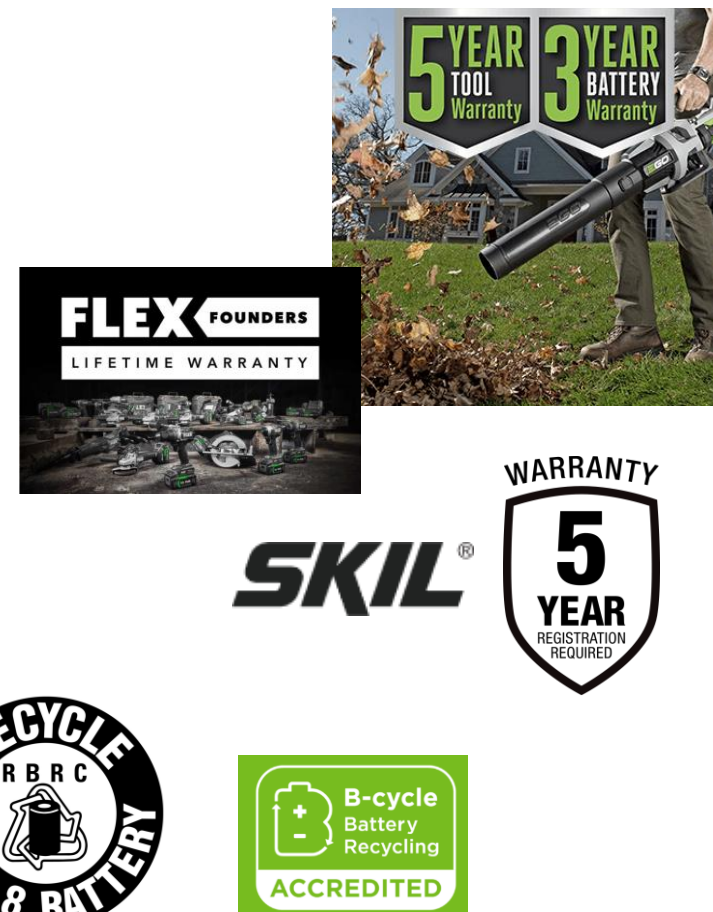
#### GREEN & HEALTHY

為了將綠色環保理念貫徹到底，我們將綠色理念延伸到產品使用階段，保證產品的全生命週期碳排放控制，尋求在社會效益和經濟效益之間的平衡。

一方面，我們通過提供中高端產品，並提供廣泛優質服務，提高產品耐用性，進而降低我們產品的碳足跡。同時，我們也注重將綠色理念融入到每個產品從研發設計、生產製作到報廢回收的每一個環節。

In order to fully implement the concept of green environmental protection to the end, we extend the concept of green to the stage of product use, ensure the carbon emission control of the product's full life cycle, and seek a balance between social and economic benefits.

On one hand, we reduce the carbon footprint of our products by offering mid-to-high-end products, providing a wide range of high-quality services and improving product durability. On the other hand, we pay attention to integrating the concept of green environmental protection into every step of each product from R&D, design, production to recycling.



泉峰在主要市場銷售的電池均與協力廠商合作可進行回收

Chervon manufactured batteries sold in major markets can be recycled, with support from professional third party.

綠色  
健康

其他案例 More cases

GREEN & HEALTHY



健康與安全保護是齊頭並進的：通過FLEX的空氣淨化器，我們為更健康的室內空氣環境提供了完美的解決方案。空氣淨化器可以對抗氣溶膠、細菌、灰塵和花粉中的病毒，從而大大減少房間內的污染物負荷。使用我們的HEPA H14 篩檢程式，可以截留 99.995% 的污染物顆粒。此外，FLEX 多年來一直是開發和改進其產品的吸塵系統以有效抵消灰塵和細小灰塵的領導者。

With our air purifiers, we offer the perfect solution for a healthier indoor climate. The air purifiers can combat viruses in aerosols, bacteria, dust and pollen and thus massively reduce the pollutant load in rooms. With our HEPA H14 filter, 99.995 % of pollutant particles are retained. In addition, FLEX has been a leader for years in developing and improving extraction systems for its products to effectively counteract dust and fine dust.

## 包裝優化案例 Example on packaging optimization

改變前：小標貼  
Before: Sticker



改變後：直接印刷  
After : print on the box



包裝也是產品的一部分。我們致力於通過減少使用包裝材料，並使用回收材料製造的紙張來降低對環境的影響。已採用的減少包裝材料的方法包括：

- 減小包裝的體積
- 優化包裝結構，減少內襯使用
- 減少非必要的塑膠使用
- 優化產品說明書設計，縮減說明書長度，提供電子化的介紹材料
- 更換更環保材質

因產品品類和數量巨大帶來的統計困難，公司暫未能提供年度包裝材料總統計數據。但未來將加強產品包裝材料的管理和統計，儘早披露此項資料。

Packaging is also part of the product. We are committed to reducing our environmental impact by reducing the use of packaging materials and using paper made from recycled materials.

Ways to reduce the use of packaging materials adopted include:

- Reduce package volume
- Optimize packaging structure and reduce the use of lining
- Reduce unnecessary plastic use
- Optimize product manual design and shorten such reduce the length of the manual, provide e-materials
- Use more environmentally friendly materials

Due to the statistical difficulties brought about by the huge product mix and quantities, the Company is temporarily unable to provide the total statistics of packaging materials for the current year. However, in the future, the management and statistics of product packaging materials will be strengthened, and we expect relevant information will be available in due course.

# 可持續業務發展 Sustainable business development

產品驅動 Product Driven

創新  
INNOVATION

截止2022年底，公司擁有  
As of end of 2022, the Company has

1847

獲批專利  
Valid IP

863

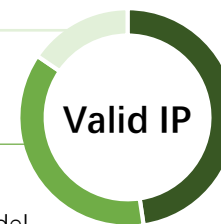
研發工程師  
R&D engineer

286

外觀  
Appearance Design

681

實用新型  
Utility Model



880

發明  
Invention

我們始終專注於以用戶為中心的創新理念，致力於為消費者創造更優質的使用體驗。泉峰控股在鋰電池系統技術領域的專注研發能力，使我們的產品兼具綠色環保特質與強大的動力儲備性能。

我們依託先進的研發實力，在電池平臺、電池管理系統(BMS)、電機及電控等基礎技術上取得持續進展與突破，並將研發成果，如智慧系統以及產品特定技術（防塵及減振等）應用於我們多品牌，多品類的產品配備中，努力提升各種用戶群體的使用需求和消費體驗。

We always focus on user-centric innovative ideas and are committed to creating a better user experience for consumers. Our research and development capabilities in the field of lithium-ion battery system technology make our products both environmentally friendly and have strong power reserve performance.

Our advanced research and development capabilities enable us to achieve advancement in fundamental technologies such as battery platforms, battery management systems (BMS), motors and electric controls. We also equip our brands and products with intelligent systems and product-specific technologies such as dust and vibration reduction to enhance user experience.

我們注重專利的申請和保護，既積極保護本集團形成的智慧財產權，同時亦尊重他人的智慧財產權避免侵權。

我們鼓勵員工發明創造的積極性，為促進技術創新和科技成果的推廣應用，向專利申請人和相關研發團隊，以及優秀產品設計團隊給予相應獎勵，促進員工與集團共同進步。

We attach great importance to the protection of property rights. We actively protect the intellectual property rights of the Group, and we also respect the intellectual property rights of others to avoid infringement.

We encourage employees to invent and create. we reward IP applicants and research and development teams as well good R&D projects to promote the creativity of employees and encourage them grow together with the Group.

# 可持續業務發展 Sustainable business development

產品驅動 Product Driven

創新  
INNOVATION

來自使用者，服務使用者  
FROM THE USERS, FOR THE USERS

#1 RATED BRAND  
IN CORDLESS OUTDOOR POWER



2022 年，我們推出了世界上最先進的打草機，採用了全球首創的 LINE IQ™ 技術。通過自動感應技術監控和打草繩長度並自動放線，可實現連續 16 英寸的切割寬度，帶來不間斷的高性能修剪體驗。獲得專利的 POWERLOAD™ 技術可實現一鍵自動纏繞打草線。

這些創新都來自對用戶使用和痛點的深入觀察。

In 2022, we introduced one of the world's most advanced trimmers featuring the world's first LINE IQ™ technology. Auto-sensing technology monitors and feeds the length of the line for a continuous 16" cutting swath delivering non-stop high-performance trimming. Patented POWERLOAD™ technology helps winds your trimmer line automatically with a press of a button. Innovation comes from the in-depth observation of the users application scenarios and pain points.

# 可持續業務發展 Sustainable business development

## 產品驅動 Product Driven

安全  
SAFETY

泉峰控股長期以來把產品品質放在首位，依託強大的研發實力和生產經驗，構建了完備的內控標準體系，確保從關鍵零部件到各品類、型號產品均有高品質標準可依，持續為用戶提供安全、高效和便捷的使用體驗。集團所銷售的產品，均嚴格依照出口當地對於安規、電磁相容、環保等法律法規的要求，並貫徹落實於產品研發、測試、生產全流程。

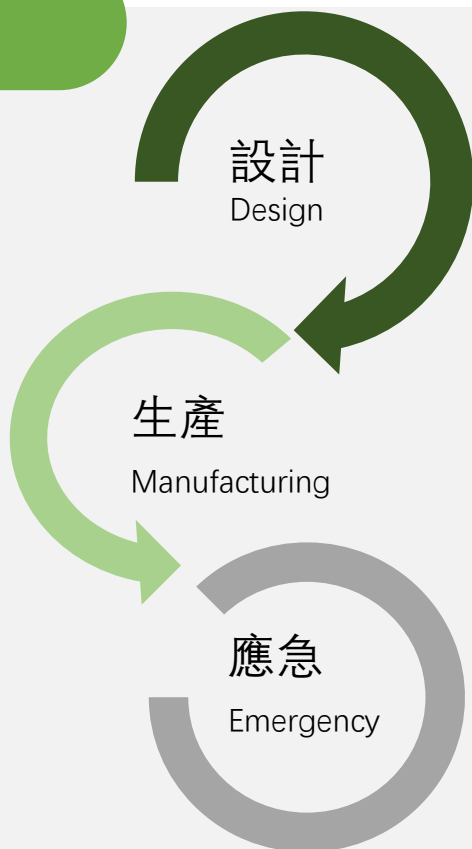
Chervon Holdings always puts product quality first. Relying on its strong R&D capabilities and production experience, the Group has built a comprehensive internal control standard system to ensure that there are high-quality standards from key components to various types and models of products, providing users with a safe, efficient, and convenient experience. The products sold by the Group strictly follow local laws and regulations on safety regulations, electromagnetic compatibility, environmental protection, among other aspects. Our quality control and compliance efforts are implemented in the whole process of developing, testing, and manufacturing of products.

## 全生命週期品質管制

Overall life cycle quality management

依託於集團成熟的生產與研發實力，我們建立專業的測試中心，承擔產品研發與生產期間的安全評估、認證和品質測試一系列檢驗工作；

Relying on the Group's manufacturing and R&D capabilities with significant experience, we have established a professional testing centre, which can undertake a series of inspections for safety assessment, certification and quality testing.



設計  
Design

新品研發期間，我們對產品安全進行充分評估與試驗，以保證達到相關品質與安全標準要求

During the R&D process of new products, we fully evaluate and test product safety to ensure compliance with relevant standards.

生產  
Manufacturing

為預防和處理產品生產過程以及售後可能出現的品質和安全問題，我們已建立多項應急方案與措施，並定期對員工進行演練與培訓，降低產品安全與品質風險。

In order to prevent and address possible quality and safety issues during the product manufacturing and after-sales process, we have established a number of emergency plans and measures, and regularly conduct drills and training for employees to reduce product safety and quality risks.

應急  
Emergency

## 產品保修與召回

Product Warranty and Recall

我們對於已售產品的安全與健康問題保持關注，並嚴格遵循產品銷售當地對於召回管理與售後管理等不同制度的要求，2022年，未有因健康和安全管理理由而召回的產品。此外，本集團未發現年內有任何可能對本集團產生重大影響的涉及與所提供產品和服務有關的健康和安全、廣告、標籤和隱私事項以及補救方法的不遵守法律和法規的事件。

We pay attention to the safety and health issues of the sold products and follow the requirements of different local rules for product sales such as recall management and after-sales management. The Group does not have any product recall due to health and safety reasons in 2022. Furthermore, the Group is not aware of any incidents of non-compliance with laws and regulations that may have a significant impact on the Group concerning health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress during the year.



通過各種的法規性測試和產品性能測試，除了能確保產品品質，並最大限度地降低品質和商業風險，同時也為消費者提供信心和使用體驗的保證。泉峰是中國工具行業最早建立測試中心的公司，在產品和品牌進一步豐富的今天，更需要建設全球最領先的行業實驗室。

—— 產品事業群 總經理 吳書明

Through various regulatory tests and product performance tests, we seek to promote product quality minimize quality and business risks and provides consumers with confidence and a guarantee of superior experience. Chervon is the first company in China's power tool industry to establish a testing center. Today, with the further enrichment of products and brands portfolios, we believe we will need to build the world's leading laboratory in our industry.

—— Head of Product Solution Group , Wu Shuming

安全  
SAFETY

產品驅動 Product Driven

2022年6月30日

泉峰測試中心新大樓落成

June 30, 2022

The new Chervon Testing Center was put into use

泉峰測試中心新大樓總面積12000平方米，配有專業測試人員超過200名以及各類測試設備及測試工位元，並成熟運行中國合格評定國家認可委員會（CNAS）品質管制體系。

泉峰測試中心成立於1997年，目前擁有業內頂尖的電波暗室以及最大的割草機拋射測試室，具備全套的騎乘式割草機安全類測試能力，同時還擁有安規測試、電子測試、電池及BMS測試、負載測試、環境測試、实操測試等專業測試間。

The new building of Chervon Testing Center has a total area of 12,000 square meters. It is equipped with more than 200 professional testing personnel, various testing equipment and testing stations, and the China National Accreditation Service for Conformity Assessment (CNAS) quality management system is maturely operated.

Chervon Test Center was established in 1997. It has the industry's top anechoic chamber and the largest lawn mower projection test chamber. It has a full set of safety testing capabilities for riding lawn mowers, as well as testing rooms for safety testing, electronic testing, battery and BMS testing, load testing, environmental testing and operational testing.





# 客戶至上

## Customer Orientation

我們幫助客戶更好的服務他們的客戶，  
並以客戶的成功來衡量我們的成功

We help our customers to better serve their customers,  
and we measure our success by our customer's success

我們通過對消費者的深入洞察和對客戶  
的定性及定量分析，將客戶的需求轉化  
為產品解決方案，從而把握市場機遇

Through in-depth insight into end-user preferences,  
and qualitative and quantitative analyses of our  
customer needs, we transform the market demand into  
product solution, hence seize market opportunities

通過有效協調前線業務開發及後端支持，  
實現無縫交付以滿足客戶需求

Seamless delivery to meet customer needs through  
efficient coordination of frontline business  
development and back-end support



我們有很多的客戶，有零售商、經銷商這樣的管道客戶，也有我們產品的購買者，使用者這樣的終端使用者客戶。實現和滿足他們的需求，是公司能夠發展的根本動力，所以我們永遠要把客戶放在第一位。

——泉峰控股總裁 潘龍泉

We have many customers, including channel customers such as retailers and distributors, as well as purchasers and users of our products. Realizing and satisfying their needs is the fundamental driving force behind the company's development, so we must always put our customers first.

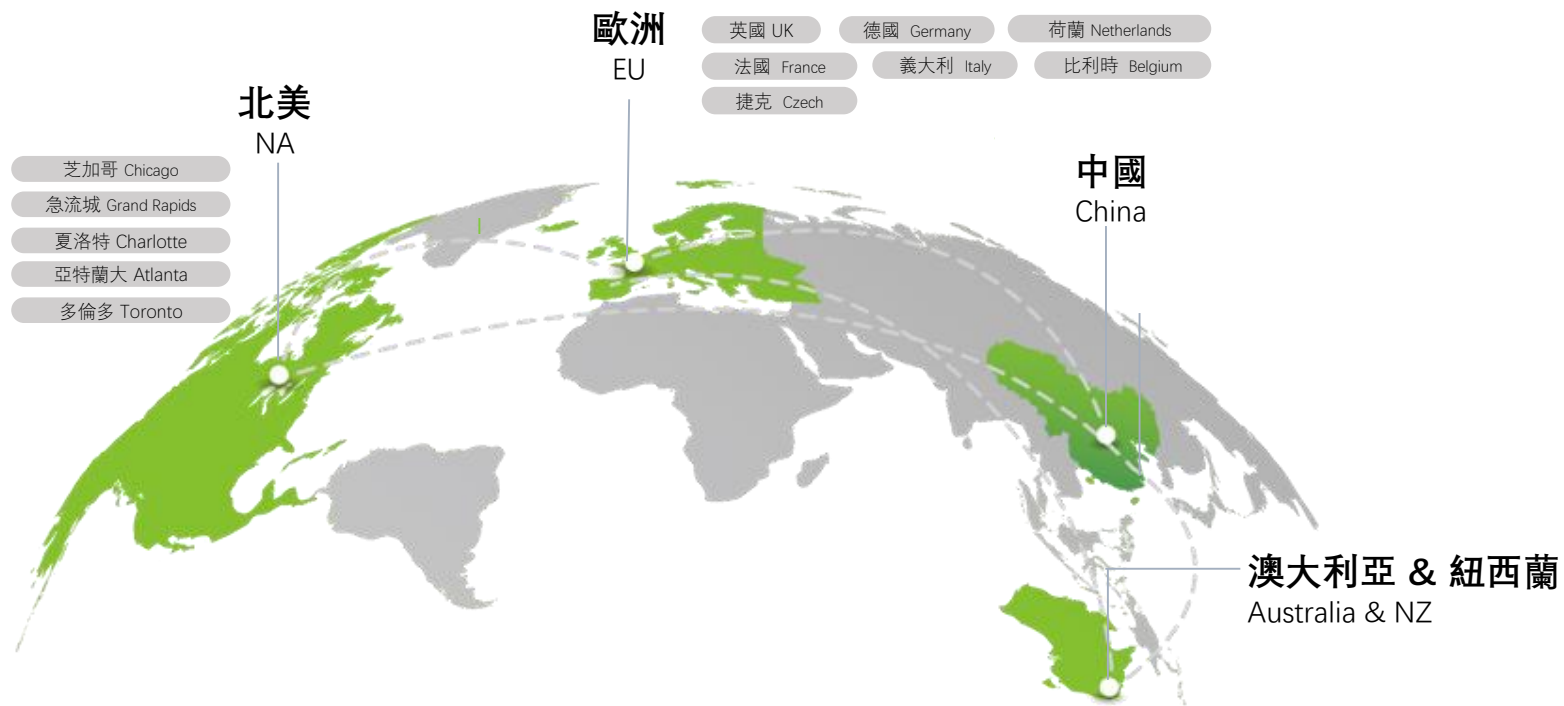
——CEO Peter Pan

## 客戶至上

### Customer Orientation

為了及時瞭解並更好的服務客戶，我們在所有主要服務的市場地區都設立相應的分公司或辦公室，以快速回應全球範圍內的客戶需求，這些團隊及時收集客戶需求，協調內部技術研發及生產服務部門資源，為客戶提供一站式服務。

To better understand and serve customers in a timely manner, we have set up branches or offices in all major market areas to quickly respond to customer needs around the world. These teams collect information on customer needs in a timely manner and coordinate internal R&D, production and service resources to provide customers with one-stop service.



客戶溝通管道  
Customer Communication Channels

售後電話  
Call centers

微信公眾號  
We-chat applet

CRM 系統  
CRM system

官網和郵箱  
Website and email

社交媒體  
Social media

售後服務管道  
After-sales service channels

授權經銷商  
Authorized dealers

寄修服務  
Ship and repair

協力廠商服務商  
Third-party service company

廠家換新/維修  
Manufacturer replace/repair

## 客戶至上

### Customer Orientation

#### 客戶滿意度

Customer Satisfaction Management

為了更多地傾聽來自客戶聲音，瞭解用戶的需求，及時解決用戶遇到的任何問題，提高使用者對泉峰產品和品牌的忠誠度和服務的滿意度，泉峰制定了一系列客戶服務管理制度和相關的服務流程。在北美最大的市場，我們使用了全球技術及安全性領先的雲服務供應商 Salesforce 的 CRM 系統來管理我們的服務過程和活動，確保用戶的問題得到第一時間的處理和解決。我們擁有專業的客戶服務團隊，為客戶提供多管道、全方位的資訊收集與回饋機制。此外，我們還設立了專門的客戶品質團隊以對接和處理來源於客戶的品質投訴與回饋。公司還制定了完善的客戶投訴處理流程，確保所有客戶投訴都能得到及時的解決。我們工作流程、管理流程的設定均圍繞用戶需求和滿意度展開，客戶和使用者的滿意度是我們始終追求的目標。2022年泉峰沒有收到與產品和服務相關的實質性投訴。

To better listen to the voices of customers, understand the needs of users, solve any problems encountered by users in a timely manner, and improve users' loyalty to Chervon's products and brands and service satisfaction, Chervon has formulated a series of customer service management systems and related service processes. In our largest market in North America, we use the CRM system of Salesforce, the world's leading cloud service provider in technology and security, to manage our service processes and activities to ensure that users' problems are dealt with and resolved in the first place. We have a professional customer service team to provide customers with a multi-channel, all-dimension information collection and feedback mechanism. In addition, we have set up a dedicated customer quality team to respond to and handle quality complaints and feedback from customers. The Company also has a comprehensive customer complaint handling process to ensure that all customer complaints can be resolved timely. Our work and management process is established on user needs and satisfaction. Customer and user satisfaction is the goal we are always pursuing. In 2022, we did not receive any material complaints on our products and services.

#### 客戶服務管理

Customer service management

我們不斷地為我們的客戶服務團隊，授權維修服務點，協力廠商服務商進行產品和維修的培訓指導，提升服務人員的業務水準。同時對我們的CRM系統不斷地優化和賦予更多新的功能，持續提升團隊的服務技能和效率。

每一起售後服務完成後，我們都會發出使用者的滿意度調查，收集使用者的服務回饋，持續改善和提升我們的服務水準，以持續改善使用者接受服務的體驗。

同時我們還有專門的品質團隊定期解讀和跟進CRM系統中的售後資訊，對識別出來的品質問題列入跟蹤改善項，主動推動內部進行持續改善，並將糾正措施落實到系統性的預防，實現問題的閉環管理，並為產品部門提供改善建議；

We continue to provide product and maintenance training for our customer service team, authorized maintenance and service points, and third-party service providers to improve the professional level of service personnel. At the same time, we continuously optimize our CRM system to improve the team's service skills and efficiency.

we send out user satisfaction surveys when each after-sales service process closes, to collect user feedback so that we can continue to improve and enhance our services, and to the user experience.

We also have a dedicated quality team to regularly interpret and follow up upon the after-sales information in the CRM system, list identified quality problems in our tracking list, actively promote internal continuous improvement, and implement corrective measures to enable systematic prevention of potential issues. We also implement closed-loop management of problems and provide improvement suggestions for product development departments.

## 可持續供應鏈

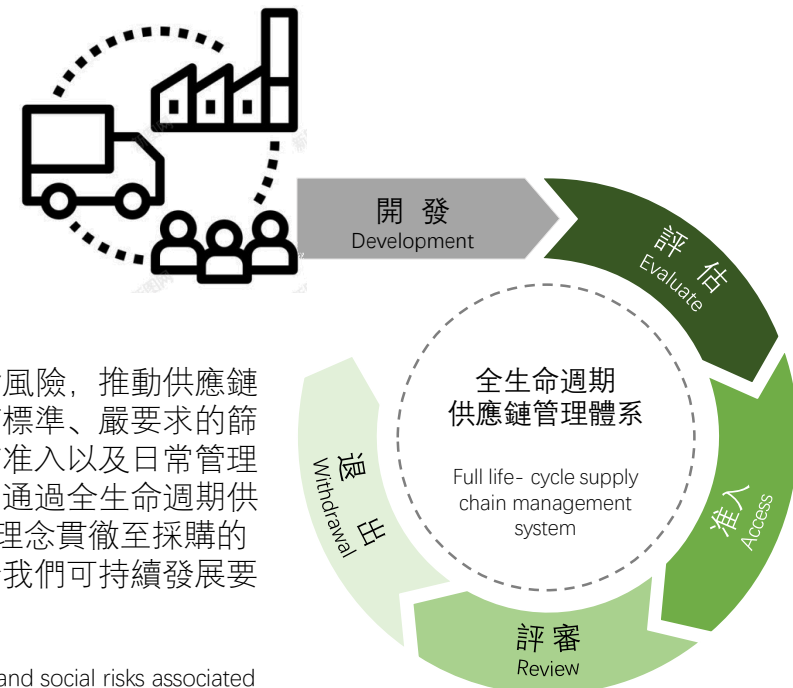
### Sustainable supply chain

泉峰是工具行業的中間製造商，與上下游都有聯繫。我們採購範圍廣泛，包括生產設備、生產原材料、物流倉儲服務、諮詢服務等類別。

Chervon is an intermediate manufacturer in the tool industry, with connections both upstream and downstream. We have a wide range of purchase, including production equipment, production raw materials, logistics and warehousing services, and consulting services.

與供應商的合作是實現本集團戰略的重要保障。我們重視與供應商的交流，積極搭建合作平臺，力求與供應商建立長期、緊密、互惠共贏的合作關係，攜手為客戶提供優質產品和服務，推動行業持續穩定發展。

Sincere cooperation with suppliers is an important guarantee for the realization of the Group's strategy. We attach great importance to communication with suppliers, actively build a cooperation platform, and strive to establish long-term, close, and win-win cooperation with suppliers, in order to provide customers with high-quality products and services, and to promote the sustainable and stable development of the industry.



為降低供應鏈的環境和社會風險，推動供應鏈可持續發展，我們制定了高標準、嚴要求的篩選和管理機制，針對供應商准入以及日常管理制定了全方位的管理機制。通過全生命週期供應鏈管理體系，我們將ESG理念貫徹至採購的各個環節，致力於建立符合我們可持續發展要求的一流供應商網路。

In order to reduce the environmental and social risks associated with our supply chain and promote the sustainable development of the supply chain, we have formulated a screening and management mechanism with high standards and strict requirements, and formulated a comprehensive management mechanism for supplier access and daily management. With a full life-cycle supply chain management system, we implemented the ESG concept into all aspects of procurement, which demonstrates our commitment to building a network of first-class suppliers that meet our sustainability requirements.

數據  
Data

2022供應商數量： 1250  
2022 Total vendor number

中國供應商 China vendor: 1016  
海外供應商 non-China vendor: 234

## 可持續供應鏈 – 管理

### Supply chain management



#### 資格審查

##### Qualification Review

由採購經理、運作經理、品質經理等組成年度評審小組，對供應商行業許可證、產品認證和環保檢測報告等資質檔有效性進行核驗

An annual review team composed of a purchasing manager, a operations manager and a quality manager is formed to verify the validity of qualification documents such as supplier licenses, product certifications and environmental testing reports.



#### 社會責任風險評估

##### Social responsibility risk assessment

對供應商從環境保護、用工社保繳納、運營、合作意願、廠區經營安全風險五個方面進行綜合風險評估，並根據評分結論將供應商分為五個風險等級，為持續合作提供決策支持。

We conduct a comprehensive risk assessment of suppliers in five aspects: environmental protection, employee social security payment, operations, willingness to cooperate and plant operational safety risk, and classify suppliers into five risk levels to support decision-making as to whether such suppliers are suitable for further cooperation.



#### 分級管理

##### Tiered management

依據供應商的能力及績效表現，對供應商進行三級分層管理，結合風險管控要求及供應商的風險評級，對不同供應商採取不同的採購策略、合作關係發展方向及管理措施，以強化風險管理、提升採購效率。

Suppliers are managed in three tiers based on their capabilities and performance. Different procurement strategies, partnership development directions and management measures are adopted for different suppliers after considering our risk control requirements and suppliers' risk ratings. We believe these measures will strengthen risk management and improve procurement efficiency



#### 廉潔採購

##### Honest procurement

推動與制供應商簽署《合作夥伴廉潔誠信承諾書》，以期通過廉潔合作，建立公平、透明、誠實守信的業務合作關係。

Promote the signing of the Partner Integrity Pledge by suppliers to establish a fair, transparent, honest and trustworthy business relationship.



#### 環保管控

##### Environment protection

監督控制供應商執行ROHS指令及其它法律法規規定的環保指令、以及客戶相關環保要求。對於零部件類供應商我們還要求簽署《供應商環保聲明》，保證採購產品不使用有害化學物質。

We monitor suppliers' implementation of the Restriction of Hazardous Substances (ROHS) Directive and other environmental requirements stipulated by laws and regulations, as well as customers' environmental requirements. Suppliers of parts and components are also required to sign the Supplier Environmental Declaration to ensure that no harmful chemical substances are used in the purchased products.

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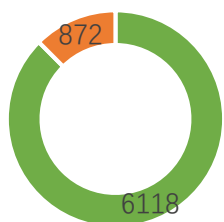
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泉峰控股始終貫徹「以人為本」的宗旨，吸引了一批志同道合的各類人才。我們的團隊來自全球各地，擁有不同文化背景和經歷，但我們懷揣共同的抱負，在平等、尊重的文化下，協力為客戶創造價值，助世界一臂之力。

Chervon has always adhered to the tenet of “people-oriented” and has attracted a group of like-minded talents. Our teams come from all over the world, with different cultural backgrounds and professional experiences, but we share a common ambition and work together under a culture of equality and respect to create value for our customers and help build a better world.

截止2022年底，公司擁有 **6990** 員工  
As of the end of 2022, the company has **6990** employees

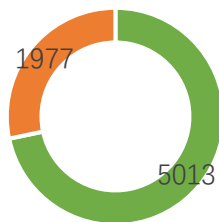
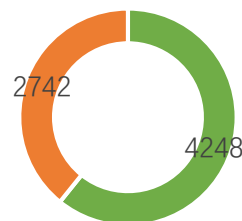


**12%** 中國以外 Outside of China

**88%** 中國 In China

**61%** 男性 Male

**39%** 女性 Female

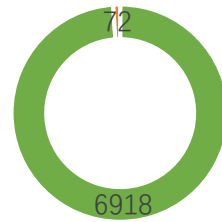


**72%** 20-40 歲 20-40

**28%** 40歲以上 Above 40

**99%** 全職 Full time

**1%** 兼職 Part time



## 員工離職率

Employee turnover rate

中國以外 Outside of China **12.6 %**

中國 In China **53.2 %**

	中國 In China	男性 Male	女性 Female	20-40歲 20—40 years	40歲以上 Above 40
工人 Labor		66.5%	44.5%	70.8%	20.9%
管理人員 non-labor		12.8%	9.6%	14%	3.5%

說明：本年度披露的雇員數及流失比率較2021年披露口徑有所調整，主要因為擴大了覆蓋範圍。我們相信調整後的披露能更好的反映公司整體雇員結構。

Notes: The disclosure scope of employees and turnover ratio of the current year have been adjusted from 2021, mainly due to the expanded scope. We believe the adjustment better reflects the overall employee structure of the Company.

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公司按照各地相關法律要求，包括《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，嚴格要求保障員工的各種權益。我們在不同地區建立/加入不同的工會組織，督促保障員工權益。在2022年期間，本集團沒有發現任何可能對本集團產生重大影響的關於補償和解僱、招聘和晉升、工作時間、休息時間、平等機會、多樣性、反歧視、以及其他福利和福祉的違規處罰事件，及關於防止童工和強迫勞動的不遵守法律和法規的事件。

The company strictly protects the rights and interests of employees in accordance with the relevant legal requirements of various regions, including the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China. We have established or joined different labor union organizations in different regions to promote the protection of the rights and interests of employees. The Group is not aware of any incidents of non-compliance penalties that may have a significant impact on the Group concerning compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, as well as preventing child and forced labor during 2022.

## 自由擇業

Free will and choice

公司禁止扣留員工有效證件、收取押金、強迫勞動或拖欠勞動報酬等行為；  
如有因生產或運營需要需要調整工作時間，或調整崗位的，需征得員工同意並給予相應報酬；  
員工提出離職按流程辦理離職手續；

The Company is prohibited from withholding employee ID, collecting deposits, using forced labor or defaulting on payment of compensation;  
If an adjustment to working hours or positions is needed due to production or operation needs, consent of the employees shall be obtained and corresponding remuneration shall be paid;  
If employee proposes to resign, he/ she will go through the resignation procedures according to our established process;

## 反對歧視

Anti-discrimination

我們尊重員工在性別、年齡、種族、文化背景等方面的差異，反對任何形式的歧視和不平等競爭。

We respect the differences of employees in terms of gender, age, race, cultural background, etc., and oppose any form of discrimination and inequality.

## 禁止雇用童工

No child-labor

本集團及附屬公司根據國家《未成年人保護法》《禁止使用童工規定》等法律法規，明確規定禁止聘用年齡未滿18周歲者，並在招聘過程中進行嚴格的審查，通過查驗身份證件、面談以及內部審計不定期抽查的方式避免誤用童工。一經發現誤用童工的情形，將立即糾正，終止僱傭，並對相關責任人進行追究。

In accordance with the National Law on the Protection of Minors, the Regulations on the Prohibition of Child Labor and other laws and regulations. We strictly prohibit the employment of persons under the age of 18, and strict review is carried out in the recruitment process. To avoid the use of child labor, we adopt measures including but not limited to checking identity documents, conducting interviews, as well as performing random inspections by internal audits. If any misuse of child labor is discovered, the situation will be corrected immediately, employment will be terminated and the person responsible will be held accountable.

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公司關注員工的職業發展，制定合理的發展通道，提供全面的助推資源，實現員工與公司的共同成長。

The Company pays attention to the career development of employees, and has established paths that suite for business and employee development needs with comprehensive supporting resources, in order to achieve the growth of both employees and the Company.

## 多通道發展空間 Multiple Career Paths

- 縱向 晉升發展  
Vertical Promotion and Development
- 橫向 跨越通道  
Horizontal transfer across paths





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公司擁有完善的培訓體系，包括新員工入職培訓，建立各方向的培訓學院對專業人員進行專業技能培訓，新晉基層及中層經理有定制的領導力提升專案，定制的校招生培養的專項計畫，從崗前到上崗，持續賦能員工，助力員工成長。

The Company has a comprehensive training system, including orientation for new employees, training colleges in various directions to provide professional skills training for professionals, customized leadership improvement projects for new managers, customized development plans for campus recruitments. We continue to empower employees and help them grow, from the job and for the job.



	男性 Male	女性 Female	基層 Primary level staff	中層 Mid-level staff	高層 Management staff
受訓比率 Training ratio	66%	73%	66%	87%	87%
受訓時長 (小時) Training time per capita (hour)	19.68	16.39	18.32	19.23	13.50





新員工培訓  
New employee orientation training



校招專項計畫  
Campus recruitment & development scheme



通用技能培訓  
General skills training



專業技能培訓  
Professional skills training



領導力發展  
Leadership development

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公司戰略  
Company strategy

管理知識  
Managerial knowledge

文化道德  
Culture & ethics

行業知識  
Industrial knowledge

產品知識  
Product knowledge

技術知識  
Technology knowledge

.....

說明：此頁數據僅包含中國員工接受培訓的情況，比率計算基數也為中國內地員工

Note: The data on this page only includes the training received by employees in China, and the calculation base of the ratio is also employees in mainland China.

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確保員工擁有安全的工作環境是我們的一項基本責任。我們以《中華人民共和國安全生產法》《中華人民共和國職業病防治法》等營運所在地的相關法律法規為前提，極力營造安全、健康的工作環境，維護每處工作環境的安全，盡力避免因任何危險因素導致或可能導致員工身體的傷害。

Ensuring a safe working environment for employees is our fundamental responsibility. We strictly obey the Production Safety Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other relevant laws and regulations in our operating locations. We strive to create a safe and healthy work environment, maintain the safety of each workplace, and make every effort to avoid any hazards that cause or may cause physical injuries to our employees.

公司嚴格落實與開展風險和隱患分級管控體系建設工作並每年進行系統性評審，落實全員安全生產責任制，建立健全各項管理制度及流程，全員培訓，提升安全文化等工作提升安全健康工作及全員意識。通過建立事故隱患排查治理長效機制，加強事故隱患監督管理，預防和減少事故的發生，保障員工安全。本集團沒有發現任何可能對本集團在2022年期間提供安全工作環境和保護員工免受職業危害方面產生重大影響的不遵守法律和法規的事件。

The Company strictly implements risk and hidden danger classification management and control system and conducts systematic reviews every year. We undertake various health and safety measures, including implementing the safety production responsibility system for all employees, establishing and improving various management systems and processes, and providing employees safety training to improve the health, safety culture and awareness. We are establishing long-term mechanisms to strengthen the supervision and management of hidden dangers of accidents, prevent and reduce the occurrence of accidents, and protect the safety and property of employees. The Group is not aware of any incidents of non-compliance with laws and regulations that may have a significant impact on the Group concerning providing a safe working environment and protecting employees from occupational hazards during 2022.



泉峰科技獲得  
ISO 45001:2018  
職業健康安全管理体系認證證書

Chervon Industry obtained  
ISO 45001:2018 Occupational Health and  
Safety Management System Certificate

安全生產標準化證書  
Certificate of Work Safety Standardization

2022 安全資料  
Safety data of 2022



2022/03  
泉峰鋰電池安全委員會正式成立

Chervon Lithium Battery Safety  
Committee was formally established

2022/03  
泉峰機械安全委員會正式成立

Chervon Machinery Safety Committee was  
formally established

2022/03  
第七屆安全論壇

The 7th EHS workshop

2022/05  
安全研討會

Safety Seminar

2022/06  
泉峰安全月

Chervon Safety Month

EHS策劃並組織了“萬人糾百錯”、“天天講安全”、“隱患隨手查”、“應急演練”等安全月系列活動，豐富了員工的安全知識儲備，營造了安全生產的良好氛圍。

EHS has planned and organized a series of safety month activities such as "Ten Thousand People Correcting Hundreds of Errors", "Talking About Safety Every Day", "Hazard Checks", and "Emergency Drills", which enriched employees' safety knowledge and created a good atmosphere for safe production.

2022/07  
通過市級健康企業複查評估

Passed Nanjing Health Enterprise Review

2022/09  
經理安全領導力研討會

Manager safety leadership seminar

# 成就員工 Enabling the employees

人才概覽

Talent overview

權益保障

Rights protection

人才發展

Talent development

健康安全

Health & safety

順暢溝通

Communication



除了健康安全的生產環境，公司也鼓勵員工採納更加健康的工作生活方式，營造健康運動的氛圍，在運動中加強合作和感情，並定期組織員工進行健康檢查。

In addition to a healthy and safe production environment, the Company also encourages employees to adopt a healthier work and lifestyle, create a healthy sports atmosphere, strengthen cooperation and team spirit during excises, and we organize regular health checks for employees.



2022年，COVID-19的威脅尚在，抗擊疫情，保護員工健康，我們在行動。

The threat of Covid-19 is still there, fight against the epidemic and protect the health of employees, we are in action.



# 成就員工 Enabling the employees

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Communication

我們為員工開放多管道、全場景的溝通，保障及時、有效獲取員工意見回饋，幫助員工平衡工作與生活，切實解決實際問題，提升滿意度和敬業度。

We open up multi-channel and all-scenario communication for employees to ensure timely and effective access to employee feedback, help to achieve work and life balance, solve problems effectively, and improve satisfaction and engagement of employees.

公司自2021起著力提升一線工人的滿意度，通過員工意見箱收集的回饋於每週一由專人匯總發出，每月回饋提出問題的處理進度。

此外，2022年還組織了4場座談會，並建立月度部門訪談機制。在HR和各業務部門的努力推動改善下，22年員工回饋的問題顯著少於21年。

The company focused on improving the satisfaction of front-line workers since 2021. The feedback collected through the employee opinion box will be shared by a dedicated person every Monday, and the progress of the follow-up measures will be reported monthly. In addition, four seminars were organized in 2022. With the joint efforts of HR and various business departments, the issues raised in 2022 were significantly fewer than those in 2021 due to the satisfactory resolutions of issues raised.

員工意見箱 Employee opinion box



座談會 Seminars



職工代表大會 workers' congress



公司刊物 Company publications

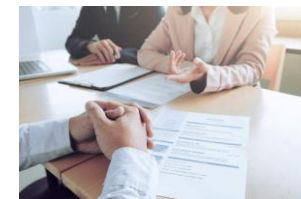


總裁午餐 Lunch with the CEO



HRBP 及部門日常交流

Daily communication with manager and HRBP



# Cleaner, Quieter Safer Future.

## 環境保護政策和管理

Environmental protection policy and management

作為 OPE 和電動工具的領先製造商，我們特別意識到製造業對環境的各種影響。我們不僅關注企業發展和經濟價值創造，更關注環境保護，善用資源和能源。2022財年內，未發生環境方面可能對本集團產生重大影響的違反法律和法規的事件。

對我們而言，遵守法律要求僅僅是開始。我們為自己設定了更高的標準，保持更前瞻的思維。這就是為什麼我們不斷為自己設定新的目標，特別是在環保領域，不斷挑戰自我。

As a leading manufacturer of OPE and power tools, we are particularly aware of the various effects of the manufacturing industry on the environment. We pay attention not only to enterprise development and economic value creation, but also to environmental protection and resources and energy conservation. In 2022, no incidents of non-compliance with environmental laws and regulations that may have a significant impact on the Group occurred.

For us, compliance with legal requirements is just the beginning. We see ourselves as a company that always wants more, thinks ahead and sets its own higher standards. This is why we are continuously setting ourselves new goals, especially in the area of environmental protection, and constantly challenging ourselves.



**專業的管理團隊**  
Professional Team

公司配置了具備專業管理知識和技能專業的EHS團隊，並與各業務及職能部門協同落實環境保護策略

The Company is equipped with a professional EHS team with professional management knowledge and skills, and cooperates with various business and functional departments to implement environmental protection strategies



**先進的管理體系**  
Advanced system

公司主要生產製造基地全面推行ISO 14001環境管理體，獲得環境管理體系認證證書

The Company's main production bases fully implement the ISO 14001 environmental management system with relevant certificate



**持續的管理投入**  
Continuous investment

公司在綠色產品，清潔生產流程和工藝，以及綠色公益等方面持續投入

The Company continues to invest in green product, production process and technology, as well as social welfare

## 應對氣候變化

Addressing climate change

我們深知我們的經營活動影響著氣候，而氣候的變化亦會帶來巨大的社會和經濟影響，包括對我們的業務和運營帶來機遇和挑戰。故而，我們參考TCFD（氣候相關財務資訊披露）框架，對潛在的氣候和環境風險及機遇進行了分析，並計畫通過推出更綠色的產品，保持更綠色的運營，宣導更綠色的文化來減弱對氣候的不利影響，且以此把握市場機會。

We are well aware that our business activities affect the climate, and climate change will also bring huge social and economic impacts, including opportunities and challenges for our business and operations. Therefore, we referred to the TCFD (Climate Related Financial Disclosure) framework, analyzed potential climate and environmental risks and opportunities, and plan to reduce adverse impacts on the climate and seize market opportunities by launching greener products, maintaining greener operations and promoting greener culture.

### 氣候變化風險及機遇識別與應對

Climate change risk and opportunity identification and response

我們結合社會和行業發展趨勢，識別出與公司有關的幾類氣候變化風險和機遇，並由相關部門評估各風險發生的可能性及影響，制定處理方案，並及時對內對外預警。

We identified several types of climate change risks and opportunities relevant to the Company, taking into account societal and industry trends. Relevant departments assess the possibility and impact of each risk, formulate counter measures, and provide timely internal and external warnings.

類別 Category	風險和機遇 Risk and opportunity	應對 Counter measure
極端天氣風險 Extreme weather	<ul style="list-style-type: none"> <li>極端天氣帶來的運營場所和供應鏈運營中斷風險</li> <li>Risk of disruption of premises and supply chain operations due to extreme weather</li> </ul>	<ul style="list-style-type: none"> <li>制定極端天氣應預案，加強隱患排查</li> <li>Prepare extreme weather response plans and strengthen hidden danger investigation</li> </ul>
法律與政策 Law and policy	<ul style="list-style-type: none"> <li>監管和披露要求提高</li> <li>能源供應結構和政策變化風險</li> <li>Increased regulatory and disclosure requirements</li> <li>Energy supply structure and policy change risk</li> </ul>	<ul style="list-style-type: none"> <li>及時跟蹤相關法規變動動態，根據規則要求及時、合規披露報告</li> <li>提高能源效率，推動綠色能源使用</li> <li>Timely track changes in relevant laws and regulations, and disclose reports accordingly in a timely and compliant manner</li> <li>Improve energy efficiency and promote the use of green energy</li> </ul>
市場 Market	<ul style="list-style-type: none"> <li>氣候異常（如乾旱缺水或過寒/過熱）帶來的園林工具行業需求波動和下滑</li> <li>用戶對環境的重視帶來園林工具行業鋰電替代引擎的機遇</li> <li>對全生命週期的碳排放管理的要求可能在產品材料和回收方面帶來一定財務影響</li> <li>Fluctuating and declining demand for OPE due to climate anomalies (such as drought, water shortage or excessive cold/heat)</li> <li>Users' awareness to the environment brings opportunities for lithium battery replacement over engines in OPE</li> <li>The requirement for full life cycle carbon emission management may have certain financial impacts in terms of product materials and recycling</li> </ul>	<ul style="list-style-type: none"> <li>多維度努力減少碳排放</li> <li>持續加大鋰電產品投入</li> <li>評估和制定產品物料使用策略，平衡環境和經濟效益</li> <li>Multi-dimensional efforts to reduce carbon emissions</li> <li>Continue to increase investment in lithium battery products</li> <li>Evaluate and form product material strategies, balancing environmental and economic benefits</li> </ul>
技術 Technology	<ul style="list-style-type: none"> <li>市場和政府對低碳的要求和技術創新會對公司產生影響</li> <li>Market and government requirements for low carbon and technological innovation will have an impact on the company business</li> </ul>	<ul style="list-style-type: none"> <li>持續加大研發技術投入</li> <li>積極關注新技術的研究和應用</li> <li>Continue to increase investment in R&amp;D and technology</li> <li>Actively pay attention to the research and application of new technologies</li> </ul>

## 綠色發展目標和路徑

Green development goal and path



## 能源和資源使用

Energy & resource management



我們位於南京的製造基地系**南京首家全國綠色工廠**  
Our manufacturing base in Nanjing is a **National Green Factory**

我們嚴格遵守《中華人民共和國環境保護法》《中華人民共和國環境影響評價法》《中華人民共和國節約能源法》等諸多運營所在地法律法規要求，在集團內部制定如《環境運行及其控制程式》等各項制度，對能源與資源使用進行規範。

我們高度重視對自然資源的節約使用，努力建設資源節約型、環境友好型企業，實現人、資源與環境的協調可持續發展。儘管我們的生產經營不直接涉及天然資源，但我們在新建生產基地時充分考慮建造活動對周邊環境的影響，確保不因我們的建造行為影響生物多樣性或破壞環境。

We strictly comply with the requirements of the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on Appraising of Environment impacts, the Law of the People's Republic of China on Energy Conservation and many other laws and regulations in the places where we operate and have established various systems such as the Environmental Operation and its Control Procedures within the Group to regulate the use of energy and resources.

We pay much attention on the economical use of natural resources and strive to build a resource-saving and environment-friendly enterprise to achieve the harmonious and sustainable development of people, resources and the environment. Although our production and operations do not directly involve natural resources, we fully consider the impact of our construction activities on the surrounding environment when building new production sites and conduct environmental impact assessments to ensure that our construction practices do not affect biodiversity or damage the environment.



本集團的用水基本取自市政用水，在水資源的獲取上並無重大問題。

在水資源使用上，我們通過持續宣傳節水意識和逐步採用節水型器具，來提升用水效益，努力降低每單位產品的耗水量。同時，我們利用回收雨水，滿足園區灌溉需求，減少對水資源的消耗。

The Group's water is basically from municipal water, and there is no major issue in the acquisition of water resources.

In terms of water usage, we continuously promote the awareness of water saving and gradually adopt water-saving appliances to enhance the water efficiency and strive to reduce the water consumption per unit product. In addition, the large-scale roof areas of the industrial parks collect and store rainwater to meet irrigation needs of the park.



隨著產能與產量的增長，能源和資源使用總量的降低存在一定的現實困難，但本集團將持續通過可再生能源的替代、綠色辦公等手段減少不可再生能源的消耗，並努力降低每單位產量的能源消耗量，提升用能效益。

With the growth of production capacity and output, there are certain practical difficulties in reducing the total use of energy and resources. However, the Group will continue to reduce the consumption of non-renewable energy through means such as the substitution of renewable energy, green office measures and strive to reduce the energy consumption per unit output and improve energy efficiency.

水資源 Water	2022 消耗量 Consumption	2021 消耗量 Consumption
耗水量 Water consumption (噸 ton)	333,598	430,000
單位產品耗水量 Water consumption per unit product (噸/千單位 ton/thousand units)	18.3	28.9

能源類型 Energy	2022 消耗量 Consumption	2021 消耗量 Consumption
電力 Electricity (千瓦時 Kwh)	37,300,118	34,585,110
天然氣 Natural gas (立方米 M <sup>3</sup> )	42,508	64,284
汽油 Gasoline (升 Liters)	-	23,330
柴油 Diesel (升 Liters)	27,448	28,912
綜合能耗 Comprehensive energy consumption (噸標準煤 ton of standard coal)	5,016.5	4,572.0
單位產品能耗 Energy consumption Per unit product (噸標準煤/千單位 ton of standard coal/thousand units)	275.7	296.7

說明：此頁統計範圍為集團位於中國南京的主要生產製造基地  
Remark: The data scope covers only the main manufacturing base located in Nanjing, China



## 排放物管理

Emissions Management

我們嚴格遵守運營所在地環境保護和污染防治法律法規和標準，如《中華人民共和國大氣污染防治法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國水污染防治法》《大氣污染物綜合排放標準》《危險廢物貯存污染控制標準》。集團制定了如《環境管理運行控制程式》《固體廢棄物管理規定》等相應的管理制度。與此同時，我們依託環境管理體系，推行污染防治策略，與外部協力廠商開展合作，對排放物及廢棄物進行有效監控及處理，以確保排放達標。

We strictly comply with many local environmental protection and pollution prevention laws, regulations and standards, including the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Law of the People's Republic of China on the Prevention and Control of Water Pollution, the Comprehensive Emission Standards for Air Pollutants, and the Pollution Control Standards for Hazardous Waste Storage. and we have established a corresponding management system such as Environmental Management Operation Control Procedures, Solid Waste Management Regulations. We rely on our environmental management system to implement pollution prevention strategies and cooperate with external third parties to effectively monitor and treat emissions and waste to ensure it meet applicable standards.

### 手續合規 Procedure

- 新改擴建項目
- 環境影響重大變動事項
- New/renovation/expansion project
- Major changes in environmental impact

### 設施合規 Facilities

- 高效廢氣治理設施
- Efficient emission treatment facilities

### 檢測達標 Testing

- 協力廠商定期檢測達標
- 自購VOC自測達標
- regular 3<sup>rd</sup> party testing meets applicable standards
- VOC self-test reach the standard

### 許可齊全 Permits

- 獲得排汗/排水/輻射許可
- Obtain discharge/drainage/radiation permit

### 水幕除塵 ▼

Water curtain dust removal



### 布袋除塵

Bag dust removal



### ▲ RTO蓄熱式氧化廢氣處理設備

RTO waste gas treatment equipment

### ▲ 活性炭吸收治理裝置

Active carbon absorption treatment devices

## 廢氣 Gas

為確保廢氣排放達到《大氣污染物綜合排放標準》的要求，我們通過安裝和運行廢氣處理設施確保廢氣達標排放。相關部門會按照規定要求進行廢氣排放設備、廢氣排風系統、廢氣處理裝置的日常運行記錄、日常維護保養、檢查維修，並保留相關檢查記錄。我們嚴格按照高於國家標準的排放要求進行排放管理，配合環保部門的不定期突擊檢查工作並按照環保局規定期委託專業協力廠商機構執行檢測。

In order to ensure that waste gas emissions meet the requirements of the Comprehensive Emission Standards for Air Pollutants, we have installed and operated waste gas treatment facilities. The relevant departments maintain daily operation records, conduct routine maintenance, inspection and repair of waste gas emission equipment, exhaust systems and waste gas treatment devices, and keep the inspection records according to applicable requirements. We manage emissions by adhering to emission requirements which are stricter than the national standards, cooperate with irregular surprise inspections from the environmental protection departments and engage professional third-party institutions to perform testing regularly as required by the Environment Bureau.

## 排放物管理

Emissions Management

### 廢水 Waste water

EHS部門組織各部門制定並實施廢水減量化方案，並根據各項管理規範，安排專人負責污水的處理和排放。

The EHS Department organizes all departments to formulate and implement the wastewater reduction plan, with dedicated personnel responsible for the treatment and emission of wastewater.

#### 工業廢水 Industrial wastewater

主要來自機加工流程，含乳化液廢水

Mainly from mechanic processing and contains emulsified wastewater

建立污水管道，或使用專用排水車引入汙水處理站

Built sewage pipelines, or through special drainage trucks into sewage treatment stations

#### 生活廢水 Domestic wastewater

主要來自職工食堂和廁所，經隔油池等過濾、沉澱後排放

Mainly from staff canteens and toilets and is discharged after being filtered and precipitated using grease traps

下水溝內設置隔離網和圍堰，委託專業人員定期清理、疏通

Set isolation nets and cofferdams in the sewerage ditches, and hire external professionals to clean regularly

### 固廢 Solid waste

我們遵循減量化、資源化和無害化地固體廢棄物控制原則。

我們制定了《固體廢棄物管理規定》《廢舊物資處理管理規範》，在實際運營中嚴格執行，並做到責任落實。

We follow the principles of reducing, recycling and harmless solid waste control.

We have formulated the Solid Waste Management Regulations and Waste Material Disposal Management Specifications, which are strictly enforced in practice with clear accountability.



對於危險廢棄物，我們規定需特殊管理，經環境工程師確認後轉移至危險廢棄物倉庫，由EHS部門負責處置。

For hazardous waste, we manage with extra caution, and transfer it to the hazardous waste warehouse after confirmation by environmental engineers, and the EHS department is responsible for disposal

## 更多案例

More cases



位於南京的研發總部是中國最早使用綠色屋頂的建築之一。該系統使用綠色植物作為屋頂材料，進行隔熱及過濾雨水，每年可減少耗油量約35,000升。並在鋼筋混凝土構建的城市中，增添一份難能可貴的自然之感。

Our R&D Facility in Nanjing is a pioneer in adopting green roofing system in China. The system uses green plants as roofing material, which insulates heat and filters rainwater, thereby reducing fuel consumption by approximately 35,000 liters per year. And it adds a feel of nature within a city of concrete and steel.



泉峰持續投資太陽能資源，已建成6.15萬平方米的“藍色屋頂”，年轉化電能達600萬KWH。

CHERVON continues to invest in solar powered technology, and has built a total area of 61500 sqm 'blue roof', generating 6 million KWH power annually.



通過地源熱泵系統進行建築室內溫度調節，每年可減少碳排放839噸。

Our building is equipped with an advanced ground-source heat-pump system used to heat and cool buildings which helps reduce CO<sub>2</sub> by 839 tons per year.



憑藉完全環境友好的設計規劃，泉峰位於伊利諾州內珀維爾的北美總部獲得了 LEEDS 能源與環境設計領導力認證

CHERVON earned the LEEDS certification for Leadership in Energy and Environmental Design with the 100% eco-friendly design for its North American headquarters in Naperville, Illinois



# 236,166 棵樹

Trees planted



## EGO 造林計畫

EGO embarks on reforestation project

EGO 歐洲攜手伊甸造林計畫，為世界再添一抹綠意。

Partnering with the Eden Reforestation Project, EGO Europe helped to add a touch of green to the world.

依託伊甸造林計畫在拉美、非洲和東南亞等地區的網路，我們為每個被售出和註冊的EGO產品，種下一顆樹。

For every EGO product purchased and registered in Europe, Eden will plant a tree in its global network, spanning regions such as Latin America, Africa and South-East Asia.

因為我們深信，作為一個負責任的品牌和公司，除了研發製造綠色產品，我們能做的更多。

Because we are convinced that, as a responsible brand and company, in addition to developing and manufacturing green products, we can do much more.



# 心系環境 Caring for the environment

## 主要指標

### Key Indicators

	2022	2021
溫室氣體排放總量 (噸二氧化碳當量) Total GHG emissions (tons CO2 equivalent)	24,583.5	23,824.0
溫室氣體 (範圍一) 排放量 (噸二氧化碳當量) GHG (Scope 1) emissions (tons CO2 equivalent)	164.2	1,036.1
溫室氣體 (範圍二) 排放量 (噸二氧化碳當量) GHG (Scope 2) emissions (tons CO2 equivalent)	24,419.4	22,921.7
污水排放總量 (噸) Total sewage discharge (ton)	272,504.0	292,960.0
單位產品污水排放量 (噸 / 千單位) Sewage discharge per unit of product (ton/thousand units)	18.9	19.7
有害廢棄物產生總量 (噸) Total amount of hazardous waste (ton)	229.5	250.0
單位產品有害廢棄物產生量 (千克 / 千單位) Amount of hazardous waste per unit product (kg/thousand units)	15.9	16.8
工業固體廢棄物產生總量 (噸) Total amount of industrial solid waste (ton)	4,265.6	4,811.0
單位產品工業固體廢棄物產生量 (千克 / 千單位) Amount of industrial solid waste per unit product (kg/thousand units)	295.8	323.3
可回收廢棄物產生總量 (噸) Total amount of recyclable waste (ton)	3,914.5	4,561.0
單位產品可回收廢棄物產生量 (千克 / 千單位) Amount of recyclable waste per unit product (kg/thousand units)	271.4	306.5
VOCs排放總量 (千克) Total VOCs emission (kg)	4,524.2	2,279.8
單位產品的VOCs排放量 (克 / 千單位) VOCs emission per unit product (g/thousand units)	313.7	153.22

說明：此頁統計範圍為集團位於中國南京的主要生產製造基地

Note: The data scope covers only the main manufacturing base located in Nanjing, China

說明：

Notes:

溫室氣體資料計算依據：GB/T32150-2015《工業企業溫室氣體排放核算和報告通則》、GB/T32151.1-2015《溫室氣體排放核算與報告要求》

Greenhouse gas data calculation base: GB/T32150-2015 "General Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises" and GB/T32151.1-2015 "Requirements for Accounting and Reporting of Greenhouse Gas Emissions"

綜合能耗資料計算依據：GB/T 2589-2020《綜合能耗計算通則》

Comprehensive energy consumption data calculation base: GB/T 2589-2020 "General Rules for Calculating Comprehensive Energy Consumption"

排放標準：《排汙許可管理辦法（試行）》、《國家危險廢物名錄》等要求辨識

Emission standards: "Emission permit management methods (for trial implementation)"、"National Hazardous Waste List"

## 致力於成為有責任感的企業公民

A Good and Responsible Corporate Citizen

泉峰致力於成為有責任感的企業公民，為創造更加美好的世界助一臂之力。2022年，集團對對外慈善捐款約為人民幣200萬元。

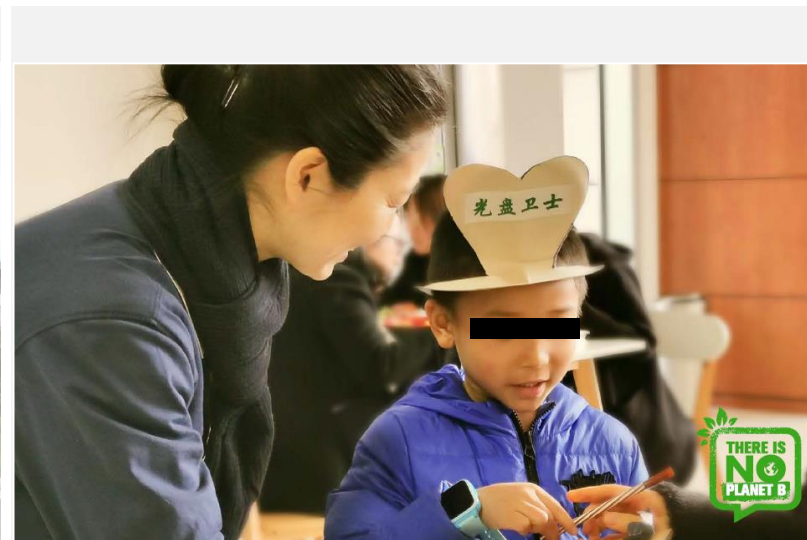
CHERVON has strived to be a responsible corporate citizen, and help to create a better world with our own practical actions. In 2022, donations to charitable organizations by the Group amounted to approximately 2 million RMB.



▲ 泉峰愛心長跑 Charity Run



▲ 志願者計畫 Volunteer Project



▲ 光碟行動 Empty Plate Campaign

# 志願者計劃

## Volunteer Project



泉峰通過參與支持社區發展的實際行動，包括對不發達地區的教育關注等。

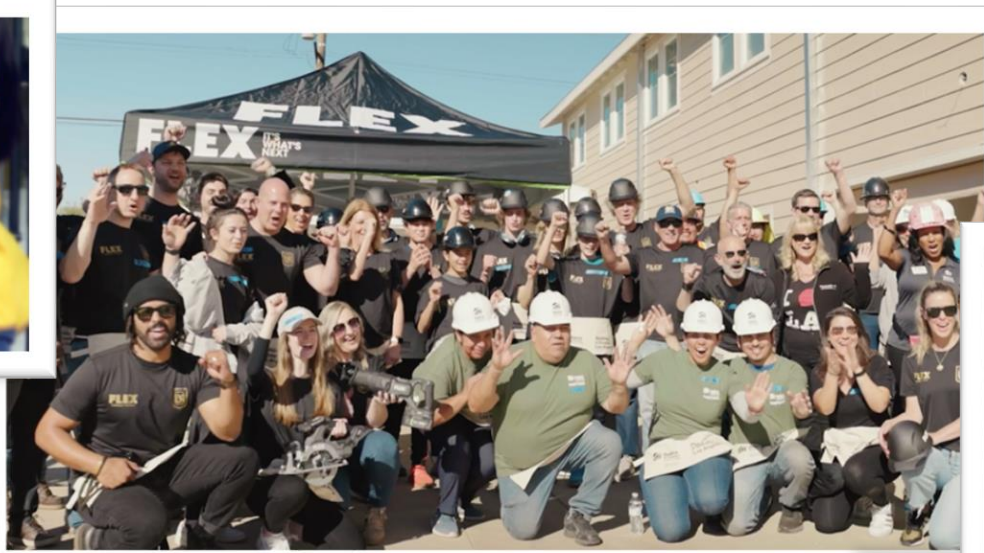
CHERVON takes actions to support communities, including education in undeveloped regions.



▲ 新芽助學 New Bud Learning Support



阜寧縣，鹽城  
Funing Country, Yancheng



▲ FLEX聯合LAFC與仁人家園合作 Habitat for Humanity project with LAFC



洛杉磯，美國  
LA, USA



▲ 關愛之家 Caring Home



齊修社區，南京  
Qixiu Community, Nanjing

## 交易所《環境、社會及管制報告指引》內容索引

HKEx ESG reporting guidelines content index

### B 部分：強制披露規定 Part B: Mandatory disclosure

強制披露項 Mandatory disclosure	報告章節 Chapters in the report	彙報原則 Reporting principles	關於本報告 About this report
管治架構 Governance structure	董事會聲明 Board Statement	彙報範圍 Reporting boundary	關於本報告 About this report

### C 部分：“不遵守就解釋”條文 Part C: “Comply or explain” provisions

層面、一般披露及關鍵績效指標  
Subject areas, aspects, general disclosures and KPIs

披露章節  
Chapters in the report

#### 主要範疇A. 環境/Subject area A. Environment

#### 層面A1. 排放物/Aspect A1. Emissions

一般披露A1 General disclosure A1	心系環境 Caring for the environment
KPI A1.1	主要指標 Key indicators

KPI A1.2	主要指標 Key indicators
KPI A1.3	主要指標 Key indicators
KPI A1.4	主要指標 Key indicators
KPI A1.5	排放物管理 Emissions management
KPI A1.6	排放物管理 Emissions management

#### 層面A2. 資源使用/Aspect A2. Resource utilization

一般披露A2 General Disclosure A2	能源和資源使用 Energy & resource management
KPI A2.1	能源和資源使用 Energy & resource management
KPI A2.2	能源和資源使用 Energy & resource management
KPI A2.3	能源和資源使用 Energy & resource management

KPI A2.4	能源和資源使用 Energy & resource management
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KPI A2.5	產品驅動 Product driven
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## 層面A3. 環境及天然資源/Aspect A3. The environment and natural resources

一般披露A3 General Disclosure A3	環境保護政策和管理 Environmental protection policy and management
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KPI A3.1	環境保護政策和管理 Environmental protection policy and management
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## 層面A4. 應對氣候變化/Aspect A4. Coping with climate change

一般披露A4 General disclosure A4	應對氣候變化 Addressing climate change
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KPI A4.1	應對氣候變化 Addressing climate change
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## 主要範疇B. 社會僱傭及勞工常規

### Subject area B. Society, recruitment of employees, and labor standards

#### 層面B1. 僱傭/Aspect B1. Recruitment of employees

一般披露B1 General disclosure B1	成就員工 Enabling the employees
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KPI B1.1	人才概覽 Talent overview
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KPI B1.2	人才概覽 Talent overview
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#### 層面B2. 健康與安全/Aspect B2. Health and safety

一般披露B2 General disclosure B2	健康安全 Health & safety
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KPI B2.1	健康安全 Health & safety
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KPI B2.2	健康安全 Health & safety
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KPI B2.3	健康安全 Health & safety
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#### 層面B3. 發展及培訓/ Development and training

一般披露B3 General disclosure B3	人才發展 Talent development
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KPI B3.1	人才發展 Talent development
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KPI B3.2	人才發展 Talent development
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#### 層面B4. 勞工準則/Aspect B4. Labor standards

一般披露B4 General disclosure B4	權益保障 Rights protection
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KPI B4.1	權益保障 Rights protection
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KPI B4.2	權益保障 Rights protection
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## 主要範疇B. 社會 營運慣例/Subject area B. Social operation practices

### 層面B5. 供應鏈管理/Aspect B5. Supply chain management

一般披露B5 General Disclosure B5	可持續業務發展 Sustainable business development
KPI B5.1	可持續供應鏈 Sustainable supply chain
KPI B5.2	可持續供應鏈 Sustainable supply chain
KPI B5.3	可持續供應鏈——管理 Supply chain management
KPI B5.4	可持續供應鏈——管理 Supply chain management

### 層面B6. 產品責任/Aspect B6. Product responsibilities

一般披露B6 General disclosure B6	可持續業務發展 Sustainable business development
KPI B6.1	產品驅動 Product driven
KPI B6.2	客戶至上 Customer Orientation
KPI B6.3	產品驅動 Product driven

KPI B6.4	產品驅動 Product driven
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KPI B6.5	資訊安全和隱私保護 Information security & Privacy protection
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### 層面B7. 反貪污/Aspect B7. Anti-corruption

KPI B7.1	道德與法規 Ethics and regulations
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KPI B7.2	道德與法規 Ethics and regulations
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KPI B7.3	道德與法規 Ethics and regulations
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### 層面B8. 社區投資/Aspect B8. Community investment

一般披露B8 General disclosure B8	回饋社會 Giving back to the society
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KPI B8.1	回饋社會 Giving back to the society
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KPI B8.2	回饋社會 Giving back to the society
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## 報告評價及建議

本報告是泉峰控股面向社會公開發佈的第2份環境、社會、管治報告。為了持續改進社會責任管理工作，不斷提高履行社會責任的能力和水準，我們非常希望傾聽您的意見和建議。懇請您協助完成回饋意見表中提出的相關問題，並選擇以下方式之一回饋給我們。

電子郵箱： chervon-ir@cn.chervongroup.com

郵寄地址： 江蘇省南京市江甯區天元西路99號

收件人： 資本市場與投資者關係管理部

郵編： 211106

1. 您對泉峰控股企業社會責任報告的總體評價是？

好 較好 一般 差

2. 您最關心報告裡的哪些議題？

企業管治 創新管理 員工健康和發展 供應鏈管理

氣候變化與排放 客戶服務 慈善公益 其他\_\_\_\_\_

3. 您認為本報告是否能反映泉峰控股對經濟、社會和環境的重大影響？

能 一般 不能 不瞭解

4. 您認為本報告所披露資訊、資料、指標的清晰、準確、完整度如何？

高 較高 一般 較低 低

5. 您認為報告的哪些方面需要改進？

版面設計 報告篇幅 議題覆蓋 發佈形式 / 媒介

其他\_\_\_\_\_

## Report evaluation and recommendations

This report is the second ESG report released by Chervon Holdings Limited to the public. In order to continuously improve the management of ESG, and continuously improve the ability and level of performing social responsibility, we would like to listen to your opinions and suggestions. Please help to complete the relevant questions in the feedback form, and choose one of the following ways to feedback to us.

Email : chervon-ir@cn.chervongroup.com

Address: 99 West Tian-yuan Road ,Nanjing, China

Recipients: Capital Market & Investor Relations Department

Postcode: 211106

1. Your overall evaluation of Chervon's ESG report is?

good  somewhat good  neutral  bad

2. What issues in the report are you most concerned about?

corporate governance  innovation management  employee's health and development

supply chain management  climate change and emission  customer service  charities

others (please specify) \_\_\_\_\_

3. Do you think this report can reflect the significant economic, social and environmental impact on Chervon?

yes  neutral  no  don't know

4. How clear, accurate and complete are the information, data and indicators disclosed in this report?

good  somewhat good  neutral  bad

5. What areas of the report do you think need improvement?

layout& design  the length of the report  topics covered  form of publication/media

others (please specify) \_\_\_\_\_



泉峰控股2022 年度社會責任報告  
2022 CHERVON ESG Report

謝謝

THANK YOU