



Allan International Holdings Limited (亞倫國際集團有限公司)

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號 : 684)



2022 / 23

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

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ABOUT THE REPORT

This Environmental, Social and Governance Report (the “Report”) describes the system set up and performance of Allan International Holdings Limited (the “Company”) and its subsidiaries (the “Group”, “we” or “us”), listed on the main board of The Stock Exchange of Hong Kong Limited (stock code: 0684), for the financial year from 1 April 2022 to 31 March 2023 (the “Year”). The Report is also available on the website of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (www.hkexnews.hk) and the Company’s website (www.allan.com.hk).

REPORTING SCOPE

The environment, social and governance (“ESG”) policy and management measures contained in the Report are applicable to the Group and all wholly-owned subsidiaries. Unless otherwise specified, the information set out in the Report covers the operation of the Group’s plant in Lilin Town, Zhongkai Hi-tech Industrial Development Zone, Huizhou City, Guangdong Province, China (the “Lilin Plant”). The Lilin Plant represents the core business of the Group — household electrical appliances business. Therefore, the content of the Report focuses on the ESG operational performance of the above-mentioned Lilin Plant and its related information.

The Report has not yet covered the Group’s operations of other places (such as the operation in Hong Kong office). Looking ahead, the Group will review the scope of our report regularly and gradually expand the scope of disclosure based on the principle of materiality to provide more comprehensive information to stakeholders.

REPORTING STANDARDS

The Report has been prepared in accordance with the mandatory and the comply or explain provisions as set out in the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEx”) (the “Listing Rules”). A complete index is appended to the last chapter hereof for easy reference in accordance with the Guide.

關於本報告

本環境、社會及管治報告(「本報告」)在闡述亞倫國際集團有限公司(「本公司」)及其附屬公司(「本集團」或「我們」)，於香港聯合交易所有限公司上市的主板股份代號：(股份代號0684)於二零二二年四月一日至二零二三年三月三十一日之財政年度內(「本年度」)所履行的環境、社會及管治方面的制度建設和績效表現。並同時刊載於香港聯合交易所有限公司(「聯交所」)網站(www.hkexnews.hk)及本公司網站(www.allan.com.hk)。

匯報範圍

本報告內所載之環境、社會及管治(「ESG」)政策及管理舉措適用於本集團及所有全資擁有之子公司。除非特別說明，本報告所列資料涵蓋本集團於中國廣東省惠州市仲愷高新技術產業開發區瀝林鎮的廠房(簡稱「瀝林廠房」)的相關營運。瀝林廠房為本集團的核心業務 — 家庭電器業務。因此，本報告的內容重點涵蓋上述瀝林廠房的ESG的營運表現及其關聯資料。

本報告目前未有覆蓋本集團其他營運點之營運(包括位於香港辦公室的營運)。展望未來，本集團將定期檢視報告範圍，並根據重要性的原則，逐步擴大披露範圍，為持份者提供更全面的資訊。

報告準則

本報告乃根據香港聯合交易所有限公司(「香港聯交所」)證券上市規則(「上市規則」)附錄二十七《環境、社會及管治報告指引》(「ESG報告指引」)載列的強制性及不遵守就解釋級別的條文要求編制。本報告最後一章附有完整索引，以便讀者按《指引》閱讀本報告。

REPORTING PRINCIPLES

The Report follows the ESG Reporting Guide and applies the following principles:

Materiality: To identify and assess the material concerns of our stakeholders, we also conducted materiality assessment surveys through a number of stakeholder engagement activities to determine the factors that have a material impact on our sustainable growth. For more information, please refer to the section "Materiality Assessment".

Quantitative: The Report uses quantitative data to present key performance indicators ("Key Performance Indicators") at the environmental and social level. The measurement standards, methods, assumptions and/or calculation tools for the Key Performance Indicators in the Report, as well as the sources of conversion coefficients used have been explained in corresponding sections.

Balance: The information and cases in the Report are mainly derived from the statistical reports, relevant documents and internal communication documents of the Group during the year 2022/23. The Group undertakes that there are no false statements or misleading representations in the Report, and is responsible for the truthfulness, accuracy and completeness of the contents contained herein.

Consistency: The Group uses consistent reporting and calculation methods, as far as practicable, to facilitate the comparability of ESG performance between years. If there are any changes that may affect the comparison with previous reports in the future, the Group will make explanatory notes to the corresponding section hereof.

FEEDBACK

The Group welcomes all stakeholders to provide feedback on our ESG approach and performance. Please share your opinions with us through the following channels:

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匯報原則

本報告依循ESG報告指引，應用以下原則：

重要性：為識別及評估對業務有關人士有影響的重大事宜，我們還透過多項與業務有關人士的溝通活動，進行重要性評估調查，以釐定對本集團可持續發展有重大影響的因素。如欲了解更多資料，請參閱「重要性評估」的章節。

量化：本報告採用量化資料的方式展現環境與社會層面的關鍵績效指標（「關鍵績效指標」），有關本報告中關鍵績效指標的計量標準、方法、假設及／或計算工具、以及使用的轉換系數來源，均已在相應章節進行了說明。

平衡性：本報告的資料和案例主要來源於本集團二零二二／二三年度的統計報告、相關文檔及內部溝通文件。本集團承諾本報告不存在任何虛假記載及誤導性陳述，並對內容真實性、準確性和完整性負責。

一致性：本報告為保持ESG表現的年度可比性，本集團在合理可行的情況下儘量採用一致的匯報及計算方法。未來若有任何可能影響與過往報告作比較的變更，本集團會於報告相應內容加入註解。

意見反饋

本集團歡迎各持份者就我們的環境、社會及管治方法及表現提供意見，請以以下的聯絡方式與我們分享您的意見。

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ABOUT ALLAN INTERNATIONAL

關於亞倫國際

Our Policy 我們的方針			
Pursuing Excellence to delight Customer 顧客滿意憑優質	Practising "Green" & "Lean" throughout the Company 節能降耗求精益	Persisting Social Responsibility for the Community 遵紀守法重安健	Perpetuating Improvement as world-class Corporation 持續改進助發展

Allan International is a Hong Kong-based company with more than five decades of experience in manufacturing high-quality household electrical appliances. We are mainly engaged in design, manufacturing and trading of household electrical appliances and providing OEM and ODM services for various household electrical appliances brands.

The Company is committed to providing customers with the best quality products and services. Our business scope includes research and development, product design, electronics and MCU development, plastic mould manufacturing, plastic injection moulding and semi-automated assembly lines. By integrating these different areas of expertise, we are able to ensure that our products meet the highest standards of quality, reliability and safety. We understand that our customers rely on us to provide them with products that meet their specific needs, and we take this responsibility seriously. With full control over our vertically integrated business, we are able to ensure that our products are of the highest quality and meet the strictest safety standards.

OVERSIGHT OF ESG ISSUES OF THE BOARD

We believe that sound ESG governance principles can enhance the value of investments and bring long-term returns to stakeholders and the Group. Accordingly, the Board of Directors of the Company is responsible for overseeing and managing ESG matters, including the establishment and review of the overall ESG vision, approach, strategy or initiative. The Board of Directors also strives to build communication channels with various departments to promote coordination and communication as a way to ensure the smooth running of ESG management. Regarding ESG-related risk management, the Board of Directors oversees the entire process of anticipating ESG risks and executing mitigation programs, focuses on the potential impacts of business operations on market trends, and seeks for improvements in ESG policies, in order to reduce the negative impacts on the business of the Group.

亞倫國際是一家以香港為基地的公司，擁有超過五十年製造優質家電的經驗。我們主要從事家庭電器的設計、製造及銷售業務，為家庭電器品牌提供貼牌生產(OEM)與設計代工製造服務(ODM)。

本公司致力於為客戶提供最優質的產品和服務。我們的業務範圍包括研究開發、產品設計、電子和微控制器開發、塑料模具製造、塑料注塑和半自動化裝配線。通過整合這些不同的專業領域，我們能夠確保產品達到最高的質量、可靠性和安全標準。我們了解客戶依賴我們為他們提供符合他們特定需求的產品，我們認真對待這一責任。通過對垂直整合業務的全面控制，我們能夠確保產品具有最高的質量並符合最嚴格的安全標準。

董事會的環境、社會及管治事宜的監管

我們相信，實踐完善的ESG管治原則有助提升投資價值，並為持份者和本集團帶來長遠的回報。因此，本公司的董事會負責監督和管理ESG事務，包括設立和檢討ESG的整體願景、方法、策略或倡議。董事會也致力於建立與各部門之間的溝通橋樑，促進協調和溝通，以確保ESG管理工作順暢進行。在ESG相關風險管理方面，董事會監督預測ESG風險和執行緩解方案的整個過程，關注業務營運在市場走勢的潛在影響，並作出方針上的調整，以減少對本集團業務帶來的負面影響。

In addition, the Group has engaged a third-party ESG consultant to help identify material ESG issues. The Board of Directors will also participate as a stakeholder in the materiality assessment, provide advice, review the results of the assessment facilitated by the ESG consultant and the material ESG issues identified, and formulate policies and measures to respond to material ESG issues based on the results of the assessment. To ensure the effective implementation of the ESG measures as formulated, the Board of Directors also regularly reviews the Group's ESG performance and progress towards its goals, and timely adjusts its ESG management policies to lead the ESG process of the entire group.

The Group also devotes itself to minimising the impact of its business operation on the environment. In respect of resources conservation and pollution reduction, the Group has obtained the ISO14001 Environmental Management System Certification and the verification statement of ISO 14064 greenhouse gas management system issued by CQC. Accordingly, the Group ensures that environmental protection is incorporated into its daily production and management. Moreover, the Group is committed to creating a safe and fair working environment where employees can unleash their development potential, protecting the interests of employees, and establishing a career platform which enables them to realise personal value. The Group also undertakes supply chain management on the basis of open and transparent procurement, and facilitates mutual support with the community while extensively participating in volunteer and charitable activities in an effort to pass on love and give back to society.

We deeply understand the profound impact of global warming on human society and the natural environment, and are committed to promoting sustainable development. The Group will stay committed to the principle of "success without pride, self-reflection for improvement" and will continuously improve all aspects of our business to forge ahead steadily in the 21st century, contribute to society, and fulfil the needs of different stakeholders. For more information on ESG governance structure and risk management, please refer to the section "Governance for Sustainability" of the Group.

另外，本集團委聘第三方ESG顧問公司，以助識別重要ESG議題。董事會亦會以持份者的身份參與重要性評估提出意見、覆核由ESG顧問協助進行的評估結果及其識別出的重要ESG議題，並就評估結果制定政策和措施回應重要的ESG議題。而為確保制定的ESG措施有效執行，董事會亦定期檢討本集團的ESG表現及其目標達成的進度，適時對ESG管理方針作出調整，以領導整個集團的ESG進程。

本集團亦致力於改善業務營運對環境的影響，並在節約資源、降低污染等環節上取得了ISO14001環境管理體系認證和CQC頒發的ISO14064溫室氣體管理體系核查陳述，以確保環境保護工作納入本集團的日常生產管理之中。此外，本集團致力於提供安全、公平、有發展空間的工作環境，並保障員工權益，構建實現個人價值的事業平臺。同時，本集團亦推進供應鏈管理，打造公開透明的採購環境，並與社區互助，廣泛開展公益志願活動，通過自身的努力傳遞愛心，回饋社會。

我們深了解全球暖化對人類社會和自然環境的深遠影響，因而致力於推動可持續發展的工作。本集團將秉持勝而不驕、自省以求進的原則，持續改善業務每一範疇的工作，在廿一世紀穩步向前邁進，為社會做出貢獻，照顧不同持份者的需要。如欲了解更多有關ESG管治架構及風險管理的相關資訊，請參閱本集團的「可持續發展管治」章節。

GOVERNANCE FOR SUSTAINABILITY

The Group fully recognises that adherence to good corporate governance practices is a key tool to guide Allan International in establishing and accomplishing its long-term strategies and goals. To ensure the sustainable development of the Group, we have established an environmental, social and corporate governance (ESG) working group (hereinafter referred to as the "Working Group"). The Working Group is composed of members from all relevant departments of the Group to ensure that different perspectives are fully taken into account in the discussions. It is responsible for monitoring the Group's ESG performance and identifying and reporting any material issues to the Board of Directors. The Board of Directors is ultimately responsible for the sustainability matters of the Group, including assessing, implementing or revising the Group's ESG strategies and approving reports. The Board of Directors is also responsible for approving the allocation of resources in the material issues identified in the materiality assessment.

To promote consistency in enterprise risk management within the Group, we have established a sound risk management and internal control system. The Board of Directors is responsible for continuously monitoring and reviewing the effectiveness of the system. The Board of Directors evaluates the potential risks as reflected in the ESG information in order to prioritize the ESG issues that have a more significant impact, and to develop effective prevention and control measures for assurance of the Group's sustainable development, which may include, but not limited to:

- Establishment of a budget for new facilities related to environmental protection (e.g., exhaust/dust filtration, and wastewater treatment facilities)
- Increase in use of renewable energy (e.g., solar energy) through the procurement of new equipment
- Approval of budgets, targets and assessment results related to sustainable development

可持續發展管治

本集團充分認識到，遵守良好的企業治理實踐是引導亞倫國際建立和實現長期戰略和目標的關鍵工具。為確保本集團的可持續發展，我們成立了一個環境、社會和公司治理(ESG)工作小組(以下簡稱「工作小組」)。工作小組由來自本集團各相關部門的成員組成，確保討論時充分考慮到不同的觀點。其責任包括監測本集團的ESG表現，識別和報告任何重大問題給董事會。董事會最終負責本集團的可持續性事務，包括評估、實施或修訂集團的ESG戰略，以及批准報告。此外，董事會負責批准在重要性評估中確定的重要問題中資源的分配。

為促進本集團內的企業風險管理的一致性，我們建立了一個健全的風險管理和內部控制系統。董事會負責持續監測和審查系統的有效性。董事會評估ESG資訊所顯示的潛在風險，優先管理有重大影響的ESG議題，制定有效的防控措施，確保集團的可持續發展，範圍可包括但不限於：

- 建立與環保相關的新設施預算(如：排氣/灰塵過濾、廢水處理設施)
- 透過採購新設備來增加對可再生能源(如：太陽能)的應用
- 審批可持續發展相關的預算、目標及評估結果

The Board of Directors will conduct annual evaluation, subject to the current business challenges, over those ESG measures to be improved. Based on the evaluation of the Board of Directors for the Year, it was confirmed that the Group has met compliance requirements at the relevant ESG level, effectively mitigated the ESG risks in the relevant operations and successfully implemented the targets for emissions reduction and use of resources. In addition, the Board of Directors believes that major factors affecting the Group's ESG performance in the coming year will be the response to the complex and changeable ESG requirements of various countries, the decline in labour market participation, and supply chain strain. Consequently, the Group aims to sharpen the competitive edges of its products and services, particularly aligning ourselves with the market trend for pursuing environmental practices, so that the performance of energy efficiency and emissions reduction can be further improved. We will enhance the adoption of new technologies to reduce the demand for labour, increase productivity and lower costs. Moreover, we will cement the partnership with suppliers of core materials to address challenges posed by the raw material shortage, and strive to establish reliable and stable supply of materials. As anticipated by the Group, with the environmental and other compliance risks posed by the global response to climate change taken into account, the Board of Directors will formulate relevant policies or targets, the progress and performance of which will be regularly reviewed to align with the Group's sustainable development direction.

Moreover, we have also compiled a Risks and Opportunities Assessment Table to synthesize and collate identified ESG risks and their countermeasures so that the Group can effectively communicate the information to relevant responsible employees.

董事會每年都會根據當年的業務挑戰，考量需要改善的ESG措施。在本年度的董事會評估中，確認集團在相關的ESG層面達到合規要求，及在相關營運已有效地降低ESG風險，並完滿執行關於減排及資源使用的目標。此外，董事會認為來年影響集團ESG表現的主要因素是應對各國複雜多變的ESG要求、勞動力市場參與度下降及供應鏈緊張狀況，故此須提升產品及服務的競爭力，特別是迎合市場對環保特性越趨重視的要求，進一步提升產品節能減排的功効；加強採用新技術，以減少對勞動力的需求，提高生產效率並降低成本；並且加強與核心物料供應商的合作，以應對原材料短缺的挑戰，致力建立可靠及穩定的物料供應鏈。在集團展望中，考慮全球應對氣候變化所帶來的環保及其他合規風險，董事會將制定相關政策或目標，定期檢討進度及績効，以配合集團的可持續發展方向。

另外，本集團為有效傳達信息給負責的員工，我們亦編制了《風險和機遇評估分析表》綜合及整理好已識別的ESG風險及其應對措施。

Risks and Opportunities Assessment Table 2022

《風險和機遇評估分析表2022》

Type of Risk 風險類型	ESG Risks Identified 已識別的ESG風險	Response to Risks 風險應對措施
Occupational safety 職業安全	Equipment/facilities have structural/operational safety hazards 設備／設施存在結構／操作安全隱患	Regularly maintain equipment and facilities, and identify and monitor hazard sources to reduce the failure rate and the possibility of accidents. Secondly, we train operators in risk prevention and control to improve their risk awareness and response capabilities. Technicians are scheduled to conduct on-site inspections every month to ensure that equipment and operations meet safety standards. Meanwhile, we gradually enhance our efforts in the manufacturing and investment of automation equipment to reduce the impact of human operation on risks. Finally, for equipment that cannot be improved and has a long service life, we apply for decommissioning or scrapping, and proceed TPM projects so as to further reduce the possibility of risks. 定期對設備設施進行保養，對危險源進行識別與監控，以降低故障率和事故發生的可能性。其次，我們對操作人員進行風險預防與控制實施培訓，提高其對風險的認識和應對能力。每月安排技術人員進行現場巡查，確保設備和操作符合安全標準。同時，逐步加大自動化設備的製造和投入，降低人為操作對風險的影響。最後，對不能改善和年限很長的設備，我們申請停用或報廢處理，以及開展TPM項目，進一步減少風險發生的可能性。

Risks and Opportunities Assessment Table 2022

《風險和機遇評估分析表2022》

Type of Risk 風險類型	ESG Risks Identified 已識別的ESG風險	Response to Risks 風險應對措施
	Fire hazards and potential fire 火災隱患、潛在火災	<p>We have implemented a number of fire prevention measures to deal with risks, including regular inspections and fire management guidelines, and timely rectify hidden hazards as identified, so as to strengthen employees' awareness on fire prevention and ability to fight fires. We also use standardized electric plugs and sockets, carry out listing management of key parts, and implement the responsibility system of regional leaders to ensure that safety measures are put in place. In addition, we emphasize operating in accordance with safety regulations, using qualified electrical components, and conducting daily safety inspections to continue to eliminate hidden hazards, so as to ensure the safety and stability of production and operation.</p> <p>我們實施了多項防火措施以應對風險，包括定期進行巡查排查、消防管理工作指引，並對發現的隱患及時進行整改，加強員工防火意識和對初起火災的撲救能力。其次，規範排插，對重點部位進行掛牌管理，落實區域負責人責任制，以確保安全措施得到落實。此外，我們強調按照安全規程進行操作，使用合格電器原件，並日常進行安全檢查，繼續排除隱患源，從而保障生產運營的安全和穩定。</p>
Supply chain 供應鏈	Business planning 經營規劃 Cost control 成本控制	<p>Hold regular management review meetings to follow up on risk handling and establish relevant procedural documents to ensure that risks are effectively addressed. Secondly, we develop procedural documents, make month-on-month comparisons to analyse the variances and confirm whether there are errors, and regularly discuss whether the measures are effective so as to continuously improve risk management measures and enhance risk response capabilities.</p> <p>定期召開管理評審會議，跟進風險處理情況，並建立相關程序文件，以確保風險得到有效處理。其次，我們制定程序文件，每月對比上月，分析差異，確認是否存在錯誤，並定期討論措施是否有效，以不斷改進風險管理措施，提高風險應對能力。</p>
Information safety 資訊安全	Security prevention such as default anti-virus software and network security firewall 原殺毒軟件及網絡安全防火牆的安全防範 Safety backup of important data 重要數據的安全備份	<p>Regularly update anti-virus software and enhance network security firewall to protect system security from viruses and hacker attacks. Secondly, we add backup devices and formulate backup rules to ensure the security and integrity of system data. These measures are aimed at improving system safety and reliability, and reducing losses and risks.</p> <p>定期更換殺毒軟件，增加網絡安全防火牆，以保護系統安全，防範病毒和黑客攻擊。其次，我們增加備份設備，制定備份規則，以確保系統數據的安全和完整性。這些措施旨在提高系統安全性和可靠性，減少損失和風險。</p>

STAKEHOLDER ENGAGEMENT

The Group strives to collect the opinions of stakeholders, including shareholders and investors, customers, employees, suppliers, regulators and the community through different means of communication. We safeguard their interests to determine the long-term direction of the Group and maintain a close relationship with them. The Group's operating information and overall performance are summarized in the Company's interim and annual reports on a semi-annual basis and reported to stakeholders through the Company's website <http://www.allan.com.hk/>.

The table below outlines our ongoing communication activities and channels with key stakeholders to understand their concerns:

持份者參與

本集團努力通過不同的溝通方式收集持份者意見，包括股東及投資者、客戶、員工、供應商、監管機構和社區。我們保障彼等權益，以確定本集團的長期發展方向及與其保持密切的關係。集團營運資料及整體業績表現會每半年總結於公司的中期報告及年報，並透過公司網站<http://www.allan.com.hk/>向各持份者作出匯報。

下表概述了我們與主要持份者的持續溝通活動及渠道，了解到他們的關注事項：

Major stakeholders 主要持份者	Communication modes 溝通方式
Shareholders and investors 股東及投資者	Report the performance of the Group to shareholders and investors via general meetings, result reports and annual reports 透過股東大會、業績報告及年報向股東及投資者匯報本集團的表現
Customers 客戶	Conduct customer satisfaction surveys 進行客戶滿意度調查 Handle customers' opinions and complaints in accordance with established procedures for customer communication 按照客戶溝通既定程序，處理客戶的意見和投訴
Employees 員工	Conduct surveys to collect employees' opinions through internal communication procedures 透過內部溝通程序進行員工意見調查 Provide training and activities to employees 為員工提供培訓及員工活動
Suppliers 供應商	Conduct audits on suppliers and carry out risk ratings 進行供應商審核及風險評級 Review suppliers' performance on a regular basis 定期對供應商的表現進行檢討
Community 社區	Organise volunteer visits, community investment projects and donations on a regular basis 定期舉辦義工探訪活動、開展社區投資項目及捐獻 Offer scholarships 設立獎學金
Regulators 監管機構	Contact and communicate with government departments 與政府部門聯繫及溝通 Participate in the public consultation initiated by the government 參與政府舉辦的公眾諮詢

MATERIALITY ASSESSMENT

During the Year, we conducted materiality assessment through questionnaires to collect, identify and confirm the concerns of internal and external stakeholders on various ESG issues. During the materiality assessment, we have taken the following steps to identify the relevant issues, including environmental protection, employment and labour practices, operational practices and community investment, and their materiality in accordance with the Environmental, Social and Governance Reporting Guide issued by the HKEx.

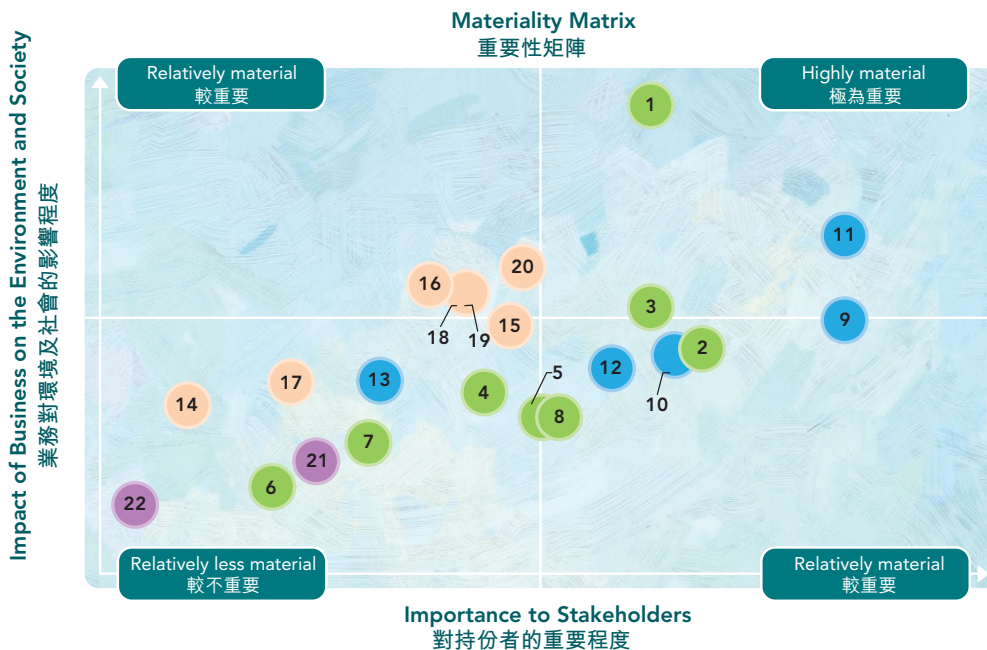
重要性評估

我們在本年度進行了重要性評估，通過問卷調查的方式收集、識別和確定了內外部持份者對不同ESG議題的關注。遵照香港交易所的《環境、社會及管治報告指引》，我們採取了以下步驟進行重要性評估，以識別相關的環境保護、僱傭和勞工常規、營運慣例、社區投資等議題及其重要性。



Based on the survey results of the questionnaire, we conducted a materiality analysis to identify material ESG issues. The following graph shows the materiality matrix of the Group.

我們根據問卷調查結果進行了重要性分析，識別重要的ESG議題。下圖為本集團的重要性矩陣。



The Group has taken corresponding measures for the material issues identified in the assessment, the elaboration of which is set out in the subsequent sections. The Group will be as committed as ever to continuously establishing diversified, transparent, honest and accurate communication channels to provide an important basis for the Group's ESG strategies.

就評估所識別出的重要議題，本集團已採取相應措施，並在後續章節中作出詳細闡述。一如既往，本集團將繼續致力建立多元化、透明、誠信及準確的溝通渠道，為本集團的ESG策略提供重要依據。

ESG category ESG類別	No. 編號	ESG issue ESG議題	ESG category ESG類別	No. 編號	ESG issue ESG議題
Green production 綠色生產	1	Management of air pollutants/greenhouse gas emissions 空氣污染物/溫室氣體排放管理	Responsible operation 盡責營運	14	Environmental and social risks of the supply chain 供應鏈的環境及社會風險
	2	Management of wastewater discharge 廢水排放管理		15	Quality control of production materials 生產材料的質量控制
	3	Waste management 廢棄物管理		16	Optimisation of responsibility management of product quality and sales service to protect customers' health and safety 完善產品質量及銷售服務責任管理，保障客戶的健康與安全
	4	Energy conservation 節約能源		17	Implementation of product recall mechanism for delivered household electrical appliances due to quality issue 執行因產品質量而回收已配送家庭電器產品的制度
	5	Water conservation 節約用水		18	Establishment of a customer complaint handling and response mechanism 建立客戶投訴處理及應對機制
	6	Utilisation efficiency of other resources 其他資源的使用效益		19	Protection of customers' and business partners' interests 保障客戶及業務合作夥伴的利益
	7	Impact of management operation on the environment and natural resources 管理營運對環境及天然資源造成的影響		20	Prevention of bribery, extortion, fraud and money laundering 防止賄賂、勒索、欺詐及洗黑錢
	8	Enhancement of ability at coping with climate change 強化氣候變化應變能力		21	Ensuring of incorporation of the needs and interests of the community into business activities 確保業務活動考慮社區的需要和利益
Employee care 員工關懷	9	Employment system 僱傭制度	Community investment 社區投資	22	Investment of resources such as money, materials or time to promote community development 投入金錢、物資或時間等資源，推動社區發展
	10	Elimination of discrimination in the workplace 消除工作場所的歧視			
	11	Occupational safety and health 職業安全及健康			
	12	Training and development 培訓與發展			
	13	Labour standards 勞工準則			

A. GREEN PRODUCTION

1. DIRECTIONAL TARGETS ON ENVIRONMENTAL PROTECTION

To fulfil its corporate social responsibility, the Group actively integrates environmental protection concepts into its daily operations to ensure environmentally responsible operations by preventing pollution and reducing resource consumption. The Group has set three-year environmental targets, and all of the targets from 2019 to 2022 have been achieved, including:

- to reduce water consumption per unit of output value in 2019-2022 by 10% compared to 2018
- to reduce electricity costs per unit of output value in 2019-2022 by 5% compared to 2018
- 100% compliance rate of wastewater, exhaust gas and noise monitoring
- 100% legal treatment of hazardous waste
- Zero occurrence of chemical leakage incident

The Group has also set the following environmental targets, including electricity conservation, water conservation and emission reduction, and related management measures for the next three years. Periodic reviews and annual review will be conducted on a regular basis to ensure the successful achievement of the environmental targets. For information on the implementation of each environmental indicator, please refer to the relevant section.

A. 綠色生產

1. 環境保護的目標方向

為履行企業應有的社會責任，本集團積極將環保理念融入到企業日常運作，確保營運過程對環境負責，防範污染及減少資源的耗用。本集團制定以3年為單位的環境目標，而二零一九到二二年的目標全部均已完成。當中包括：

- 2019-2022年的單位產值的用水量比2018年降低10%
- 2019-2022年單位產值的用電費用比2018年降低5%
- 廢水、廢氣、噪聲監測達標率100%
- 危險廢棄物100%合法處理
- 化學品泄漏事故發生控制在0次

本集團亦為下個3年設定了以下的省電、省水及減排等環境目標及相關管理措施，並會定期進行措施成效及年度總結檢討，以確保各項環境目標順利實現。如欲了解各環境指標的實施措施，請參閱相關章節。

Environmental targets 環境目標	Environmental indicators 環境指標	Achievement of the objective 完成狀況
Conserve water 節省用水	to reduce water consumption per unit of output value in 2023-2025 by 10% compared to 2022 2023-2025年的單位產值的用水量比2022年降低10% ** Decrease by 3.5% year by year, and finally reach the target value ** 逐年下降3.5%，最終達成目標值	In progress 進行中
Conserve energy and reduce consumption 節能降耗	to reduce electricity costs per unit of output value in 2023-2025 by 5% to 2022 2023-2025年單位產值的用電費用比2022年降低5% ** Decrease by 1.7% year by year, and finally reach the target value ** 逐年下降1.7%，最終達成目標值	In progress 進行中
Reduce greenhouse gas emissions 減少溫室氣體排放	In FY2024, the Company's CO ₂ emissions of gross production value will be reduced by more than 5% compared to FY2021. 2024財年公司生產總值二氧化碳排放將比2021財年下降5%以上。	In progress 進行中
Improve compliance rate of environmental monitoring 提高環境監測達標率	100% compliance rate of wastewater, exhaust gas and noise monitoring 廢水、廢氣、噪聲監測達標率100%	Achieved in the Year 本年度達標
Increase the rate of hazardous waste treatment 提高危廢處理率	100% legal treatment of hazardous waste 危險廢棄物100%合法處理	Achieved in the Year 本年度達標
Control the occurrence of chemical leakage 控制化學品泄漏發生	Zero occurrence of chemical leakage incident 化學品泄漏事故發生控制在0次	Achieved in the Year 本年度達標

The Group complied with all applicable environmental laws and regulations, including but not limited to the Environmental Protection Law of People's Republic of China (《中華人民共和國環境保護法》), the Cleaner Production Promotion Law of the People's Republic of China (《中華人民共和國清潔生產促進法》), the Solid Waste Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國固體廢物污染環境防治法》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》) and the Air Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》). There was no violation during the reporting period.

本集團遵守所有適用的環保法例和法規，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國清潔生產促進法》、《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》及《中華人民共和國大氣污染防治法》，報告期內並未有違規的情況。

2. EMISSION MANAGEMENT

Air pollutants management

The air emissions at the Lilin Plant mainly originated from electric generators and vehicles. To regulate and reduce the sources of air pollution, the Group has formulated the Wastewater, Exhaust Gas and Noise Management Procedures (《廢水、廢氣、噪音管理程序》) and the Operating Guidelines for Industrial Exhaust Gas Emissions (《工業廢氣排放操作指引》). The procedures and guidelines require air pollution prevention and control facilities established by all relevant departments to be inspected and approved by the local environmental protection department. In addition, the Group requires factories to purify or dust the exhaust gases and implement dust removal measures to strictly control the emission of toxic gases and dusts. In order to ensure compliance with relevant laws and regulations, the Group regularly inspects exhaust emissions. Such proactive practices help to identify and resolve any potential problems promptly, ensuring that the Lilin Plant is operated in an environmentally responsible manner. The Group also actively promotes the application of green energy and clean production technologies to further reduce its impact on the environment. Lilin Plant will continue to be committed to reducing pollution emissions, protecting the environment, and promoting sustainable development.

Due to the impact of the power-cut policy issued in September 2021, the plant had to generate electricity with diesel to maintain operation, resulting in a drastic increase in diesel consumption. The consumption of fuel oil returned to normal during the reporting period. As a result, emissions of pollutants from exhaust gases in 2022/23 have also dropped significantly.

The Group's emissions data for gaseous fuels and vehicles during the reporting period are as follows:

2. 排放物管理

大氣污染物管理

瀝林廠房主要的空氣排放源來自發電機和車輛排放。為了規範和減少空氣污染源，本集團制定了《廢水、廢氣、噪音管理程序》和《工業廢氣排放操作指引》。有關程序及指引要求所有相關部門所建立的空氣污染防治設施必須經過當地環境保護部門的檢查和批准。此外，本集團要求工廠對廢氣進行淨化或除塵，並實施除塵措施，以嚴格控制有毒排放氣體和粉塵的排放。為確保符合相關法律法規，本集團定期對廢氣排放進行檢查。此等積極主動的做法有助於及早發現和解決任何潛在問題，確保瀝林廠房以環境負責的方式經營。此外，本集團也積極推動綠色能源和清潔生產技術的應用，以進一步降低對環境的影響。瀝林廠房將繼續致力於減少污染排放，保護環境，促進可持續發展。

由於2021年9月的限電政策的影響，工廠需使用柴油發電以維持運作，從而令柴油耗量急劇上升。而本報告期內的燃油使用量則回復正常。故此2022/23的廢氣污染物排放量亦隨之而大幅下降。

本報告期內的本集團的氣體燃料及車輛廢氣排放數據如下：

Pollutant 污染物	Unit 單位	Exhaust gas pollutant emissions 廢氣污染物排放量	
		2022/23	2021/22
Nitrogen oxides (NOx) 氮氧化物(NOx)	kg 千克	1,626.61	17,652.23
Sulfur oxides (SOx) 硫氧化物(SOx)	kg 千克	91.16	1,147.94
Respirable suspended particulates (RSP) 可吸入懸浮粒子(RSP)	kg 千克	29.29	127.69

Note: The calculation was based on the Technical Guide for Preparation of Air Pollutant Emission Inventory for Road Vehicles (《道路機動車大氣污染物排放清單編制技術指南》) and the Technical Guide for Preparation of Primary Source Emission Inventory for Respirable Particulate Matter (《大氣可吸入顆粒物一次源排放清單編制技術指南》) issued by the Ministry of Ecology and Environment of the People's Republic of China and the Emission Factors for Uncontrolled Gasoline And Diesel Industrial Engines issued by the United States Environmental Protection Agency.

Greenhouse gas management

As the understanding of climate change deepens, countries around the world have formed a consensus to control greenhouse gas emissions. China has also set a goal of striving to peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060. Guangdong Province also clearly stated in its 14th Five-Year Plan that it should promote green and low-carbon development, and formulate and implement an action plan for peaking carbon emissions to promote the rate of carbon emissions to peak first. Currently, the "low-carbon economy" featuring low energy consumption and low pollution has become a global hot spot.

Allan Group actively responds to the requirements of the low-carbon economic development of China and Guangdong, and has formulated and implemented the Greenhouse Gas Control Procedures (《溫室氣體控制程序》) to standardize greenhouse gas management, and carries out greenhouse gas inventory and greenhouse gas emission accounting through the requirements of ISO14064-1 greenhouse gas inventory standards to ensure the accuracy of environmental Key Performance Indicators. Allan Group is committed to reducing greenhouse gas emissions and contributing to a sustainable future. We will continue to monitor and evaluate our environmental performance to secure our carbon reduction targets and contribute to creating a green future.

During the reporting period, the Group enhanced its greenhouse gas disclosure and expanded the scope of accounting to Scope 3, with the aim of enhancing the transparency of the Company, enabling the public to better understand our environmental performance, and building trust in the Company. Secondly, by monitoring and controlling greenhouse gas emissions more comprehensively, we can lower risks and costs, such as reducing fines for regulatory violations, saving energy, and cutting down logistics costs. Through promoting environmental protection actions, we encourage the participation of employees and suppliers in actions to reduce greenhouse gas emissions, and further achieve sustainable development and long-term value creation. As such, we will continue to promote green development and make positive contributions to the environment and society.

附註：計算乃基於中華人民共和國生態環境部發佈的《道路機動車大氣污染物排放清單編制技術指南》、《大氣可吸入顆粒物一次源排放清單編制技術指南》及美國國家環境保護局發佈的《EMISSION FACTORS FOR UNCONTROLLED GASOLINE AND DIESEL INDUSTRIAL ENGINES》

溫室氣體管理

隨著對氣候變化問題認識的逐漸加深，全球各國已形成了控制溫室氣體排放的共識。中國亦制定了2030年前將二氧化碳排放達到峰值，並努力爭取2060年前實現碳中和的目標。廣東省也在其「十四五」規劃中明確提出，要推動綠色低碳發展，制定實施碳排放達峰行動方案，推動碳排放率先達峰。現在以低能耗、低污染為基礎的「低碳經濟」已然成為全球熱點。

亞倫集團積極響應國家和廣東的低碳經濟發展要求，制定和實施了《溫室氣體控制程序》以規範溫室氣體管理，並通過ISO14064-1溫室氣體清單標準的要求，開展溫室氣體盤查工作及進行溫室氣體排放核算，以確保環境關鍵績效指標的準確性。亞倫集團致力於減少溫室氣體排放，為可持續未來做出貢獻。我們將繼續監測和評估其環境績效，以確保實現減碳目標，為創造綠色未來做出貢獻。

本報告期內本集團加強溫室氣體的披露及將核算範圍擴闊到範圍三，期望以此提高公司的透明度，讓公眾更了解我們的環境表現，進而建立公司的信任度。其次，透過更全面地監測和控制溫室氣體排放，可以降低風險和成本，如減少法規違規罰款、節約能源和減少物流成本等。同時，透過推動環保行動，促進員工和供應商參與減少溫室氣體排放的行動，進一步實現可持續發展和長期價值創造。因此，我們將繼續致力於推動綠色發展，為環境和社會做出積極的貢獻。

The following sets out the Group's greenhouse gas emissions during the reporting period:

本報告期內的本集團的溫室氣體排放量如下：

Category of greenhouse gas emission 溫室氣體排放類別	Unit 單位	Greenhouse gas emissions 溫室氣體排放量	
		2022/23	2021/22
Total greenhouse gas emissions 總溫室氣體排放量	tonnes of CO ₂ -e 公噸二氧化碳當量	11,045.95	14,608.52
Direct emissions (Scope 1) 直接排放 (範圍一)	tonnes of CO ₂ -e 公噸二氧化碳當量	627.77	1,301.86
Energy indirect emissions (Scope 2) 能源間接排放 (範圍二)	tonnes of CO ₂ -e 公噸二氧化碳當量	9,954.15	13,306.66
Other indirect emissions (Scope 3) 其他間接排放 (範圍三)	tonnes of CO ₂ -e 公噸二氧化碳當量	464.03	Undisclosed 未披露

Notes:

- * The calculation was based on the Reporting Guidance on Environmental KPIs issued by the Stock Exchange, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the Fifth Assessment Report of IPCC, Specification with guidance at the ISO14064-1 organisation level for quantification and reporting of greenhouse gas emissions and removals, the 2009 China Energy Statistical Yearbook (《2009中國能源統計年鑒》), the 2019 Emission Reduction Project China Regional Grid Baseline Emission Factor (《2019年度減排項目中國區域電網基準線排放因子》), the Fourth Climate Change Assessment Report of IPCC (2007), and the China Products Carbon Footprint Factors Database (2022) (《中國產品全生命周期溫室氣體排放係數集(2022)》);

Scope 1 includes direct emissions such as oil for power generation, gas for kitchens, oil for vehicles, gas for workshops, refrigerants for refrigeration equipment, septic tanks, sewage treatment tanks, etc.

Scope 2 includes indirect energy emissions such as purchased electricity, heat, steam, etc.

Scope 3 includes indirect emissions, such as indirect GHG emissions from the Company's upstream/downstream product transportation, employee travel and employee commuting, indirect GHG emissions from the use of the Company's products and other indirect GHG emissions, and indirect GHG emissions from the use of products/services used in the production/management of plantation plants.

附註：

- * 計算乃基於聯交所發佈的環境關鍵績效指標報告指引、二零零六年IPCC國家溫室氣體清單指南、IPCC第五次評估報告、ISO14064-1組織層次上對溫室氣體排放和清除的量化和報告的規範及指南、《2009中國能源統計年鑒》、《2019年度減排項目中國區域電網基準線排放因子》、IPCC第四次氣候變化評估報告(2007)、《中國產品全生命周期溫室氣體排放係數集(2022)》;

範圍1包括直接排放，例如發電用油、廚房用煤氣、車輛用油、車間用煤氣、制冷設備使用的制冷劑、化糞池、污水處理池等。

範圍2包括能源間接排放，例如外購電力、熱、蒸汽等。

範圍3包括間接排放，例如公司在上/下游產品運輸、員工差旅及員工通勤產生的間接GHG排放、公司生產的產品在使用時所引起的間接GHG排放及其他間接GHG排放，以及利用植林廠房在生產/管理過程中所使用的產品/服務所引起的間接GHG排放。

Waste management

The Group mainly generates non-hazardous waste, including domestic waste and waste paper. We have always regarded environmental protection as the core of our corporate social responsibility, actively promoted green environmental protection, and implemented the concept of environmental protection into practice. To ensure the proper segregation, collection, storage, transportation and disposal of solid waste, we have implemented the Solid Waste Management Procedures (《固體廢物管理程序》) and the Guidelines for the Classification and Disposal of Solid Wastes (《固體廢物分類棄置作業指導》).

Meanwhile, we also pay great attention to the treatment of hazardous waste, including discarded fluorescent tubes, used dry batteries, used packaging barrels, used mineral oil and surface treatment wastes. We have identified the hazardous wastes in the plant based on the requirements of the Directory of National Hazardous Waste of the State (《國家危險名錄》). The hazardous wastes are transported to the government-approved hazardous waste recycling entities for further processing as well as the recyclable wastes to the government-approved waste recycling entities for recycling, in accordance with the regulations such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢棄物環境污染防治法》) and the Administrative Measures for Hazardous Waste Transfer Manifests (《危險廢物轉移聯單管理辦法》).

During the reporting period, the hazardous and non-hazardous wastes generated by the Group are set out below:

廢棄物管理

本集團主要產生的廢棄物是無害廢棄物，包括生活垃圾和廢紙等。我們一直將環境保護作為企業社會責任的核心，積極推行綠色環保，並將環保理念貫徹到實踐當中。為確保固體廢棄物的正確分類、收集、儲存、運輸和處置，我們實施了《固體廢物管理程序》和《固體廢物分類棄置作業指導》。

同時，我們也十分關注有害廢棄物的處理，包括廢燈管、廢乾電池、廢包裝桶、廢礦物油以及表面處理廢棄物等。我們參照《國家危險名錄》的規定，對工廠的有害廢棄物進行鑒別。按照《中華人民共和國固體廢棄物環境污染防治法》、《危險廢物轉移聯單管理辦法》等法規，將危險廢物交給政府許可的危險廢物回收部門進一步處理；而可回收廢物則交給政府許可的廢物回收部門進行回收再利用。

本報告期內的本集團的的有害及無害廢棄物產生量如下：

Category of waste 廢棄物類別	Unit 單位	Waste generated 廢棄物生產量	
		2022/23	2021/22
Hazardous waste 有害廢棄物	tonnes 公噸	5.17	5.35
Non-hazardous waste 無害廢棄物	tonnes 公噸	193.41	299.30

Wastewater management

The Group's wastewater is mainly divided into production wastewater from mould cleaning machines, machine tools, wire cutting, and punching equipment in the mould manufacturing workshop, as well as domestic wastewater from dormitories and kitchens.

To ensure our production wastewater discharge is in compliance with the Limit on Discharge of Water Pollutants of Guangdong (DB44/26-2001) (《水污染物排放限值(DB44/26-2001)》), we have implemented the Wastewater, Exhaust Gas, and Noise Management Procedures (《廢水、廢氣、噪音管理程序》) and the Sewage Treatment Operation Regulations (《污水處理操作規程》) to manage its wastewater generated from operation. We require that the production wastewater is treated through sewage treatment facilities and discharged after reaching the standard.

Domestic wastewater are treated in accordance with the operation guidelines of each department, and inspectors will be arranged to conduct sewage testing to ensure that the discharge meets the standard requirements. In order to achieve better environmental protection results, we carry out preliminary treatment of wastewater before directly discharging into the municipal sewage pipe. The sewage would be further disposed by the government's sewage treatment facility. In the future, we will strive to improve our sewage treatment technology and minimize the impact of wastewater discharge on the environment.

3. USE OF RESOURCES

Deeply aware of the preciousness of resources, the Group has developed a series of measures to conserve energy and water to maximize the use of resources and reduce waste. In the future, we will stay informed with the latest news of environmental protection, and continuously optimize the existing production equipment and technologies to reduce environmental pollution.

Electricity consumption management

In order to realize the effective use of resources, the Group has formulated the Energy Resource Management Procedures (《能源資源管理程序》) and the Energy Resource Management Operational Guidelines (《能源資源管理作業指導》) as well as a number of resource management measures. For example, we gradually replace LED lamps, repair or replace air compressors, repair inverters, and new energy-saving projects. In addition, we have designated a departmental energy efficiency officer who is responsible for submitting quarterly electricity consumption reports to review electricity consumption and propose improvement measures.

廢水管理

本集團的廢水主要分為來自模具製造車間的模具清洗機、磨床、綫割、打孔機設備的生產廢水，以及由宿舍和廚房產生的生活廢水。

為確保生產廢水排放符合廣東省地方標準《水污染物排放限值(DB44/26-2001)》，我們實施了《廢水、廢氣、噪音管理程序》及《污水處理操作規程》管理其營運過程產生的廢水。我們要求生產廢水應通過污水處理設施進行處理，達到排放標準後才能進行排放。

對於生活廢水，會按照各部門的操作指引進行處理，並安排檢驗人進行污水檢測，確保排放達到標準要求。而為達到更優秀的環保效果，我們對廢水進行了初步處理後，會直接排入市政污水管道。這些污水將會被送往政府的污水處理設施進一步處理。未來，我們不斷努力提升污水處理技術，並致力於降低廢水排放對環境的影響。

3. 資源使用

本集團深刻認識到資源的珍貴性，因此制定了一系列節能節水措施，以最大化地利用資源，減少浪費。在未來，我們也持續關注環保的最新消息，並不斷優化現有的生產設備和技術，以減少對環境的污染。

用電管理

為了實現資源的有效利用，本集團已制定了《能源資源管理程序》及《能源資源管理作業指導》等多項資源管理措施。例如：逐步更換LED燈具、維修或更換空氣壓縮機、維修變頻器、新增節能項目等。此外，我們還指定了部門節能專員，負責每季度提交用電報告，以檢討用電情況，並提出改進措施。

New energy-saving projects during the reporting period:

本報告期新增的節能項目：

1. To save energy and reduce consumption during the glue dispensing process in the motor workshop
馬達車間滴膠工藝節能降耗

Optimize the operation of paint dripping process for the existing production equipment “glue dispenser” to save energy. In order to further reduce energy consumption, the motor workshop has adjusted the production method from the original daily paint dripping to every other day. Besides, only one emission exhaust fan is used instead of 2, thereby reducing the energy consumption of the glue dispenser and the exhaust fan.

在現有生產設備「滴膠機」優化操作滴漆工序及節能。為了進一步降低能源消耗，馬達車間對生產方式作出了調整，由原來每天滴漆改為隔天滴漆。同時，廢氣排放抽風機也由原來開2台改為開1台，從而降低了滴膠機及抽風機的能源消耗。

2. To reduce the electricity consumption of unit comprehensive utilization rate in the injection moulding workshop
注塑車間降低單位綜合利用率用電量

In order to reduce the electricity consumption of unit comprehensive utilization rate, the injection moulding workshop has adopted a variety of energy-saving measures. One of the important measures is to make use of the electricity consumption date captured by the energy consumption cloud system during production time. Production is arranged at valley off-peak hours, avoiding the peak hours, thereby effectively reducing high-energy consumption production, and reducing the electricity consumption of comprehensive utilization rate. In addition, the injection moulding shop has succeeded in reducing the operating time of the air curtain as a way to cut down energy consumption.

為了降低單位綜合利用率用電量，注塑車間採取了多種節能措施。其中一項重要措施是根據能耗雲系統的生產時間用電量，規避尖峰，安排平谷時段生產，有效降低高能耗生產，降低綜合利用率用電量。除此之外，注塑車間還成功降低了風幕機的運行時間，減少了能源消耗。

3. To reduce the power consumption of servers
降低服務器的能耗

Due to the low configuration and high-power consumption, old servers not only reduce the efficiency of the enterprise, but also increase its energy consumption. Through technological upgrades, the Group optimizes the setup to use existing servers to achieve corporate operational goals. We use host virtualization technology to reduce the number of physical servers as a way to lower the power consumption of network rooms.

由於舊服務器配置低、耗電大，這樣的服務器不僅降低企業的工作效率，還會增加企業的能源消耗。本集團通過技術升級，優化組合，利用現有的服務器達成企業營運目標。我們利用主機虛擬化技術減少物理服務器的實現使用數量，以達到減少網絡機房的用電量。

Due to the above energy-saving measures, the Group has successfully reduced the electricity consumption of comprehensive utilization rate, and also reduced its electricity cost. This not only brings economic benefits to the enterprise, but also provides strong support for its sustainable development. In the future, we will continue to explore more energy-saving and emission-reduction measures to further contribute to the sustainable development of the enterprise.

綜合以上的節能措施，本集團成功降低了綜合利用率用電量，同時降低了企業的電費成本。這不僅為企業帶來了經濟效益，更為企業可持續發展提供了有力的支持。在未來，我們將繼續探索更多的節能減排措施，為企業的可持續發展做出更大的貢獻。

During the reporting period, our total energy consumption was 12,747.16 MWh and the intensity of total energy consumption was 38.83 MWh/RMB million, an increase of 17% compared to that of 2021/22. As the basic operation of the dormitory area and production area required certain fuel and electricity consumption, the decrease in turnover during the reporting period led to an increase in the calculation of the intensity of total energy consumption.

During the reporting period, the Group's total energy consumption is set out below:

報告期內，我們的總能源耗量為12,747.16兆瓦時，總耗能密度為38.83兆瓦時／百萬人民幣，相較於2021／22年度，耗能強度上升17%。由於維持的宿舍區域及生產區域的基本運作乃需要使用一定的耗油量及耗電量，因此報告期內營業額的下降導致總能源耗量密度的計算上升。

本報告期內的本集團的總耗能如下：

Category of energy 能源種類	Unit 單位	Energy consumption 能源耗量	
		2022/23	2021/22
Total energy consumption 總能源耗量	MWh 兆瓦時	12,747.16	19,269.72
Intensity of total energy consumption (by output value of finished products) 總耗能密度（以製成品產值計算）	MWh/RMB million 兆瓦時／百萬人民幣	38.83	33.22
Direct energy consumption 直接能源耗量			
Gasoline consumption 汽油耗量	MWh 兆瓦時	80.34	118.55
Diesel consumption 柴油耗量	MWh 兆瓦時	288.28	2,604.71
LPG consumption 液化石油氣耗量	MWh 兆瓦時	0.84	N/A 不適用
Indirect energy consumption 間接能源耗量			
Electricity consumption 電力耗量	MWh 兆瓦時	12,377.70	16,546.46

Notes:

- The energy data of the Year is converted into MWh according to the calorific value of GB/T2589-2020 in the General Principles of Comprehensive Energy Consumption Calculation (《綜合能耗計算通則》);
- Direct energy consumption includes gasoline and diesel consumption, and indirect energy consumption includes electricity consumption

附註：

- 本年度能源數據按照《綜合能耗計算通則》GB/T2589-2020的熱值換算為兆瓦時，
- 直接能源耗量包括汽油及柴油耗量及間接能源耗量包括電力耗量

Water utilisation management

Although the water used by the Group mainly comes from municipal pipelines, we are keenly aware of the importance of water conservation, as water is precious and limited. In order to achieve the goal of water conservation, we actively implement a series of water-saving measures to reduce unnecessary use of production and domestic water. In order to strengthen the publicity and promotion of water conservation, our Administration and Personnel Department promotes water conservation regularly to advocate for the importance of water conservation to employees and raise their awareness in this regard. Meanwhile, we also regularly inspect the water pipelines of the plant to detect and eliminate pipeline dripping in time to reduce unnecessary water loss. In addition, we also adopt a variety of water-saving technologies and equipment, such as high-efficiency water savers, to reduce the use of production and domestic water. We also actively promote recycled water utilization technology, and treat and recycle water in the production process to further reduce water consumption and wastage.

During the reporting period, our fresh water consumption was 116,479 cubic meters, and the intensity of fresh water consumption was 354.79 cubic meters/RMB million, an increase of 67% compared to that of 2021/22. As the water used by us is mainly domestic water, the main source of water supply is municipal water; only a small amount of fresh water is used for production as circulating water is mainly used. The decline in turnover during the reporting period led to an increase in the calculation of the intensity of fresh water consumption.

During the reporting period, the total water consumption of the Group is set out below:

用水管理

雖然本集團的用水主要來自市政管道，但我們深刻認識到節約用水的重要性，因為水資源是珍貴且有限的。為了實現節約用水的目標，我們積極實施了一系列節水措施，以減少不必要的生產和生活用水的使用。為了加強節約用水的宣傳和推廣，我們的行政及人事部定期開展節約用水宣傳，向員工倡導節約用水的重要性，提高員工節約用水的意識。同時，我們還定期巡視廠房的輸水管道，及時發現和排除管道滴漏現象，以減少不必要的水的損失。除此之外，我們還採用了多種節水技術和設備，如高效節水器，以減少生產和生活用水的使用。我們也積極推廣循環水利用技術，將生產過程中的用水進行處理和回收，進一步減少用水量和水的浪費。

本報告期內，我們的新鮮用水量為116,479立方米，新鮮水用量密度為354.79立方米／百萬人民幣，相較於2021／22年度，用水強度上升67%。由於我們的用水主要來自於生活用水，供水來源主要為市政用水；而生產用水因重點使用循環水，所以只會使用少量的新鮮用水量，因此報告期內營業額的下降導致計新鮮水用量密度的計算上升。

本報告期內的本集團的總耗水量如下：

	Unit 單位	Water consumption 水資源耗量	
		2022/23	2021/22
Water consumption 耗水量	m ³ 立方米	116,479.00	123,424.00
Intensity of water consumption (by output value of finished products) 耗水量密度（以製成品產值計算）	m ³ /RMB million 立方米／百萬人民幣	354.79	212.80

Packaging materials management

The Group uses raw materials including recycled plastics, electronics, hardware, rubber and plastic raw materials. Raw materials and packaging materials are mainly used for daily production, and their consumption depends on the output. The Group strives to minimise material waste and calls on its employees to pay attention to resource conservation and increase awareness of environmental protection.

During the reporting period, the Group's total consumption of packaging materials is set out below:

	Unit 單位	Packaging materials consumption 包裝物料耗量	
		2022/23	2021/22
Total consumption of packaging materials 包裝物料總量	tonnes 公噸	1,939.26	4,050.87

4. ENVIRONMENT AND NATURAL RESOURCES

Always striving to incorporate the concept of environmental protection into all of its operational decision-making, the Group encourages and leads its employees to take part in the continuous improvement of the environment while integrating the concepts of energy-saving and emission reduction into daily operations.

In order to strengthen the publicity and promotion of environmental protection knowledge, the Group disseminates energy conservation, emission reduction and environmental protection knowledge to employees through training and other means, so that employees can understand the importance of environmental protection and enhance environmental awareness. Meanwhile, we also encourage employees to participate in environmental protection actions, including environmental protection volunteer activities, and the promotion of energy conservation and emission reduction, thereby allowing employees to become active participants in environmental protection actions.

Besides, the environmental management system implemented by the Group has obtained the ISO 14001 certification, which not only demonstrates the Group's outstanding performance in sustainable development, but also serves as a recognition of our efforts in minimising the adverse effects from our operation on the environment and natural resources. Through a strict environmental management system, we ensure that environmental protection requirements are implemented and that environmental performance is continuously improved.

包裝材料管理

本集團使用的原材料主要包括再生塑膠、電子、五金、橡膠、塑膠原料。原材料及包裝材料主要用於日常生產所需，使用量取決於產量。本集團致力減少材料的浪費，並呼籲員工重視節約資源使用，提高環保意識。

本報告期內本集團的包裝物料總耗量如下：

4. 環境及天然資源

本集團一直致力於將環境保護理念融入到所有經營決策中，並鼓勵和帶領員工參與持續改善環境的行動，把節能減排的理念融入到日常營運中。

為了加強環保知識的宣傳和推廣，本集團通過培訓等途徑向員工宣傳節能減排及環保知識，讓員工了解環保的重要性，增強環保意識。同時，我們還鼓勵員工參與環保行動，如參加環境保護志願活動、推廣節能減排等，讓員工成為環保行動的主動參與者。

此外，本集團已經實施通過ISO 14001認證的環境管理體系，以彰顯本集團卓越的可持續發展表現。亦是我們致力於減少經營活動中對環境及天然資源造成負面影響的認可。我們通過嚴格的環境管理體系，確保環境保護要求得到落實，並持續改善環境績效。

The Group is committed to enhancing paperless office by bringing online some offline forms subject to signing and approval, and replacing the original paper filing with electronic filing. During the reporting period, the Group designed the process of signing and approving electronic POs, which also relied on the cooperation of various suppliers. The Group officially made the procurement approval process fully electronic in December 2022. To sum up, we have brought online some offline forms subject to signing and approval, and replaced the original paper filing with electronic filing, which saves printing time, reduces paper, toner cartridges and other printing consumables, and improves work efficiency. Through the signing and approval process of electronic POs, the enterprise can further save costs and improve work efficiency. Such changes not only reduce environmental pollution, but also effectively improve the comprehensive energy-saving benefits of the enterprise. In the future, the Group will keep committed to environmental protection, and explore and apply new environmental protection technologies and equipment to achieve sustainable development. We believe that through our continuous efforts, we can make a positive contribution to society and the environment.

5. CLIMATE CHANGE

In today's rapidly worsening global climate crisis, the impact of climate change on businesses is a growing concern. The Group is well aware of this, and as a responsible company, we integrate climate change risks into our corporate risk management system, regularly assess and monitor the risk, and develop corresponding responses.

本集團致力提升無紙化辦公，將部分線下簽批的表格轉為線上簽批，原本紙質存檔的改為電子檔。本報告期內，本集團設計了電子PO的簽批流程，亦有賴各供應商的配合。本集團於2022年12正式將採購審批流程全面電子化。綜上所述，將部分線下簽批的表格轉為線上簽批，原本紙質存檔的文件改為電子檔，可以省去打印時間，減少紙張、硒鼓等打印耗材，提高工作效率。通過電子PO的簽批流程，企業可以進一步節省費用和提高工作效率。這樣的改變不僅可以減少環境污染，還可以有效提高企業的綜合節能效益。在未來，本集團將繼續致力於環境保護，並不斷探索和應用新的環保技術和設備，以實現可持續發展。我們相信，通過我們的不斷努力，可以為社會和環境做出積極的貢獻。

5. 氣候變化

在現今全球氣候危機急劇惡化的情況下，氣候變化對企業的影響越來越受到關注。本集團深刻意識到這一點，因此作為一家負責任的企業，我們將氣候變化風險納入到企業風險管理體系中，定期評估和監測風險情況，並制定相應的應對措施。

Type of Risk 風險類型	Description of Risk 風險描述	Response to Risks 風險應對措施
Long-term risks 長期性風險	<p>Climate change will increase the risk of natural disasters, including typhoons, floods, droughts, tsunamis, etc. The Lilin Plant of the Group located in Huizhou City, Guangdong Province is more susceptible to typhoons.</p> <p>氣候變化會導致自然災害風險增加，包括颱風、洪水、乾旱、海嘯等。而本集團位於廣東省惠州的瀝林廠房是較有機會受到颱風的影響。</p>	<p>The Group issues relevant documents for disaster risk management strategies and measures to respond to emergencies that may be caused by identified extreme weather (such as flooding). Measures include managing and controlling flooding risks near production and warehouse facilities, and developing emergency plans to prevent damage caused by extreme weather. The Group has formulated the Typhoon, Flood and Earthquake Emergency Plan (《颱風、洪水、地震應急預案》), which establishes the responsibilities of emergency teams and develops the procedures for disaster prevention, response, recovery and reconstruction to minimise the possible consequences of accidents and effectively protect the Group's assets and employees' safety. Disaster prevention knowledge and emergency measures will also be advocated to all staff to ensure that they have the relevant knowledge for prevention and response.</p> <p>本集團已建立災害風險管理策略和措施的相關文件，以應對已識別的極端天氣可能引起的相關緊急情況，如水浸。措施包括管控生產和倉庫設施附近的水浸風險，制定應急預案，防範因極端天氣造成的破壞。而本集團所制定的《颱風、洪水、地震應急預案》，確立應急小組的職責，建立災害的預防、應對、恢復及重建的程序，以最大限度降低可能產生的事故後果，並有效保障本集團的財產及員工安全。有關預案防災知識及應急措施亦會向所有員工進行宣導，以確保員工掌握相關防範及應對知識。</p>
Policies and laws 政策及法律	<p>The tightening regulatory requirements in operation, products and services relating to climate change have resulted in increased operating costs, including an increase in costs of compliance and product development costs.</p> <p>在與營運、產品和服務方面的氣候變化相關的監管規定日益嚴緊，從而導致營運成本增加、包括合規成本、產品開發成本增加。</p>	<p>The Group has been committed to strengthening communication with stakeholders to establish an effective social responsibility management system and continuously improve its performance in environmental protection and social responsibility. In the future, the Group will further strengthen the identification of the latest laws, regulations, policies and standards, and update internal systems and standards in a timely manner to meet the requirements of regulators and investors for sustainable development. In order to reduce the impact on the environment while complying with laws and regulations, the Group will strive to improve energy conservation and emission reduction, cut down carbon emissions, and reduce waste and resource consumption. The Group will continue to strengthen environmental awareness and enforcement, and actively adopt environmental protection technologies and products to achieve the goal of sustainable development.</p> <p>本集團一直致力於加強與持份者溝通，以建立有效的社會責任管理系統，並持續提升在環境保護和社會責任方面的表現。未來，本集團將進一步加強對最新法律法規、政策和標準的識別，並及時更新內部制度和標準，以符合監管機構和投資者對可持續發展的要求。為了在遵守法規的同時減少對環境的影響，本集團將致力於提升節能減排的水平，降低碳排放量，減少浪費和資源消耗。本集團將持續加強環保意識和執行力度，並積極採用環保技術和產品，以實現永續發展的目標。</p>

B. EMPLOYEE CARE

1. EMPLOYMENT SYSTEM

As the Group firmly believes that our employees are one of our most valuable assets, we are committed to providing employees with a good working environment to enhance their sense of belonging, protect their rights and interests, and create a career platform conducive to unleashing their talents, and realize their value.

Adhering to the principles of fairness and equality, we create a fair and equal working environment for our employees. The Group has formulated the Employee Handbook (《僱員手冊》) and the Anti-Discrimination Management Procedures (《反歧視管理程序》), which specifies terms of remuneration, dismissal, recruitment, promotion, working hours and rest periods. Besides, we strive to eliminate discrimination in the workplace and provide equal employment opportunities to our employees. We have developed and implemented the Internal and External Information Communication Management Procedures (《內外信息溝通管理程序》) to ensure the execution of management procedures regarding working hours, wages, anti-discrimination, etc. and accurately convey employee opinions.

At present, the manufacturing industry generally faces the challenges of difficulty in recruitment and high employee turnover rates. We offer a clear career pathway and competitive remuneration packages for employees to attract and retain talents. We implement a minimum wage guarantee system to ensure that salary of employees is not less than the local minimum wage standard, and that it maintains various legal social insurances and benefits for all employees.

We strictly comply with relevant laws and regulations relating to remuneration, dismissal, recruitment, promotion, working hours, rest periods, equal opportunities, diversification, anti-discrimination and other treatment and benefits, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) and the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》), and actively implement relevant systems to protect the rights and interests of employees and improve employee welfare.

B. 員工關懷

1. 僱傭制度

本集團深信員工是我們最寶貴的資產之一，因此我們致力為員工提供一個良好的工作環境，以促進員工歸屬感、保障員工權益及營造有利於員工發揮才能的事業平台，從而實現員工價值。

我們秉持公正平等的原則，為員工打造一個公正平等的工作環境。我們制定了《僱員手冊》和《反歧視管理程序》，以明確規定有關薪酬、解僱、招聘、晉升、工作時數、假期等僱傭條款。此外，我們致力於消除工作環境中的歧視，並給予員工平等就業的機會。我們制訂並實施了《內外信息溝通管理程序》，以保障關於工作時間、工資報酬、禁止歧視等管理程序的執行，並準確傳達員工的意見。

現今製造業普遍面臨招聘困難和員工流失率偏高等挑戰。為了廣納人才和挽留員工，我們為員工提供清晰的晉升階梯和具競爭力的薪酬待遇。我們實行最低工資保障制度，確保員工工資不低於當地最低工資標準，並為所有在職員工繳納各項法定社會保險和福利。

我們嚴格遵守有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的相關法律及規例，例如《中華人民共和國勞動法》及《中華人民共和國勞動合同法》，並積極推行相關制度，以保障員工權益和提升員工福利水平。

As of 31 March 2023, the number of employees of the Group by category is as follows:

截至2023年3月31日，本集團按不同類別劃分的僱員人數如下：

Classification	分類	Total number of employee (person) 僱員總數(人)
By gender	按性別劃分	
Male	男性	514
Female	女性	971
By employment type	按僱傭類型劃分	
Full time	全職	1485
Part time	兼職	0
By age group	按年齡組別劃分	
Under 30	30歲以下	83
30 to 40	30至40歲	394
41 to 50	41至50歲	709
50 and above	50歲或以上	299
By geographical region	按地區劃分	
China	中國	1485

Note:

The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

As of 31 March 2023, the employee turnover rate of the Group by category is as follows:

附註：

計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

截至2023年3月31日，本集團按不同類別劃分的僱員流失比率如下：

Classification	分類	Monthly average employee turnover rate (%) 每月平均僱員流失比率(%)
By gender	按性別劃分	
Male	男性	1.74%
Female	女性	1.92%
By age group	按年齡組別劃分	
Under 30	30歲以下	2.71%
30 to 40	30至40歲	1.52%
41 to 50	41至50歲	1.75%
50 and above	50歲以上	2.32%
By geographical region	按地區劃分	
China	中國	1.86%

Note:

Average monthly turnover rate of employees in a specific category = the full-year number of resigned employees in a specific category / (number of employees in a specific category at the beginning of the year + number of employees in a specific category) x 100% / 12 months

附註：

特定類別僱員的每月平均流失率 = 特定類別僱員的全年離職人數 / (特定類別僱員的年初人數 + 特定類別的入職人數) x 100% / 12個月

2. HEALTH AND SAFETY

The Group recognises the importance of occupational health and safety to the manufacturing industry and thus strives to create the best working environment for our valued employees. We advocate and establish the concept of "Safety First" and aim for zero industrial accidents. The Group has developed an occupational health and safety system for six key points: fire safety, regional safety, daily performance, occupational hygiene, special equipment and hazardous chemicals. These include the Health and Safety Management Procedures (《健康安全管理程序》) and the Fire Safety Management Procedures (《消防安全管理程序》), which regulate the management of occupational health and safety and fire safety to safeguard the safety and health of employees.

We conduct safety inspection on a regular basis, aiming to eliminate hidden dangers at work on a timely basis and ensure that safety accidents and occupational diseases do not occur in the production process. We also hold monthly work-related injury meeting to review the incidents occurred during the month and discuss improvement measures, such as enhancing occupational safety training, strengthening personal protective equipment, and replacing and modifying equipment to further improve occupational health and safety management.

We value the training and upskilling of our employees and provide them with the necessary training so that they can master skills and understand how to work safely. Meanwhile, we also provide the employees with occupational safety awareness training, fire awareness training, fire source management and other measures, in order to improve employees' ability to cope with and prevent risks and incidents. We will continue to pay attention to the needs and feedback of our employees, and we believe that through continuous efforts and improvements, we can maintain the health and safety of our employees and create a safe, healthy and positive working environment.

The Group strictly complied with relevant laws and regulations relating to providing a safe working environment and preventing employees from occupational hazards, such as the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》), and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), and other applicable laws and regulations relating to health and safety at work. During the Year, there were no work-related fatal cases or any cases of health and safety violations at the Group's Lilin Plant.

2. 健康與安全

本集團深明職業健康安全對製造業的重要性，故此，我們竭力為珍貴的員工們創造最佳的工作環境。我們倡導和樹立「安全第一」的理念，以零工業意外為目標。本集團針對消防安全、區域安全、日常績效、職業衛生、特種設備和危險化學品六項要點制定職業健康與安全體系。當中包括《健康安全管理程序》和《消防安全管理程序》，規範職業健康安全和消防安全的管理，以保障員工的安全和健康。

我們定期進行安全生產檢查，及時消除工作中存在的隱患，確保生產過程中不出現安全事故和職業病的發生。此外，我們每月舉行工傷事故檢討會議，檢討當月工傷事故和討論改善措施，例如：加強職業安全培訓、加強個人防護裝備，以及更換和改造設備等，以進一步提升職業健康安全管理水平。

我們重視員工的培訓和技能提升，並為員工提供必要的培訓，讓他們充分掌握技能和瞭解安全的工作方式。同時，我們亦為員工提供職業安全意識培訓、防火意識培訓和火源管理等措施，以提高員工應對風險和防範事故的能力。我們將一如既往地關注員工的需求和反饋，我們相信，透過不斷的努力和改進，既可以維護員工的健康和安全，並能營造一個安全、健康和積極向上的工作環境。

本集團嚴格遵守有關提供安全工作環境及保障僱員避免職業性危害的相關法律及規例，例如《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》，以及其他有關工作健康與安全的適用的法律及規例。本年度，本集團於瀝林廠房並沒有發生任何因工受傷引致死亡個案，或任何有關健康與安全的違方案例。

Health and Safety Target 健康與安全目標	Health and Safety Indicator 健康與安全指標	Achievement of the objective 完成狀況
Improve fire safety level 提高消防安全水平	Zero occurrence of potential fire 潛在火災發生控制在0次	Completed 已完成

3. EMPLOYEE TRAINING

The Group firmly believes that continuous learning and mastering new knowledge and technologies can help maintain the competitiveness of the Group. Therefore, we have always encouraged our employees to learn throughout their lives, grow with the Group, and foster a culture of continuous learning to enhance the team value and the professionalism of our staff, so as to ensure the sustainable success of the Group. We conduct annual survey for training needs among employees in order to understand their needs for training. By constantly reviewing the training needs of the employees and evaluating the content and effectiveness of the training sessions, we formulate training courses that are conducive to improving the employees' knowledge and skills while meeting our business needs. According to the Human Resources Management Procedures (《人力資源管理程序》) and the Employee Training (《僱員培訓》), we develop different trainings for employees, including induction training, on-board training and transfer training, on-the-job training, special training and external training to enhance their working skills and capabilities.

During the Year, the Group established a new online learning platform aimed at solving real-world problems and providing opportunities for all staff to learn, grow and improve. Through learning and thinking, the platform can improve individual capabilities and meet the needs of the Company's business development. This online learning platform includes more than 1,800 courses conducted by excellent and famous teachers, which covers management, finance, human resources, integration, products, Internet thinking, quality management, innovative thinking and other various fields to meet various learning needs. In addition, the platform also breaks the boundaries of traditional training, being available for learning anytime and anywhere. 20% of the course content are being updated regularly to ensure the timeliness and richness of learning resources. Learning experience is regularly shared in the factory magazine to promote the communication among trainees and the creation of a learning atmosphere.

3. 員工培訓

本集團深信持續學習和掌握新知識及技術能有助於保持集團的競爭力，因此我們一直鼓勵員工終生學習，與集團一同成長，並培養持續學習的文化，以提升團隊的價值和員工的專業水平，從而使集團持續成功。為了解員工的培訓需求，我們會進行年度培訓需求調查，通過不斷檢討員工的培訓需求、評估培訓課程的內容和成果，有效制定符合業務需要並有助提高員工知識和技能的培訓課程。根據《人力資源管理程序》和《僱員培訓》，我們為員工制定了不同類型的培訓，包括入職培訓、上崗和轉崗培訓、在職培訓、專項培訓和外部培訓等，以加強員工的技能。

本集團在年內建立了一個新的線上學習平台，旨在解決實際工作中的問題，為全員提供學習、成長和進步的機會。通過學習和思考，平台能夠提高個人能力，滿足公司業務發展的需求。此線上學習平台不僅收錄了超過1800份優秀及名師課程，還包括管理、財務、人力、綜合、產品、互聯網思維、質量管理、創新思維等不同領域，能夠滿足不同學習需求。此外，平台還打破了傳統培訓的界限，可隨時隨地進行學習，並定期更新20%的課程內容，確保學習資源的時效性和豐富性。員工於廠刊上定期分享學習心得，促進學員之間的交流和學習氛圍的建立。

The new online learning platform makes an important contribution to the sustainable development of the Company. It can improve the professional competence and skill of employees and enhance the core competitiveness of the Company. Secondly, the platform can promote the personal growth and development of employees, and support the Company's talent development and hierarchical management. In addition, it encourages learning and innovation, and drives the transformation and upgrading of the corporate culture. Finally, the platform can promote the practice of corporate social responsibility and support employees' awareness and contribution to sustainable development issues by providing learning opportunities and resources.

During the reporting period, the percentage of trained employees and average training hours completed per employee of the Group by category are as follows:

新的線上學習平台對公司的可持續發展有著重要的貢獻。它能夠提高員工的專業素質和技能水平，增強公司的核心競爭力。其次，平台能夠促進員工的個人成長和發展，為公司的人才培養和梯階式管理提供支持。此外，它還能夠鼓勵學習和創新，推動公司文化的轉型和升級。最後，平台能夠促進企業社會責任的實踐，透過提供學習機會和資源，支持員工對可持續發展議題的認識和貢獻。

本報告期內，本集團按不同類別劃分的受訓僱員百分比及每名僱員完成受訓的平均時數如下：

Classification	分類	Percentage of trained employees (%) 佔受訓僱員百分比 (%)	Average training hours completed per employee (hour) 每名僱員完成受訓的平均時數(小時)
By gender	按性別劃分		
Male	男性	35%	25.04
Female	女性	65%	27.35
By employee category	按僱員類別劃分		
Chief management	首席管理人員	2%	12.00
Senior management	高級管理人員	14%	16.00
Middle management	中級管理人員	20%	24.00
General employees	一般員工	64%	30.00

Note:

The calculation was based on the Reporting Guide for Social Key Performance Indicators issued by the Stock Exchange

附註：

計算乃基於聯交所發佈的社會關鍵績效指標匯報指引

4. LABOUR STANDARDS

As a company, the Group strictly abides by local labour laws and regulations, including the Provisions on the Prohibition of Using Child Labour in China, the Employment Ordinance in Hong Kong, and the Employment of Foreign Manpower Act in Singapore. We prohibit the use of any child or compulsory labour, and prohibit any form of forced labour or forced overtime. Our Human Resources Department conducts strict checks on the identification documents of all job applicants to prevent the employment of illegal workers, such as child labour and forced labour.

To prevent forced labour, we ensure that all employees work voluntarily, without any form of involuntary or debt work. All employees have the right to resign within a reasonable notice period stated in the employment or labour contract. At our manufacturing facility, the Human Resources Department regularly reviews employee attendance records to ensure that no employee is working overtime involuntarily. If overtime work is required based on the needs of manufacturing operations or under special circumstances, it shall be agreed with the employees and assured that the physical conditions of the employees are not affected. The employees shall be compensated for working overtime. In addition, employees are free to leave the workplace after work, and take breaks during meal times.

If any incidents of child labour or forced labour are discovered, we will address and resolve the violation in accordance with local laws and regulations. In order to prevent such incidents, we have established the Special Protection Procedures for Minor Workers (《未成年工特殊保護程序》) and the Procedures for Remedying Child Labour and Promoting Children's Education (《補救童工及推廣兒童教育工作程序》). We also enter into clear employment contracts with employees to stipulate terms such as their working hours, rest periods, remuneration, insurance and benefits to ensure that their rights and freedoms are protected, while also protecting the legitimate rights and interests of the Company.

The Group strictly abides by China's Provisions on the Prohibition of Using Child Labour and other relevant laws and regulations. To avoid hiring illegal workers, such as child labour or forced labour, the Human Resources Department will check and review the identification documents, relevant certificates and work experience of applicants to verify their age when recruiting new employees.

The Group strictly complies with relevant laws and regulations relating to the prevention of child labour and forced labour, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》). There was no violation during the period.

4. 勞工準則

作為一家公司，本集團嚴格遵守當地勞動法律法規，包括中國的《禁止使用童工規定》、香港的《僱傭條例》以及新加坡的《外籍勞工僱傭法》等。我們禁止使用任何童工或強制勞工，並且禁止任何形式的強迫勞動或超時工作。我們的人力資源部門會對所有求職者的身份證明文件進行嚴格檢查，以防止聘用非法勞工，例如童工和強制勞工。

為了防止強制勞工，我們確保所有員工都是自願工作，不涉及任何形式的非自願或債務工作。所有員工都有權在僱傭或勞動合同中注明的合理通知期內辭職。在我們的製造工廠中，人力資源部門會定期查看員工出勤記錄，以確保沒有員工在非自願情況下超時工作。如因應製造經營需要或特殊情況下需要加班，則需經員工同意並不影響員工身體狀況下安排加班，並得到加班費作為補償。此外，員工可在工作後自由離開工作場所，並在用餐時間休息。

如果發現任何童工或強制勞工的事件，我們將按照當地法律法規處理和解決違規行為。為了防止此類事件發生，我們已建立了《未成年工特殊保護程序》和《補救童工及推廣兒童教育工作程序》。我們還與員工簽訂明確的僱傭合同，以規定他們的工作時間、休息時間、薪酬、保險和福利等條款，以確保他們的權利和自由得到保護，同時也保護公司的合法權益。

本集團嚴格遵守中國《禁止使用童工規定》等相關法律法規，為避免聘用非法勞工，如童工或強制勞工等，人力資源部在招聘新員工時會檢查及審閱求職者的身份證明文件、相關證書及工作經驗，以核實彼等年齡。

本集團嚴格遵守有關防止童工或強制勞工的相關法律及規例，例如《中華人民共和國勞動法》，期內並未有違規情況。

C. RESPONSIBLE OPERATION

1. SUPPLY CHAIN MANAGEMENT

Allan International attaches great importance to the risk management of suppliers and is keen to encourage suppliers to play an active role in environmental and social responsibility. In order to standardize and manage the selection and management process of suppliers, the Group has formulated the Procurement Control Procedures (《採購控制程序》), the Supplier/Subcontractor Management Control Procedures (《供應商/分包商管理控制程序》) and the Suppliers' Guidelines (《供應商準則》) and other policies and guidelines, and implements strict management in all aspects of supplier selection, monitoring and evaluation, clarifies our principles and expectations to partners, and establishes effective mechanisms to ensure that both parties act in strict compliance with laws and regulations.

Prior to engaging suppliers, the Group conducts a series of assessment and audit procedures to comprehensively review their corporate background and past governance, quality, environment and safety performance. Only suppliers who pass these procedures will be engaged to ensure that the risks related to the supply chain are minimized. The Group also conducts audits on suppliers and carries out risk ratings every year and performs on-site audits according to the risk conditions of suppliers. If any supplier is in violation of its contractual obligations and operating procedures, the Group will terminate its cooperation relationship to ensure the performance of our supply chain in quality, environment and safety is in line with the policies of the Group.

On the other hand, existing suppliers are generally subject to assessment once a year. The Group will review their performance records over the past year to determine the retention of qualified individual suppliers on the procurement list. For certain supply materials that have a significant impact on the Group's products, the Group will also consider implementing rigorous assessment measures, including the collection of prototypes for testing to confirm that the supplied materials comply with the required specification and relevant regulations, and the arrangement of on-site inspection to verify that the supplier has the appropriate equipment, operating site, technology, etc.

C. 盡責營運

1. 供應鏈管理

亞倫國際非常重視供應商風險管理，並積極鼓勵供應商在環境和社會負責方面扮演積極角色。為了規範和管理供應商的選擇和管理過程，本集團已制定了《採購控制程序》、《供應商/分包商管理控制程序》和《供應商準則》等政策和準則，並在篩選、監察和評估供應商的各個環節中實施嚴格管理，亦會向合作夥伴闡明我們的原則和期望，並建立有效的機制以確保雙方嚴格按照法律及法規行事。

在聘用供應商之前，本集團會進行一系列的評估和審核程序，全面檢視其公司背景及過往的管治、品質、環境和安全等表現。只有通過這些程序的供應商才能採用，以確保將供應鏈相關的風險減至最低。本集團每年都會對供應商進行審核和風險評級，並根據供應商的風險情況進行現場審核。如果發現供應商嚴重違反其約定責任和操作規程等內容，本集團將終止其合作關係，以確保供應鏈的品質、環境和安全等表現符合本集團的方針。

另一方面，對現正合作的供應商，在一般情況下會每年進行一次評估。集團會查看其過去一年表現相關的紀錄，以決定保留個別供應商在合資格的採購名單中。針對某些對集團產品有重大影響的供貨物料，集團更會考慮執行嚴謹的評估措施，包括收集樣版進行測試，以確認所提供的物料符合所要求的規格及相關法規；及安排實地，以驗證供應商擁有合適的設備、營運場地及技術等。

The Group's assessment of suppliers covers their emissions and pollution to the external environment or other negative impacts. Meanwhile, the Group will take into consideration their operational compliance so as to assess the relevant social risks, including employment compliance and safety compliance. The Group will also give priority to suppliers who have obtained ISO 14001 environmental management system certification, so as to expand the Group's vision of environmental protection to all aspects of the supply chain. In addition, pursuant to the Procurement Control Procedures (《採購控制程序》), the Group requires that materials procured must comply with the requirements of Hazardous Substances Free (HSF), including RoHS, REACH, HF, no bisphenol A, food contact and other requirements, to control the environmental and social risks of the supply chain as much as possible.

In summary, the Group attaches great importance to supplier risk management and environmental social responsibility, and ensures that the environmental and social risks associated with the supply chain are minimized in the selection and management of suppliers through the development of policies and guidelines, and audit and assessment procedures. As of 31 March 2023, the Group engaged a total of 233 suppliers, of which 166 were located in Guangdong Province, 17 were located in other provinces of China and the remaining 50 were located in other foreign countries or regions; all of the above-mentioned suppliers had passed the relevant assessment process of the Group prior to procurement. Furthermore, all suppliers in current partnership with us have passed the annual assessment.

The number of suppliers of the Group by region is as follows:

Region	地區	Number of suppliers 供應商數目
Guangdong Province	廣東省	166
Other provinces in China	中國其他省份	17
Other countries or regions	其他國外或地區	50

2. QUALITY CONTROL

As a responsible company, we always comply with relevant laws and regulations regarding the provision and use of our products and services, and regard this as our most important task. We are deeply aware that product quality is critical to the success of our business. Therefore, we are committed to providing quality products and services, and continuously improving service quality to ensure the trust and support of our customers.

本集團對供應商的評估，涵蓋他們對外部環境的排放、污染或其他負面的影響；同時考慮他們的營運合規性，評估他們涉及的相關社會風險，如：員工勞動合規、安全合規等。本集團還會優先考慮獲得ISO 14001環境管理系統認證的供應商，以期望把本集團的環境保護願景推展至供應鏈各個層面。此外，本集團根據《採購控制程序》要求採購物料必須符合有害物質減免(HSF)要求，包括RoHS、REACH、HF、不含雙酚A和食物接觸等要求，以盡可能控制供應鏈的環境和社會風險。

總之，本集團非常注重供應商風險管理和環境社會責任，並通過制定政策和準則以及審核和評估程序等方式，確保在選擇和管理供應商的過程中最大限度地減少供應鏈相關的環境和社會風險。截至2023年3月31日，本集團共聘用233家供應商，當中166家位於廣東省，17家位於中國其他省份，其餘50家都位於其他國外或地區；上述的所有供應商在採購前已通過本集團的相關評估過程，而現正合作的供應商也通過年度評估。

本集團按不同地區劃分的供應商數目如下：

2. 質量管理

作為一家負責任的公司，我們始終將遵守有關我們產品和服務提供和使用方面的相關法律和法規，並將其視為最重要的任務。我們深刻意識到產品品質對我們業務的成功至關重要，因此我們致力於提供優質的產品和服務，並不斷提高服務質量，以確保客戶對我們的信賴和支持。

To ensure product quality, we have established a complete set of quality management system and obtained ISO9001:2015 certification. Our products go through a rigorous inspection process to ensure compliance with requirements, and the quality management is continuously improved. This system has been implemented in our Lilin plant to ensure that product quality is rigorously monitored. In addition, we have also obtained IECQ QC08000 hazardous substance management system certification to control key processes such as contamination of product additives and substandard product control.

As a responsible company, we have always been committed to ensuring the quality and safety of our products. From raw materials to finished products, we carefully monitor the entire production process of our products and regularly conduct sampling inspection to ensure that our products meet the requirements of safe manufacturing standards. If raw materials or products are found to be substandard, we will immediately initiate the Procedures for Control of Substandard Products (《不合格控制程序》) to identify the defective raw materials, accessories, parts and products, and evaluate, control, isolate and document. Each of our departments develops countermeasures and follows up to avoid the use of substandard products. In addition, we regularly conduct hazardous substance reviews, develop hazardous substance standards and determine material risk levels to ensure product health and safety. We believe these measures will help ensure that our products always meet the highest standards and provide customers with quality, safe products.

We are convinced that product labelling and traceability are key elements to ensure product quality and customer satisfaction. Therefore, we have a Labelling and Traceability Procedures (《標識和可追溯性程序》) to regulate raw materials, accessories, semi-finished products and finished products to ensure product traceability. We use drawings, specifications or other documents to determine the traceability of products through a range of processes from customer requirements, procurement, raw material production to finished products, to ensure that our products always meet the highest standards.

Of course, if the product does not meet the customer's requirements or expectations, we also have a well-established return handling procedure. The Group will follow the Operational Guidance for Customer Return Processing after Delivery (《成品出貨後客戶退貨處理作業指導》) to process and recall relevant substandard products. Meanwhile, we will also conduct in-house reviews to prevent the occurrence of similar incidents. We value the needs of each customer and always strive to provide the best products and services to ensure customer satisfaction and trust.

為了確保產品品質，我們已經建立了一套完善的質量管理體系，並獲得了ISO9001:2015認證。我們的產品通過嚴格的檢驗過程，確保符合要求並持續改善質量管理。我們的瀝林廠房已經實施了該體系，以確保產品質量得到嚴謹的監控。此外，我們還獲得了IECQ QC08000有害物質管理體系認證，以控制產品添加輔料的污染和不合格品控制等關鍵流程。

作為負責任的公司，我們一直致力於確保產品的品質和安全。從原材料到成品，我們謹慎監察產品的全生產流程，並定期抽樣檢查，確保產品符合安全製造標準要求。如果發現原材料或產品不符合要求，我們會立即啟動《不合格控制程序》，識別有問題的原材料、輔料、零件及產品，並作出評估、控制和隔離，以及相關記錄。我們的各部門都會制定應對解決方案並跟進，以避免使用不合格產品。此外，我們還定期進行有害物質評審，制訂有害物質標準和確定物料風險等級，以確保產品健康和 safety。我們相信這些措施將有助於確保我們的產品總是達到最高標準，並為客戶提供優質、安全的產品。

我們深信，產品標識和可追溯性是確保產品品質和客戶滿意度的關鍵要素。因此，我們設有《標識和可追溯性程序》以對原材料、配件、半製品及成品作出規範，確保產品的可追溯性。我們利用圖紙、規格或其他文件確定產品在客戶要求、採購、原料生產到成品等一系列過程中的可追溯性，以確保我們的產品總是達到最高標準。

當然，如果產品不符合客戶的要求或期望，我們也有完善的退貨處理程序。本集團遵照《成品出貨後客戶退貨處理作業指導》，將處理及回收相關不合格產品。同時，我們還會進行內部檢討，以避免同類型的事件發生。我們重視每位客戶的需求，始終致力於提供最好的產品和服務，確保客戶的滿意度和信任。

With customer satisfaction as the core, the Group has established the Customer Information Feedback Operation Guide (《顧客信息反饋作業指導》), which provide various communication channels for customers to express their opinions and file complaints, and ensure that opinions or complaints are handled promptly and effectively. The Group strictly complies with laws and regulations to safeguard the legitimate rights and interests of customers. During the Year, Lilin Plant did not find any violations related to product liability, which proves that the quality of our products is satisfactory to customers. We believe that the opinions and feedback of our customers drive our progress. Therefore, the Group conducts an online customer satisfaction survey once a year to take corrective and preventive actions based on the results of the survey to meet the requirements and expectations of customers.

Meanwhile, as the Group attaches great importance to the privacy and intellectual property rights of customers, we have established the Customer/External Supplier Property Management Procedures (《顧客／外部供方財產管理程序》) to ensure that the intellectual property data, designs and materials provided by customers for design, product development and production are properly stored and maintained. We require all relevant departments to assume the responsibility and obligation to keep customer information confidential, and appoint department managers to be responsible for ensuring that employee induction training includes intellectual property education, supervising employees not to copy and disclose customer information involving intellectual property rights without authorization, and not transferring or producing customer products involving intellectual property rights without permission. In addition, any third party must sign a "confidentiality agreement" before accepting customer data.

The Group strictly complied with relevant laws and regulations relating to product health and safety, advertising, labelling, methods of redress, and protecting intellectual property rights. Meanwhile, the Group complied with relevant laws and regulations relating to privacy matters, such as the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》). There was no violation during the period.

本集團以客戶滿意度為核心，為此我們制定了《顧客信息反饋作業指導》，提供各種溝通渠道讓客戶表達意見及投訴，並確保意見或投訴得到即時有效的處理。我們嚴格遵守法律法規，以保證客戶的合法權益。在本年度，瀝林廠房並未發現任何與產品責任相關的違規個案，這證明我們的產品品質令客戶滿意。我們深信客戶的意見和反饋是我們進步的源泉。因此，本集團每年進行一次網上客戶滿意度調查，以根據調查結果採取相應的糾正及預防措施，滿足客戶的要求和期望。

同時，本集團重視客戶的隱私及知識產權，我們制訂了《顧客／外部供方財產管理程序》以確保客戶提供的設計、產品開發和生產的知識產權數據、設計和物料等得到恰當儲存及維護。我們要求各相關部門承擔對客戶信息保密的責任和義務，並委任部門經理負責確保員工入職培訓包括知識產權教育，監督員工不得擅自拷貝及洩露涉及知識產權的客戶資料，以及未經允許不能自行轉移或生產涉及知識產權的客戶產品。此外，任何第三方在接受客戶數據之前必須簽署「保密協議書」。

本集團嚴格遵守有關產品的健康與安全、廣告、標籤、補救方法以及保障知識產權的相關法律及規例，同時遵守有關私隱事宜的相關法律及規例，例如《中華人民共和國產品質量法》，我們期內並未有違規情況。

3. ANTI-CORRUPTION

We believe that the image and reputation of an enterprise are an important foundation for growing our business. Therefore, we attach great importance to guiding and standardizing the daily work behaviour of the Group's employees to ensure the maintenance of normal business and management order. Meanwhile, we also attach great importance to preventing fraud that harms the interests of the Group. To this end, the Group has put in place a number of policies and systems, including the Management System of Interests Conflicts and Integrity (《利益衝突及廉潔管理制度》) for prevention of conflicts of interests and declaration of interests, to ensure a fair, honest and compliant business and working environment.

The Board of Directors is the highest governance body of the Group and is responsible for formulating, reviewing and monitoring the Group's corporate governance policies and practices to ensure compliance with relevant laws and regulations. The Board of Directors strives to uphold the highest standards of business ethics and strictly prohibits and opposes any form of bribery, extortion, fraud or corruption in our business operations.

The Group strictly prohibits all employees from soliciting or accepting any gifts, rewards or benefits directly or indirectly from any business partner. Meanwhile, the Group also sets out relevant reporting channels and investigation mechanism, allowing employees to report to the Group any doubtful corruption cases relating to conflicts of interests or damaging the Group's interests.

Our business partners and suppliers are required to comply with all applicable laws and regulations relating to anti-corruption and anti-bribery in local area. Besides, the Group and suppliers have signed integrity statements which prohibit employees of the Group from soliciting any benefit from any supplier to ensure that all transactions are conducted in a fair competitive environment.

We have also provided anti-corruption training for our directors and employees to help them keep abreast of the current trends and the issues faced by the Group and to enhance their awareness of anti-corruption. In addition, we actively promote a corporate culture of transparency, fairness and compliance to promote the long-term development of the enterprise. In the past year, a total of 532 participants of the Group attended the anti-corruption training with approximately 2,100 accumulated training hours. We will continue to cultivate employees' anti-corruption awareness and capabilities through various means to ensure that the business operations of the Group develop on a legal, compliant, reasonable and transparent basis.

3. 反貪污

我們認為企業的形象和信譽是發展業務的重要基礎。因此，我們非常重視引導和規範本集團員工的日常工作行為，以確保維護正常的經營管理秩序。同時，我們也非常重視防範損害本集團利益的舞弊行為。為此，本集團已制定了多項政策和制度，包括《利益衝突及廉潔管理制度》，以防止利益衝突和利益申報，確保公平、誠信和合規的營商和工作環境。

董事會為本集團最高的管治組織，負責制定、檢討及監察本集團的企業管治政策及常規，確保其遵守相關法律及規例。董事會力爭堅守最高的商業道德標準，嚴令禁止並反對我們業務運營中任何形式的賄賂、勒索、欺詐或腐敗。

本集團嚴格禁止所有員工直接或間接向任何商業夥伴索取或接受任何禮物、獎勵或好處。同時，本集團也設立了相關的舉報渠道和調查機制，以便員工能夠就任何有關利益衝突或危害本集團利益等懷疑貪污個案向本集團舉報。

我們要求合作的業務夥伴和供應商遵從當地適用的反貪污和賄賂的法律法規，本集團與供應商簽訂廉潔聲明書，嚴禁本集團員工向供應商索取任何利益，確保所有交易於公平競爭的環境中進行。

我們也為董事和員工舉辦反貪污培訓，幫助他們了解當前的趨勢和本集團面臨的事宜，以加強員工對反貪污的認識。除此之外，我們也積極倡導透明、公正和合規的企業文化，以促進企業的長期發展。在過去一年中，本集團共有532人參與反貪腐培訓，累計授課時長約為2,100小時。我們將繼續通過各種途徑，培養員工的反貪污意識和能力，確保本集團的業務運營在合法、合規、合理、透明的基礎上發展。

4. COMMUNITY INVESTMENT

Allan International deeply understands the importance of being a responsible corporate citizen and is committed to creating value for society and the environment. To this end, the Group has formulated the Community Investment, Sponsorship and Donation Policies (《社區投資、贊助及捐贈政策》), which specifies the Group's principles, plans and work in community investment. The Group aims to be "a socially responsible organisation" and to bring lasting benefits to the long-term development of the community by working with groups that share the same vision. The Group's staff also organizes visits to nursing homes and gives gifts to the elderly in Lilin Village from time to time, and sets up scholarships at Huizhou Pingling Primary School and Lilin Central Primary School. During the reporting period, the donation amount was close to RMB68,000.

As an organization with a commitment to social responsibility, the Group insists on conducting its business responsibly, cooperating with all sectors of the community to care for and give back to the community. The Group understands that social needs change with times and is committed to reviewing the policy regularly to ensure that it keeps pace with changes in its business and external environment. The Group will continue to take "youth education and development" and "community health" as the core of community investment, provide appropriate support to youth and the underprivileged, and apply resources and skills in different community projects and plans in a more strategic and effective way to bring lasting benefits to the long-term development of the community.

4. 社區投資

亞倫國際深刻理解企業公民責任的重要性，並致力為社會及環境創造價值。為此，本集團制訂了《社區投資、贊助及捐贈政策》，明確了本集團在社區投資方面的原則、計劃及工作。本集團的目標是成為「一家對社會責任有承擔的機構」，並透過與抱有共同願景的團體合作，為社區長遠發展帶來持續的裨益。本集團的員工也不定期組織探訪護老院及為瀝林村的長者，贈送禮物，並在惠州平陵小學和瀝林中心小學設立獎學金等。本報告期內的捐款金額接近人民幣六萬八千元。

作為一家對社會責任有承擔的機構，本集團堅持以負責任的態度營運業務，與社會各界合作，關懷和回饋社群。本集團明白社會需求會隨著時代變遷而改變，因此承諾定期檢討該政策，確保政策能配合業務和外環境的變化，與時俱進。本集團將繼續以「青少年教育及發展」和「社區健康」作為社區投資的核心領域，為青少年和弱勢社群提供適切支援，並以更具策略性和有效的方法運用資源和技能於不同的社區項目和計劃，為社區長遠發展帶來持續的裨益。

INDEX OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE ISSUED BY THE STOCK EXCHANGE

聯交所《環境、社會及管治報告 指引》索引

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