



恒安國際集團有限公司

HENGAN INTERNATIONAL GROUP CO., LTD

(Incorporated in the Cayman Islands with limited liability)

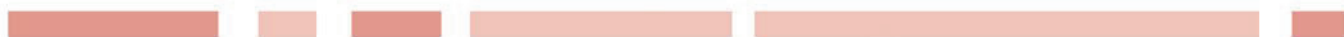
(於開曼群島註冊成立的有限公司)

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2023

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORT

環境、社會
及管治報告



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Environmental, Social And Governance Report

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ABOUT THE REPORT

Since the first Environmental, Social and Governance Report (the “ESG Report”) was released in 2017, Hengan International Group Co., Ltd. has issued ESG reports for eight consecutive years. The ESG Report elaborates the Group’s concepts, practices and achievements of its sustainable development and social responsibility in 2023 from the environmental, social and governance aspects.

Scope of the Report

The ESG Report covers three major business segments of the Group – papermaking, paper products and sanitary products. Revenue from other business segments of the Group accounts for a very small percentage of total revenue and has a minimal impact on the overall performance of the Group, so it is not included in the scope of the ESG Report.

The ESG report covers the period from 1 January 2023 to 31 December 2023 (the “reporting period”). All information in the ESG Report is disclosed from the Group level except for environmental KPIs. In 2023 we increased the environmental KPIs data scope from 23 production companies and Weifang Hengan Thermal Power Co., Ltd (“Weifang Thermal Power”) to 27 production companies and Weifang Hengan Thermal Power Co., Ltd (“Weifang Thermal Power”). No other significant adjustment is made to the disclosure scope of the ESG Report, compared with that of the 2022 ESG Report published in April 2023.

Reporting Principles

The ESG Report is prepared in accordance with the requirements of the *Environmental, Social and Governance Reporting Guide* (《環境、社會及管治報告指引》) (the “ESG Reporting Guide”) (“《ESG報告指引》”) in Appendix C2 to the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* (《香港聯合交易所有限公司證券上市規則》) and partially refer to the GRI Standards (《GRI標準》) 2021 published by Global Reporting Initiative (GRI).

The Group has assessed the applicability and materiality of relevant aspects and key performance indicators (KPIs) according to the ESG Reporting Guide. The ESG Report complies with the disclosure obligations of “Mandatory disclosure requirements” and “Comply or explain” provisions, and any disclosure rules inapplicable to the Group has been explained. The ESG Report follows the reporting principles set out in the ESG Reporting Guide:

▶ “Materiality”: The Group identifies key ESG issues through stakeholder engagement and materiality assessment;

報告概覽

自2017年發佈首份環境、社會及管治報告(「ESG報告」)以來，恒安國際集團有限公司已經連續八年發佈ESG報告。本報告從環境、社會和管治三個範疇闡述了本集團於2023年在可持續發展與社會責任方面的理念、實踐和成果。

報告範圍

本報告覆蓋恒安國際集團有限公司的造紙、紙品和衛品三大主營業務板塊。其他業務板塊收入佔總收入比例極小，對本集團的整體業績影響輕微，故不納入本報告披露範圍。

本報告的時間範圍為2023年1月1日至2023年12月31日(「報告期」)。2023年，我們將環境範疇關鍵績效指標從23家生產公司和濰坊熱電有限公司(「濰坊熱電」)增加至27家生產公司和濰坊熱電有限公司(「濰坊熱電」)，其餘信息均從集團層面披露。相較於2023年4月發佈的2022年ESG報告，本報告披露範圍無其他重大調整。

報告準則

本報告依照《香港聯合交易所有限公司證券上市規則》附錄C2《環境、社會及管治報告指引》(《ESG報告指引》)編製，並部分參照全球報告倡議組織(Global Reporting Initiative, GRI)的可持續發展報告標準(GRI Standards 2021)。

本集團根據《ESG報告指引》對相關層面和關鍵績效指標(KPIs)進行了適用性及實質性評估。本報告符合「強制披露」及「不遵守就解釋」披露要求，報告中對不適用於本集團的披露規則進行了解釋，遵循《ESG報告指引》的匯報原則：

▶ 「重要性」原則：本集團通過利益相關方參與及重要性評估，確定重要ESG議題；

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- ▶ “Quantitative”: The ESG Report states the Group’s key environmental and social KPIs on a quantitative basis, elaborating purposes and impacts and giving comparative data where appropriate;
- ▶ “Balance”: The ESG report provides an unbiased picture of the Group’s environmental and social performance;
- ▶ “Consistency”: The relevant disclosure and statistical methods of the ESG Report are consistent with those used in the 2022 ESG Report without any significant changes.
- ▶ 「量化」原則：本報告定量匯報本集團環境和社會方面的重要關鍵績效指標，附帶量化數據說明，闡述其目的和影響，並提供適當的比較數據；
- ▶ 「平衡」原則：本報告不偏不倚地呈報本集團環境和社會方面的表現；
- ▶ 「一致性」原則：本報告延續披露的相關環境及管治參數相關披露統計方法與2022年ESG報告保持一致，沒有發生重大變化。

Report Availability

The ESG Report is published in electronic edition, which is available on the HKEx website (<https://www.hkex.com.hk>) and the Group’s website (<http://www.hengan.com>). The ESG Report is published in Chinese and English. In the event of any discrepancies in the interpretation of the two texts, the Chinese text shall prevail.

Reference Description

For ease of expression, Hengan International Group Co., Ltd. and its subsidiaries are also referred to as “Hengan”, “Hengan International”, “the Group” or “We” in the ESG Report.

REVIEW AND OUTLOOK

In 2023, with the aim of sustainable development, Hengan made unremitting efforts for continuous improvement in the five key areas of “responsible governance”, “manufacturing excellence”, “low-carbon manufacturing”, “employee care and passing on the love”, and move towards “Centennial Hengan, Sustainable Development”. With the concerted efforts of all stakeholders, Hengan’s MSCI rating has now reached the “BBB” rating; FTSE Russell rating has been upgraded for two consecutive years, and it has been successfully selected as one of the Social Responsibility Index (FTSE4Good) series, and the Group has been recognized as the Industry Mover in the Personal Products Industry by S&P Global’s *Sustainability Yearbook (China Edition) 2023*.

Responsible governance is the foundation of the Group’s high-quality development. We have continued to promote good corporate governance and risk management mechanisms and optimized our governance structure at the ESG level. In 2023, we set up an ESG Committee in the Board for the first time to manage the work relating to the Group’s ESG development and to present major issues to the Board in a timely manner. The Committee listens to a wide range of stakeholders, responds to the expectations of all parties for the Hengan’s sustainable development, and helps to deepen the Group’s ESG governance work.

報告發佈

本報告以電子版的形式發佈，電子版可在香港交易所網站(<https://www.hkex.com.hk>)和本集團網站(<http://www.hengan.com>)查閱。本報告以中文、英文兩種語言發佈。在對兩種文本理解發生歧義時，請以中文文本為準。

指代說明

為便於表述，在報告中「恒安國際集團有限公司」及其附屬公司也以「恒安」、「恒安國際」、「本集團」或「我們」表示。

回顧與展望

2023年，恒安以可持續發展為宗旨，推動責任管治、卓越製造、低碳生產、員工關懷及愛心傳遞五大關鍵領域持續改善，向「百年恒安，可持續發展」邁進。在與各利益相關方的共同努力下，恒安MSCI評級目前達到「BBB」等級；富時羅素評級已連續兩年提升，成功入選富時羅素社會責任指數(FTSE4Good)系列，本集團於2023年入選標普全球《可持續發展年鑑(中國版)2023》，獲評個人用品行業最佳進步企業。

責任管治是本集團高質量發展的基礎，我們持續推進良好的公司治理和風險管理機制，並優化在ESG層面的管治架構，於2023年首次在董事會成立ESG委員會，管理與本集團ESG發展有關的工作，並及時向董事會呈報重大事宜。該委員會廣泛聽取各利益相關方聲音，回應各方對於恒安可持續發展的期望，助力深化集團的ESG管治工作。

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As a leading company in the industry, we always prioritize product quality. Over the years, we have continued to improve product quality control, maintaining 100% of our manufacturing plants certified to ISO 9001 quality management system, and investing heavily in the upgrading of quality monitoring equipment to enhance the efficiency and accuracy of identifying quality issues. In order to provide consumers with a more comfortable and caring product, we have added customer experience simulation to the scope of consideration, in order to continuously iterate the production quality indicators. In addition, we pay attention to regulations and standards related to chemical management on an ongoing basis, and phase out and update chemicals to ensure product safety and consumer responsibility.

The paper industry is a major consumer of energy and resources. For the purpose of contributing to the green transformation of the industry, the Group has integrated the concept of sustainability into the entire life cycle of our products, implemented practices such as water conservation, reduction of plastics use, and the application of photovoltaic energy in the phases of purchasing, transportation, manufacturing, and packaging, as well as actively focusing on climate change risks and responses. During the reporting period, Hengan (China) Paper Industry Co., Ltd. (“Hengan China Paper”) became the Group’s third national green factory with its leading green manufacturing technology. The Group attaches importance to improving carbon emission management. In 2023, the Group conducted an inventory of greenhouse gas emission sources and emissions for scope 1, 2 and 3 for the first time, so as to lay the foundation for the development of carbon emission reduction strategies in the future.

We focus on mutual growth with our employees and suppliers, and in 2023, we reorganized our talent development system, set up different management systems and training programs for new generation, professional and management employees, and deepened school-enterprise cooperation to enrich the knowledge iteration channels for our employees. We continued to build a sustainable supply chain and published the *Supplier Code of Conduct* (《供應商行為準則》) on our website during the reporting period, clarifying the Group’s ESG expectations of our suppliers.

We gave back to the society to contribute to the constant peace of our country. Hengan has actively responded to the national strategy of rural revitalization and helped build roads to prosperity in many villages. In 2023, we were awarded the title “Star Enterprise in Assisting Village Prosperity” under the “Ten Thousand Enterprises Prospering Ten Thousand Villages” campaign in Fujian Province. In addition, Hengan has been carrying out the “Spring Bud Program” for five consecutive years to improve the educational resources for girls in impoverished areas, helping impoverished girls to continue their dream of going to school and changing their destiny with knowledge. When the earthquake struck in Gansu Province and along the Syrian Border, Hengan sent relief supplies to the affected areas to alleviate the hardship of the affected people.

作為業內領先的企業，我們始終將產品質量放在首位。多年來，我們持續完善產品品質管控，保持生產工廠100%通過ISO 9001質量管理體系認證，並大力投資質量監測設備的升級，提升質量問題識別效率與精確度。為了讓消費者使用到更加舒適貼心的產品，我們將客戶使用感受模擬加入考量範圍，以不斷迭代產品質量指標。此外，我們持續關注化學品管理相關法規與標準，對化學品進行淘汰和更新，保證產品的安全性，對消費者負責。

造紙行業是能源與資源消耗的大戶，為向行業綠色轉型貢獻自己的力量，本集團將可持續理念融入到產品全生命週期中，在採購、運輸、製造、包裝等環節實施節約用水、減少塑料使用、應用光伏能源等實踐，並積極關注氣候變化風險及應對，報告期內，恒安(中國)紙業有限公司(「恒安中紙」)憑藉領先的綠色製造技術，成為本集團第三個國家級綠色工廠。本集團著重完善碳排放管理，2023年首次針對範圍1、2、3的溫室氣體排放源及排放情況進行盤查，為將來制定碳減排戰略奠定基礎。

我們注重與員工和供應商共同成長。2023年，我們重新梳理人才培養體系，針對新生代、專業類和管理類員工分別設置不同的管理體系與培養項目，並深化校企合作，豐富本集團員工知識迭代渠道。我們持續建設可持續供應鏈，本匯報期內在官網發佈《供應商行為準則》，明確本集團對供應商在ESG方面的相關期望。

我們回饋社會，共築家國恒安。恒安積極響應國家鄉村振興戰略，幫助多個鄉村建設致富道路，2023年，我們獲頒福建省「萬企興萬村」助村富民明星企業。此外，恒安已經連續5年開展「春蕾計劃」改善貧困地區女童教育資源，幫助貧困女童延續求學夢想，用知識改變命運。甘肅地震與敘利亞邊境地震災情發生時，恒安分秒必爭，向災區送去賑災物資，為受災人民紓困解難。

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Looking forward to the future, Hengan International will cling to the Group's development strategies of "focus on main business, brand leadership, long termism" and will adhere to sustainable development, fulfill its social responsibilities and create more value for society, the environment and the enterprise. We believe that Hengan's efforts will have a positive impact on the industry and contribute to the sustainable development of the planet. At the same time, Hengan International will grow together with all stakeholders and continue to move forward towards our vision of becoming a top-tier supplier of daily products.

ABOUT HENGAN

About the Group

Hengan, established in 1985, is a well-known domestic manufacturer of tissue paper and feminine and children hygiene products. Hengan was successfully listed on the Stock Exchange of Hong Kong on 8 December 1998, and included as a constituent of Hang Seng Index on 7 June 2011. Sticking to development strategies, the Group seizes the opportunities in the new retail era and focuses on long-termism for future development. The Group's female sanitary napkins, tissue paper and baby diapers as Hengan's three dominant products take leading shares in the domestic market. Products such as Hearttex, Space 7 and Anerle have entered the life of thousands of families, and become national brands trusted by Chinese consumers as "selected outstanding made in China goods". Besides, Hengan accelerates the steps of "internationalism", and actively explores overseas business, with products covering 37 countries and regions around the world.

The gene of continuous reform endows Hengan with strong development resilience. After three management reforms, Hengan has achieved a thorough transformation. We have established a strategy of data-enabled and flat platform for the Group, enabling our products quickly respond and stay close to the market, and catering for customers. The R&D and innovation management project launched jointly with IBM has established a brand-new market and product planning process, integrated product development (IPD) process, technology planning process, and technology development process and supporting systems, so as to build a product technology innovation management system from the three dimensions of organisation, processes and supporting mechanisms.

展望未來，恒安國際將繼續遵循「聚焦主業、品牌引領、長期主義」的發展戰略，並堅持可持續發展，履行社會責任，為社會、環境和企業創造更多價值。我們相信，恒安的努力將為行業帶來積極影響，為地球的可持續發展貢獻力量。同時，恒安國際將與各利益相關方共同成長，不斷向成為頂級生活用品企業的願景邁進。

走進恒安

集團簡介

恒安創立於1985年，是國內知名的生活用紙和婦幼衛生用品製造商。1998年12月8日，恒安在香港聯交所上市；2011年6月7日，恒安入編香港恆生指數成分股。恒安堅持遵循集團發展戰略，緊握新零售時代的機遇，以長期主義指導未來發展，旗下衛生巾、生活用紙及嬰兒紙尿褲三大主導產品市場佔有率均在國內名列前茅；心相印、七度空間、安兒樂等產品進入千家萬戶，以「國貨擔當」成為中國消費者信賴的民族品牌。此外，恒安加快「國際化」步伐，積極佈局海外市場，產品覆蓋全球37個國家與地區。

持續變革的基因賦予恒安強大的發展韌性。歷經三次管理變革，恒安實現脫胎換骨的轉變，構建了本集團的信息化、扁平化平台的戰略，使恒安產品能夠快速響應和貼近市場，還原和實現客戶需求。我們攜手IBM啟動的研發創新管理項目，建立了全新的市場和產品規劃流程、集成產品開發(IPD)流程、技術規劃流程、技術開發流程及支撐體系，從組織、流程和支撐機制三個維度，打造恒安產品技術創新管理體系。

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Innovation capability has become the driving force behind the development of Hengan International. Adhering to “independent innovation as a top priority and cooperative development for additional assistance”, Hengan thoroughly integrates internal and external technical resources through industry-university-research cooperation to provide technical support for new product development and product upgrading. Relying on the two technology platforms, i.e., the national industrial design centre and the national enterprise technology centre, Hengan has been able to lead the technological innovation in the industry. Digitalisation is the top priority of Hengan International’s innovation and development. With the world’s cutting-edge production equipment introduced, the Group extends the upstream and downstream value chain based on “end-to-end” informatisation. Accordingly, a modern and high standard hygiene products industrial park, which integrates raw materials sourcing, intelligent production, intelligent warehousing, intelligent sorting, and other supporting links, has been built. Also, the Group has applied the latest version of SAP PCE, and get the supply chain and production highly connected, laying a solid foundation for future use of AI technology. Moreover, we have initiated an ERP project to comprehensively upgrade the digital management of Hengan International’s e-commerce, and drive the long-term growth of business, paving the way to the organic integration of “business+supply chain+finance” of the Group in the future.

Being customer oriented and focusing on customer demands, the Group explores industry chains such as women’s health, infant health and elderly health to improve its competitiveness towards the long-term goal of industry extension. Also, the product portfolio is optimised, and high-end products are developed to meet domestic consumers’ needs for diversified products. Meanwhile, Hengan actively explores innovation opportunities to drive product innovation together with product category-driven innovation, and is committed to rolling out innovative products that are comfortable, safe and healthy for customers.

Since its listing 25 years ago, Hengan has always pursued sustainable and healthy development, and has been vigorously promoting green transformation in recent years. In 2021, Hengan served as the vice chairman of the Carbon Neutrality Committee of the China Energy Conservation Association to actively promote the national goals of carbon peak and carbon neutrality. In 2022, Hengan was awarded the 2022 “Green Sustainable Development Contribution Award”, for its green, low-carbon and sustainable development efforts, fulfilment of social responsibilities, and practice in clean production and “zero emission”. In 2023, Hengan served as the vice chairman of the “Belt and Road” Eco-industry Cooperation Working Committee of the All-China Environmental Federation, and was included in the “2022 Forbes China Top 50 Sustainable Development Industrial Enterprises” list, providing ideas for the green development of the industry with our sustainable development practices.

創新能力已經成為恒安國際的發展動力，恒安堅持自主創新為主，合作開發為輔的方式，通過產學研充分整合內外部技術資源，為新產品開發和產品升級提供技術保障；依託國家級工業設計中心和國家認定企業技術中心兩個技術平台，恒安已立足行業技術創新制高點。數字化是恒安國際創新發展的重中之重，本集團引進世界先進生產設備，以「端到端」信息化為基礎，通過延伸上下游的價值鏈，高標準建設集上游原材料、智能生產、智慧倉儲、智能分揀及其他配套為一體的現代化衛生用品產業園；引進最新版本SAP PCE，提升供應鏈及生產配合度，為下一步利用AI技術打下堅實基礎；啟動ERP項目全方位賦能恒安國際的電商數字化管理升級，驅動經營的長效增長，鋪墊集團未來「業務+供應鏈+財務」一體化的有機融合。

恒安以客戶為中心，定義和聚焦用戶需求，以產業延伸作為長遠目標，打通女性健康、嬰童健康及老年健康等產業鏈，持續提升整體競爭力，並致力優化產品組合和發展高端產品，迎合國內客戶對多元化產品的追求。同時，恒安主動挖掘創新機遇，與品類驅動形成產品創新雙引擎，致力於打造滿足舒適、安全、健康用戶體驗的創新產品。

上市25年以來，恒安始終追求持續健康發展，近年來更是大力推動綠色轉型。2021年，恒安擔任中國節能協會碳中和專業委員會副主任委員單位，積極助推全國碳達峰和碳中和雙目標；2022年，恒安被授予2022「綠色可持續發展貢獻獎」，遵循綠色、低碳、可持續發展戰略，積極主動承擔社會責任，致力於清潔生產和「零排放」；2023年，恒安成為中華環保聯合會「一帶一路」生態產業合作工作委員會副主任委員單位，並入選「2022福布斯中國可持續發展工業企業TOP50」榜單，用自己的可持續發展實踐為行業綠色發展提供思路。

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Corporate Culture

企業文化



Honours in 2023

- ▶ The “Belt and Road” Eco-industry Cooperation Working Committee of the All-China Environmental Federation: “The Case of ‘the Belt and Road’ Green Supply Chain in 2022”
- ▶ Ministry of Industry and Information Technology of the People’s Republic of China: Hengan (China) Paper Industry Co., Ltd. recognised as a “Green Factory”
- ▶ The People’s Government of Jinjiang Municipality: “Enterprise with Tax Payment of over RMB500 million in 2022”
- ▶ Wind Information Co., Ltd. (Wind): “2022 Wind ESG Best Practice H-share Listed Company (Consumer Goods)”
- ▶ Fujian Enterprises and Entrepreneurs Confederation, Fujian Brand Construction Promotion Association: “First Top 100 Fujian Valuable Brand”

2023年度榮譽獎項

- ▶ 中華環保聯合會「一帶一路」生態產業合作工作委員會：「2022一帶一路綠色供應鏈案例」
- ▶ 中華人民共和國工業和信息化部：恒安(中國)紙業有限公司獲評「綠色工廠」
- ▶ 晉江市人民政府：「2022年度納稅超人民幣5億元企業」
- ▶ 萬得信息技術股份有限公司(Wind)：「2022年度Wind ESG港股行業最佳實踐獎(日常消費)」
- ▶ 福建省企業與企業家聯合會、福建省品牌建設促進會：「福建省首屆品牌價值百強」

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- ▶ China National Household Paper Industry Association: Mr. Hui Lin Chit was granted the “Pioneering Contribution Award”, and Mr. Hui Ching Lau the “Contribution Award for Culture Inheritance”. Hearttex was listed as “2023 Ingenuity Products of China Tissue Paper Industry”, and Space 7, Anerle and Elderjoy were listed as “2023 Ingenuity Products of China Sanitary Products Industry”
- ▶ *Corporate Governance Asia* (《亞洲企業管治》): The Group was granted the “Asia Responsible Enterprise Awards” and recognised as “Best Investor Relations Company”
- ▶ 2023 Kantar Worldpanel: Hearttex won “Top 10 Most Chosen Brands in CRP”
- ▶ “2023 Innovation Summit” hosted by *The Economic Observer* (《經濟觀察報》): “2023 Outstanding Enterprise for Digital Innovation”
- ▶ 中國造紙協會生活用紙專業委員會:「開拓貢獻獎」許連捷先生、「傳承貢獻獎」許清流先生、心相印獲評「2023年度中國生活用紙行業匠心產品」、七度空間/安兒樂/安而康獲評「2023年度中國衛生用品行業匠心產品」
- ▶ 《亞洲企業管治》:「亞洲最佳企業社會責任」、「最佳投資者關係企業」
- ▶ 2023凱度消費者指數:心相印獲評「中國區消費者首選前十品牌」
- ▶ 《經濟觀察報》主辦「2023創新峰會」:「2023年度卓越數字創新企業」

1 RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION

1.1 Practicing Efficient Governance

Hengan International is fully aware that sound governance structure and strict risk management are the core of protecting shareholders’ interests, enhancing the enterprise value, and practicing the corporate responsibilities, as well as the important supports for the Group’s stable development and continuous appreciation. We are committed to achieving the target by a high-standard corporate governance, sound business ethics, a perfect information security management system and an efficient ESG governance system.

1.1.1 Corporate governance

Corporate governance is important to the long-term development and sustainable value creation of an enterprise. We have established a sound corporate governance structure, maintained the independence of our Board of Directors, and adopted a policy on board diversity, thus continuing to promote efficient corporate governance to ensure that the decision-making process is in the best interests of our shareholders and other stakeholders.

1 責任管治，合規運營

1.1 踐行高效治理

恒安國際深諳完善的管治架構、嚴格的風險管理是保障股東利益、提升企業價值、踐行企業責任的核心，也是確保企業穩健發展和持續增值的重要支撐。我們致力於以高標準的企業管治、良好商業道德、完善的信息安全管理體系和有效的ESG管治體系來確保這一目標的實現。

1.1.1 公司治理

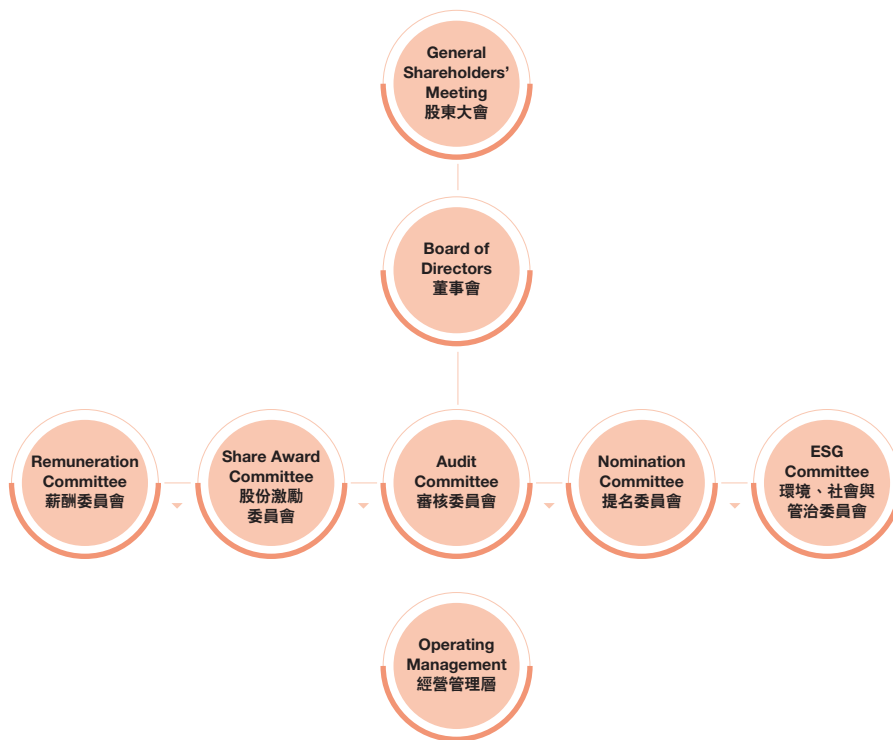
公司治理對於企業的長期發展和持續價值創造具有重要意義，我們建立了完善的公司治理架構，保持董事會獨立性，採納董事會多元化政策，持續推動高效企業管治，確保決策過程符合股東和其他利益相關者的最佳利益。

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Hengan International strictly complies with the *Company Law of the People's Republic of China* (《中華人民共和國公司法》), the *Securities Law of the People's Republic of China* (《中華人民共和國證券法》), the *Code of Corporate Governance for Listed Companies* (《上市公司治理準則》), the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* (《香港聯合交易所有限公司證券上市規則》), and other relevant regulations of the places where our shares are listed, and has established a governance structure with clearly defined powers and responsibilities. The Board of Directors of Hengan has set up four committees, which are dedicated to dealing with and reviewing specific areas and activities, so as to safeguard efficient and compliant operation of the enterprise.

恒安國際嚴格遵守《中華人民共和國公司法》《中華人民共和國證券法》《上市公司治理準則》《香港聯合交易所有限公司證券上市規則》以及股票上市所在地其他相關規定，建立權責分明的管治架構，恒安董事會下設4個委員會，專責處理檢討特定範疇與活動，保障企業高效合規運營。



Hengan International Corporate Governance Structure
恒安國際公司治理架構

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Hengan believes that a culture of independence plays a pivotal role in good governance. We have developed the Board Independence Evaluation Mechanism (《董事會獨立性評估機制》) to ensure that the Board of Directors of the Company has a strong element of independence to enable the Board to effectively exercise independent judgment and better protect the interests of shareholders. In 2023, the Group issued the *Statement on Independence of the Board of Directors* (《董事會獨立性聲明》) in order to enhance our the transparency and corporate image. As at the end of the reporting period, the Board of Directors of the Group consisted of 12 directors, including 8 executive directors and 4 independent non-executive directors.

The Board of the Group is committed to the principle of diversity, believing that diversity promotes the exchange and integration of different perspectives and experiences for better decision-making. The Nomination Committee reviews the diversity of members annually (including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and tenure of service) and the implementation of the policy on diversity of Board members. As at the end of the reporting period, the Board of Directors of the Group was diverse in terms of age, skills, gender and knowledge.

1.1.2 Risk management

Risk management is vital to the Group's long-term and stable operation. We have established a clear whole-process risk management structure, formulated and released the *Whole-Process Risk Control and Audit Management Regulations* (《全流程風險控制與審計管理規定》), so as to identify potential risks in the complex and ever-changing market, and timely adopt corresponding measures through the risk management process.

Based on the internal control model of the Committee of Sponsoring Organisations of the Treadway Commission (COSO), Hengan International has set up a risk management structure consisting of "Three Lines of Defence", with the Board of Directors and the Group Chief Executive Officer (CEO) jointly responsible for the Group's risk management.

恒安相信獨立性文化在良好的管治中起著舉足輕重的作用。恒安制定了《董事會獨立性評估機制》旨在確保本公司董事會擁有強大的獨立元素，從而使董事會有效地進行獨立判斷而更好地保障股東利益。2023年，本集團發佈了《董事會獨立性聲明》以提高公司的透明度和企業形象。截至報告期末，本集團董事會共有12名董事，其中執行董事8名，獨立非執行董事4名。

本集團董事會承諾遵循多元化原則，相信多元化可推進不同觀點與經驗的交流融合，以作出更為完善的決策。提名委員會每年檢討成員多元化(包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務任期)及執行董事會成員多元化政策的情況。截至報告期末，本集團董事會成員在年齡、技能、性別及知識方面均有多元化表現。

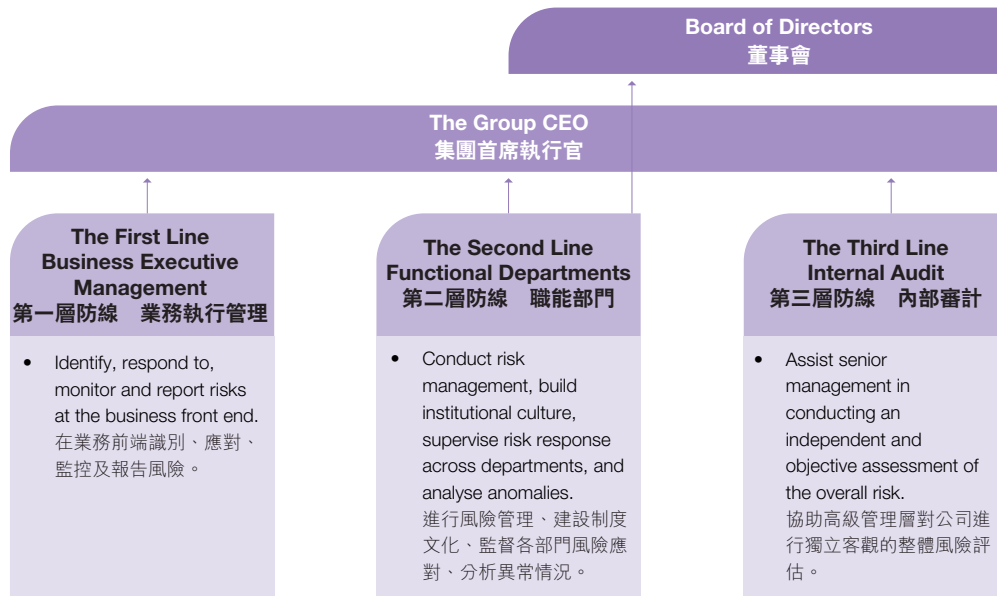
1.1.2 風險管理

風險管理對於本集團長久穩定運營至關重要，我們建立清晰的全流程風險管理框架，制定了《全流程風險控制與審計管理規定》，以識別複雜多變市場環境中的潛在威脅，及時通過風險管理流程採取應對措施。

恒安國際依據特雷德委員會贊助組織委員會(COSO)內部控制模型，設立由「三層防線」組成的風險管理框架，由董事會及集團首席執行官共同負責本集團的風險管理。

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Risk Management Framework and Segregation of Duties

風險管理框架和職責分工

The three lines perform their own roles through flexible collaboration, thus effectively ensuring the Group's compliant operation. The Business Department is responsible for identifying business-related risks. Functional Departments like Internal Control Department, Safety Management Office, Finance Department and other departments coordinate with Business Department to integrate internal and external resources, in an effort to design and optimise a control process for identifying various operational risks such as compliance risks, safety risks and financial risks. Internal Audit is the Supervision Department of the Group's risk management. It evaluates the overall effect of the Group's risk management through annual audits and special audits, enhances the employees' awareness of risk management, and builds a risk culture through measures like promotion training and routine inspections.

三層防線各司其職、靈活配合，有力保障企業運營合規。業務部門負責識別業務相關風險，內控部、安全管理辦公室、財務部等職能部門協同業務部門整合內外部資源，為識別出的合規風險、安全風險、財務風險等各類運營風險設計和優化控制流程。內部審計是集團風險管理的監督部門，通過年度審計和專項審計等方式，整體評估集團風險管理效果，並通過培訓宣導、常規檢查等措施提升各級員工的風險管理意識，構建風險管理文化。

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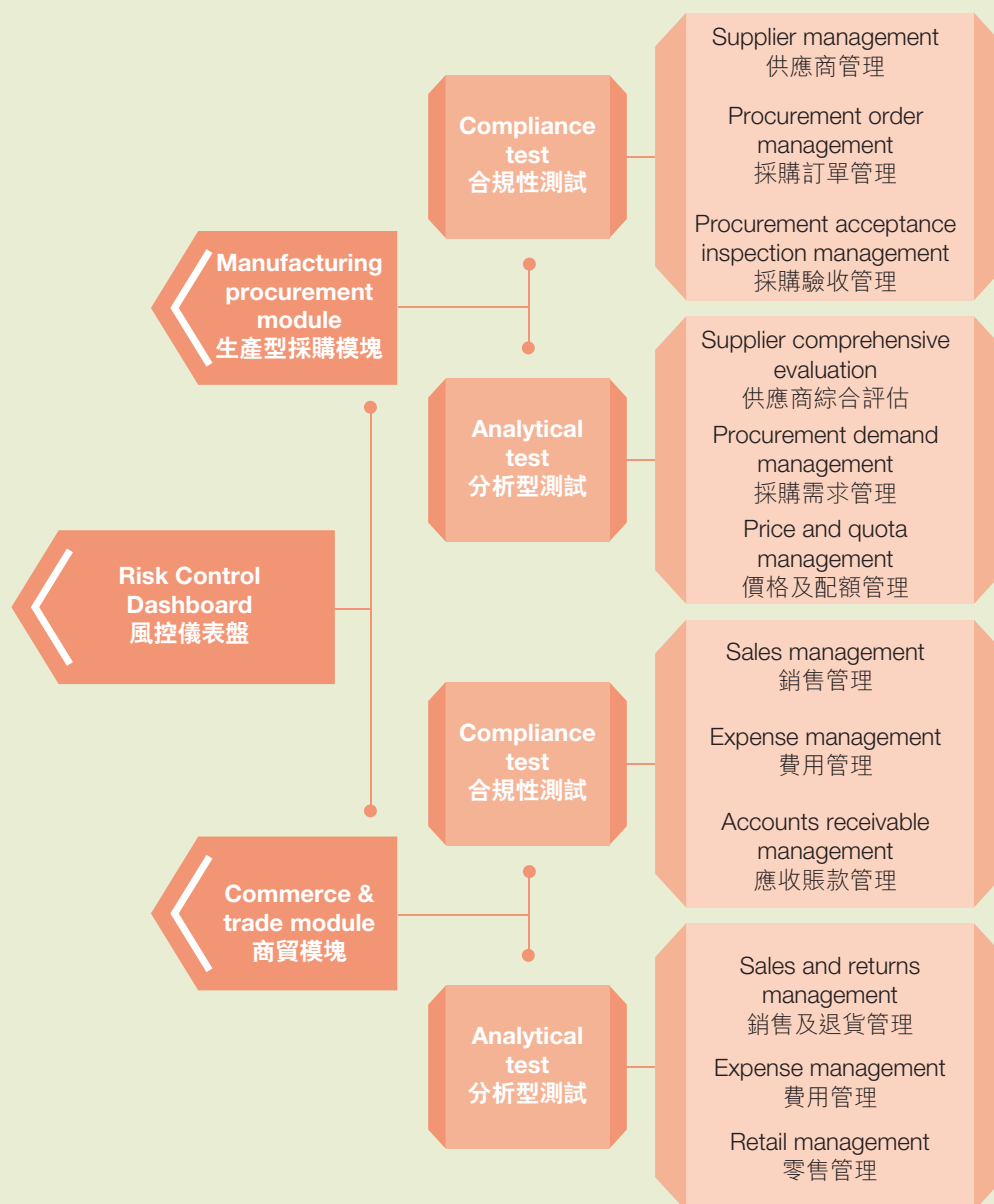
環境、社會及管治報告

Risk Control Dashboard

「風控儀表盤」

During the reporting period, Hengan launched the “Risk Control Dashboard” to conduct compliance and analytical monitoring for the manufacturing procurement module and the commerce & trade module, and conduct detailed categorisation and monthly tracking for data of supplier management, procurement order management, procurement acceptance inspection management, supplier comprehensive evaluation, price and quota management, sales and returns management, etc. The “Risk Control Dashboard” is presented in customised visual reports, and potential non-compliance or high-risk areas can be identified by efficient digital tools.

報告期內，恒安上線了「風控儀表盤」智能化系統，對生產型採購模塊和商貿模塊進行合規性與分析型監測，分別對供應商管理、採購訂單管理、採購驗收管理、供應商綜合評估、價格及配額管理、銷售及退貨管理等多方面數據進行詳細分類並進行月度數據追蹤。「風控儀表盤」以定製化可視報表形式呈現，運用高效的數字化工具靈敏識別潛在不合規或高風險領域。



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We implement an efficient and rigorous risk management process to identify and manage risks, and report the results in a timely manner to the Group's senior management.

我們執行高效嚴格的風險管理流程識別風險、管理風險，並及時向本集團高層匯報結果。



Risk Management Process
風險管理流程

Hengan conducts routine audits on the seven major paper bases, headquarter production companies, and other larger companies every year, and completes routine audits on the entire Group every two years to identify risk factors in a timely manner and carry out further special investigations based on the results of the investigations. Upon completion of the audit, we will, in accordance with the *Management Provisions on Follow-up Rectification of Audit Issues of Hengan Group 1.0* (《恒安集團審計問題後續整改管理規定1.0》), take appropriate improvement measures for the issues and non-conformities identified, so as to enhance and improve the internal control system and help the company to manage its risks in a better way.

恒安每年對七大造紙基地、總部生產公司、以及其他規模較大的公司進行例行審計，每兩年對全集團完成一次例行審計，以及時排查風險因素並根據調查結果開展更進一步的專項調查。在審計結束後，我們將依據《恒安集團審計問題後續整改管理規定1.0》，對發現的問題和不符合項採取相應的改進措施，從而增強及完善內部控制體系，幫助公司更好地進行風險管理。

1.2 Adhering to Business Ethics

Hengan International adheres to business ethics, regards anti-corruption and integrity as the cornerstone of our culture, and demonstrates zero tolerance for corruption. We are committed to creating a fair and transparent corporate environment. Meanwhile, Hengan International is fully aware of the responsibilities for our consumers, and always committed to providing authentic, accurate and comprehensive product information. Sticking to the principle of honesty, we protect our consumers' rights and interests from infringement.

1.2 遵守商業道德

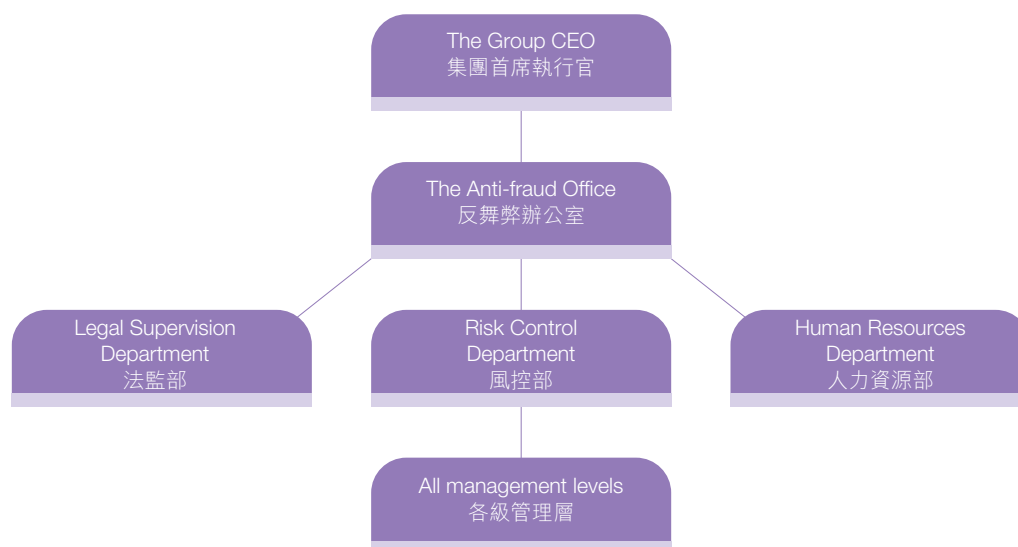
恒安國際堅守商業道德，將反腐倡廉視為企業文化的基石，堅決抵制一切腐敗行為，致力於打造一個公正透明的企業環境。同時，恒安國際深諳對消費者負有的責任始終致力於為消費者提供真實、準確、全面的產品信息，堅守誠信原則，確保消費者的權益不受侵害。

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Adhering to the core value of “Honesty and Equity, Bright and Fairness”, Hengan strictly complies with the *Company Law of the People’s Republic of China* (《中華人民共和國公司法》), the *Interim Provisions on Banning Commercial Bribery* (《關於禁止商業賄賂行為的暫行規定》), the *Law of the People’s Republic of China against Unfair Competition* (《中華人民共和國反不正當競爭法》) and other laws and regulations, and has formulated and released the *Anti-corruption Policy* (《反貪污政策》), the *Anti-fraud Policy* (《反舞弊管理制度》), the *Gift, Hosting and Reward Management Policy* (《禮品、招待及獎勵管理制度》) and the *Interest Conflict Management Policy* (《利益衝突管理制度》). In 2023, we perfected the anti-fraud structure, clarifying that the Group CEO is the highest leader of the anti-fraud work, responsible for guiding and urging the establishment of an anti-fraud culture. Under the Group CEO, an anti-fraud office is set up to guide, coordinate and supervise the relevant work.

秉持「誠實守信、陽光公正」的核心價值觀，恒安嚴格遵守《中華人民共和國公司法》《關於禁止商業賄賂行為的暫行規定》和《中華人民共和國反不正當競爭法》等法律法規和相關規定，制定《反貪污政策》《反舞弊管理制度》《禮品、招待及獎勵管理制度》《利益衝突管理制度》等多項制度。2023年，我們完善反舞弊管理架構，明確集團首席執行官為反舞弊工作的最高領導者，負責督促指導建立反舞弊文化，下設反舞弊辦公室以指導、協調和監督相關工作。



Anti-fraud Organization Structure
反舞弊組織架構圖

We clearly informed the Group’s integrity guidelines by signing integrity agreements with our employees and business partners, adopted various forms of measures such as rotation programmes, departure audit, and avoidance of relative recruiting to promote the level of business integrity of the Group, intensified the awareness of anti-corruption among our directors, executives, and all employees through annual and semi-annual seminars, regular training, publicity and knowledge push from official account “Integrity building in Hengan”, and orientation training.

我們通過與員工、商業合作夥伴簽署廉潔協議書，明確告知本集團廉潔準則；採用輪崗制、離任審計制、親屬迴避制等機制促進清正廉潔；通過年度工作會議、半年工作會議、定期培訓貫宣、推送消息覆蓋100%員工的「廉潔恒安」公眾號信息發佈、新員工培訓等途徑，強化董事、高管和全體員工的反貪污意識。

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Integrity training for management

管理層廉潔自律培訓

At the 2023 annual seminar, Xu Wen Mo, director of the Risk Control Department, made a specific training of the *Hengan Group Accountability Management Provisions* (《恒安集團問責管理規定》) at the meeting to strengthen the accountability system and supervise the management to maintain a self-disciplined work style.

在2023集團年度工作會議上，風控部許文默總監在會上對《恒安集團問責管理規定》作宣貫培訓，旨在強化工作責任制，督促管理層保持廉潔自律的工作作風。



2023 Training of the Hengan Group
Accountability Management Provisions
2023集團《恒安集團問責管理規定》培訓

Employee anti-fraud promotion

員工反舞弊宣導

In 2023, the Risk Control Department carried out internal control assessment inspections in production bases outside Fujian Province, and executed risk control policy propaganda for a total of 12 sessions, covering 373 people, to enhance employees' self-discipline and prevent conflicts of interest between employees and the Group.

2023年，風控部在福建省外生產基地開展內控評估檢查，執行風控政策宣貫共12場373人次，增強員工的自律意識，防範員工與公司之間的利益衝突。



Promotion of Risk Control Policies in Production Bases
in Shandong, Hunan, Fushun
山東、湖南、撫順等生產基地風控政策宣貫

The Group has opened up a variety of online and offline reporting channels to receive information on actual or suspected fraud or conflict matters from employees, established a complete process for handling reports, and implemented a strict whistleblower protection system. Reports received by the Group were handled impartially and confidentiality. The Group reserved the right to take appropriate action against anyone who threatens or retaliates against the whistleblower.

本集團開放線上線下多種舉報途徑，受理公司各級員工實際或疑似舞弊或衝突事項的信息，建立完整的舉報處理流程，並實施嚴格的舉報人保護制度。本集團接收的舉報均在高度保密的情況下公正處理。針對向舉報人威脅或進行報復的任何人，本集團保留採取適當行動的權利。

Reporting channels:

Tel.: 400-1044-315 185-5951-2828

WeChat: 185-5951-2828

Email: jubao@hengan.com

Mail or reception address: Risk Control Department,
13# Office Building, Hengan Industrial City, Anhai Town,
Jinjiang City, Fujian Province

舉報渠道：

舉報熱線：400-1044-315、185-5951-2828

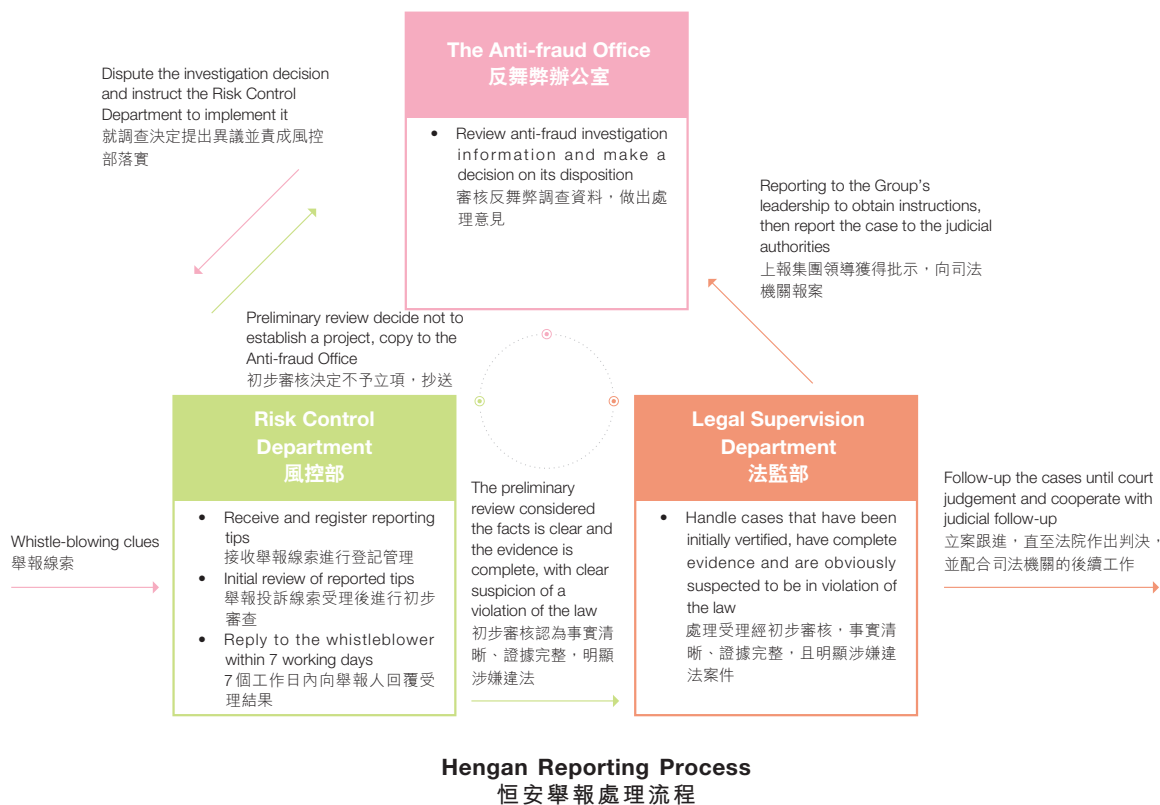
舉報微信：185-5951-2828

舉報郵箱：jubao@hengan.com

信函郵寄或接待地址：福建省晉江市安海鎮
恒安工業城辦公大樓13樓風控部

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In 2023, Hengan had no corruption lawsuits filed and concluded against the Group or employees.

2023年，恒安無已對本集團或員工提出並已審結的貪污訴訟案件。

1.3 Focusing on Information Security

The stable operation of Hengan is closely related to information and data security. We continuously improve information security systems and processes, adopt various information security and data security measures, actively implement information security drills, and strive to create a secure environment for the Group's information and data.

Hengan strictly complies with the *Cybersecurity Law of the People's Republic of China* (《中華人民共和國網絡安全法》), the *Data Security Law of the People's Republic of China* (《中華人民共和國數據安全法》) and other laws and regulations. And we have formulated internal management policies such as the *Management Manual for Data Centre* (《數據中心管理工作手冊》), the *Hengan Group Digitalisation Service and Building Management Policy* (《恒安集團數字化服務與建設管理制度》) and the *Operation Standards of Data Information* (《數據信息操作標準》). We have also released the *Information Security and Privacy Protection Policy* (《信息安全與隱私保護政策》), and continuously improved policies and processes related to information security, to ensure the information safety of the Group.

1.3 關注信息安全

恒安的穩定運營與信息和數據安全保障息息相關。我們持續完善信息安全相關制度與流程，採取各項信息安全與數據安全保障措施，積極實施信息安全演練，不遺餘力地為集團信息和數據打造安全環境。

恒安嚴格遵守《中華人民共和國網絡安全法》《中華人民共和國數據安全法》等法律法規，制定《數據中心管理工作手冊》《恒安集團數字化服務與建設管理制度》《數據信息操作標準》等內部管理制度，並在官網發佈《信息安全與隱私保護政策》，持續完善信息安全相關制度與流程體系，助力保障集團信息安全。

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1.3.1 Information security management

We have established a data and information classification mechanism, standardized the flow, storage and destruction process, and carried out hierarchical and graded management of data and information to ensure the data and information security of the Group. We safeguarded system account security through strict management of employee accounts and permissions, with detailed provisions for account generation, modification and removal.

The Group has formulated the *Emergency Plan for Cybersecurity Attacks* (《網絡攻擊應急預案》), the *Emergency Response Plan for Hacker Attacks* (《黑客攻擊演練應急預案》) and other cybersecurity emergency response plans, and conducted corresponding security drills. In case of emergencies, we will conduct emergency operations in strict compliance with the corresponding failure emergency plans set forth in the Plan to protect the Group's information security, and reduce losses.

During the reporting period, the Group organized 4 cybersecurity drills.

1.3.1 信息安全管理

我們建立數據信息密級機制，規範了數據信息流轉、儲存與銷毀流程，對不同密級的數據信息開展分層、分級管理確保本集團的數據信息安全。通過嚴格管理員工賬號與權限以管理數據接觸權限，對賬號的生成、修改和移除做出了明確規定，保障系統賬號安全。

本集團制定了《網絡攻擊應急預案》《黑客攻擊演練應急預案》等網絡安全應急預案，並進行相應安全演習。當出現突發狀況時，我們將嚴格參照相應的故障預案進行應急操作，保障本集團信息安全，減少損失。

匯報期內，本集團共組織了4次網絡與安全演練。

Case: Drill for security attacks

案例：網絡攻擊演練

On 17 June 2023, the Group carried out drills for security attacks on Internet IP and external servers. The drills were implemented smoothly in accordance with the planned steps of simulating attacks, modifying IP, testing whether the Internet access was normal, and restoring IP. No abnormal feedback was received. Through attack drills, the Group tested the practicability of the corresponding Emergency Plan and further improved its level of cybersecurity protection.

2023年6月17日，本集團就上網IP遭受攻擊、對外服務其遭受攻擊進行了網絡攻擊演練。演練順利按照模擬攻擊、修改IP、測試上網是否正常、還原IP等計劃步驟推進，未收到異常反饋。通過攻擊演練，本集團檢驗了相應應急預案的實用性並進一步提升了網絡安全防護水平。

Case: Drill for bare fibre switching

案例：裸纖切換演練

On 15 July 2023, the Group conducted a drill for Data Centre bare fibre switching, which involved the use of all internet application systems and the Group's intranet access. The drill mainly covered switching between the primary and backup bare fibres to test whether the access to and use of intranet and extranet application systems were normal. The bare fibre switching drill was completed successfully and no abnormal problems were identified. The network fault emergency handling capabilities of the Group has been strengthened by this drill.

2023年7月15日，本集團進行數據中心裸纖切換演練，該演練涉及所有內網應用系統使用及集團上網，主要實施內容為切換主用和備用裸纖，測試內外網應用系統訪問和內外網使用是否正常。此次裸纖切換演練順利完成，確定無異常問題發生。本集團通過該項演練，加強了自身的網絡故障應急事件處置能力。

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1.3.2 Information security audit

Hengan attaches great importance to information security. In order to ensure the stable and reliable operation of the information system, Hengan employs a professional third-party organization to conduct a comprehensive and in-depth information security audit once a year, aiming at identifying potential information security risks and putting forward corresponding suggestions for improvement.

This year, Hengan successfully passed the third-party information security audit, which indicated that the Group has achieved significant effects in information security management. Meanwhile, we analyzed the audit results in depth and carried out comprehensive rectification and enhancement for the deficiencies therein.

1.3.3 Information security training

Hengan actively carries out information security training for employees, and new employees are required to receive information security training and assessment after employment. Hengan regularly conducts information security knowledge propaganda through information security micro-classes for all employees to help them develop the awareness of data and information security protection.

1.3.2 信息安全審計

恒安始終高度重視信息安全，為確保企業信息系統的穩健運營，每年委託專業的第三方機構進行一次全面而深入的信息安全審計，旨在發現潛在的信息安全隱患並提出相應的改進建議。

在本年度，恒安順利通過了第三方信息安全審計，這標誌著集團在信息安全管理方面取得了顯著的成效。同時，我們深入地分析了審計結果，並針對其中的不足之處進行了全面的整改和提升。

1.3.3 信息安全培訓

恒安積極開展員工信息安全培訓，新員工入職後均須接受信息安全培訓並進行考核。恒安定期開展全員信息安全微課堂，進行信息安全知識宣貫，幫助員工建立健全數據與信息安全保護意識。

Induction information security training and assessment

入職信息安全培訓與考核

Every new joiner of Hengan International is required to attend the information security training and pass the assessment. In 2023, Hengan's information security training and assessment covered the concept of information security awareness, the content of information security awareness, and measures to protect information security.

每一位恒安新入職員工均需參加信息安全培訓並通過考核。2023年恒安信息安全培訓內容包括信息安全意識的概念、信息安全意識的內容以及保護信息安全的措施等。



Information Security Training for New Joiners
新員工信息安全培訓

The Group had no information security incident in the past three years.

本集團在過去三年未發生信息安全事件。

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1.4 Implementing Sustainable Development Governance

1.4.1 Sustainable development strategy

With the mission of “Growing with You for A Better Life”, and in the spirit of integrity, diligence, innovation and dedication, Hengan International has formed the sustainable development strategy, promoted the implementation of sustainable development, and joined hands with stakeholders to achieve a brighter future with more sustainable development.

1.4 落實可持續管治

1.4.1 可持續戰略

恒安國際以「追求健康，你我一起成長」為使命，本著誠信、拼搏、創新、奉獻的精神，提煉形成恒安國際可持續發展戰略，推動可持續發展工作的落地，攜手各利益相關方共同邁向更加可持續發展的美好未來。



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In 2023, the Group's MSCI ESG rating went up to BBB. And S&P Global Corporate Sustainability Assessment rating increased to 47, which is ahead of 84% of peers, and we have been selected as a member of the S&P Global Sustainability Yearbook (China Edition). Hengan's FTSE Russell ESG rating has improved for two consecutive years to reach 3.8 points in 2023, higher than 74% of peers, and has been successfully included in the FTSE Russell Social Responsibility Index (FTSE4Good) series in 2023.

1.4.2 SDGs Responses

We actively responds to the UN SDGs, and improves our sustainability performance through practices that address climate change, promote responsible production, help people living in poverty, combat inequality and support sustainable energy.

2023年，本集團MSCI ESG評級為BBB級；標普(S&P)全球企業可持續發展評估(CSA)提升至47分，領先84%的同行，並入選S&P全球可持續發展年鑑(中國版)；恒安富時羅素ESG評級連續兩年提升，2023年達3.8分，高於74%的同業，並已於2023年成功入選富時羅素社會責任指數(FTSE4Good)系列。

1.4.2 可持續發展目標響應

我們積極響應聯合國可持續發展目標(UN SDGs)，在應對氣候變化、促進負責任生產、幫扶貧困人口、消除不平等、支持可持續能源等層面開展實踐，持續提升自身可持續表現。

Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs UN SDGs	Response 響應UN SDGs
Responsible Governance and Compliant Operation 責任管治， 合規運營	Integrity and Honesty 正直誠信	 16 Peace, justice and strong institutions 和平、正義與強大機構	Hengan continues to strengthen the responsible governance system, optimise risk management capabilities and accelerate the integration of the concept of sustainable development into our business strategies and operations, in an effort to create long-term value for all stakeholders. 恒安持續加強責任管治體系建設、優化風險管理能力，並加速將可持續發展理念融入商業戰略和運營實踐中，致力為各利益相關方創造長期價值。
Lean Research & Development and Outstanding Manufacturing 精益研發， 卓越製造	Product Innovation 產品創新 Product Quality and Safety 產品質量與安全 Responsible Sourcing 責任採購 Chemicals Management 化學品管理 Customer Relationships 客戶關係 Intellectual Property 知識產權	 3 Good health and welfare 良好健康與福祉  9 Industrial, innovation and fundamental facilities 產業、創新和基礎設施  12 Responsible consumption and production 負責任消費與生產	Hengan promotes the industry development with our continuous innovation, and makes persisting efforts to build a comprehensive quality management mechanism. 恒安以持續的創新促進行業發展，構建並持續完善全面質量管理體系。

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Report Section(s) 章節名稱	Issue(s) 章節議題	UN SDGs UN SDGs	Response 響應UN SDGs
Low-carbon Production to Protect the Ecology 守護生態， 低碳生產	Climate Change Response 應對氣候變化 Energy and Water Efficiency 能源與水資源效益 Packaging Material Management 包裝材料管理 Waste Treatment and Recycling 廢棄物處理與回收 Waste Gas and Waste Water Emission Management 廢氣與廢水排放管理	    	Hengan connects the industrial chain with environmentally friendly production, to protect natural ecology. We also join hands with all parties to address the climate change challenge, and are committed to promoting a more environmental-friendly future. 恒安以環保生產連接產業鏈，保護自然生態，並攜手各方共同應對氣候變化挑戰，致力於推動更加環境友好的明天。
Caring for Employees and Growing Together 關愛員工， 共同成長	Productivity Safety and Occupational Health 生產安全與職業健康 Human Rights 人權保障 Fair Compensation and Benefits 公平薪酬與福利 Talent Cultivation and Development 人才培養與發展	   	Adhering to the “policy of eight values”, Hengan is dedicated to ensuring employees’ occupational health and a life-work balance, thus creating a diverse, equal and inclusive workplace. Besides, we provide employees with various benefits, and integrate common growth into each employee’s career growth path. 恒安秉承「八子方針」，致力於守護員工職業健康與生活工作平衡，打造多元、平等且包容的職場環境，並為員工提供豐富多樣的福利待遇，將共同成長融入在每位員工的職業成長道路中。
Delivering Care and Stability for Family and Nation 傳遞愛心， 家國恒安	Public Welfare Charity 公益慈善	  	Hengan always pays attention to vulnerable groups, devotes to education, public welfare and other fields. Also, we practice corporate values and social responsibility through practical actions, contributing to the society under our affections of family and country. 恒安時刻關注弱勢群體，關懷教育公益等領域，通過實際行動踐行企業價值觀和社會責任，秉持家國情懷，回饋社會。

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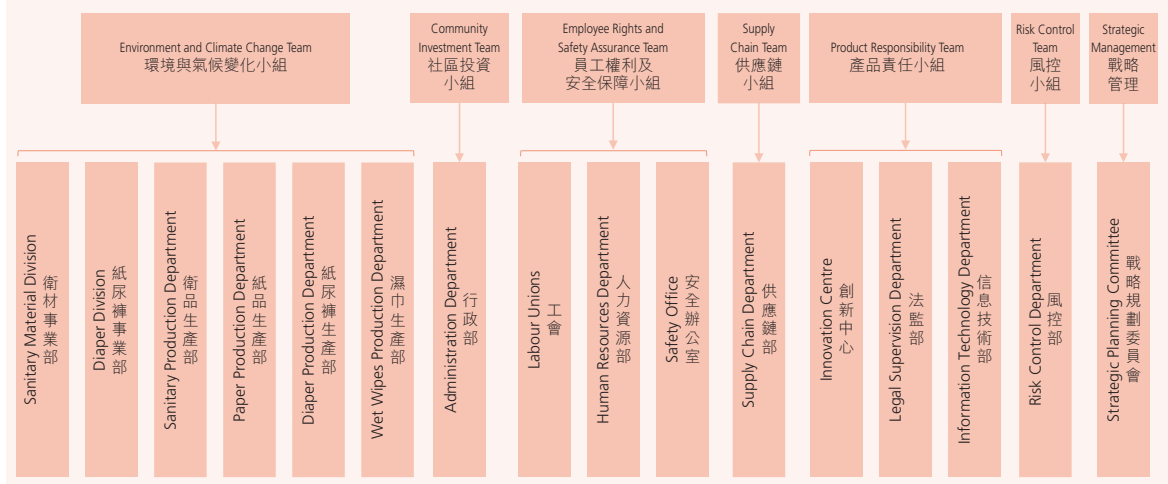
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1.4.3 Governance structure

The Group focuses on its sustainability practices, and the top-level design was further refined, with a top-down four-level ESG governance structure developed. Specifically, the structure consists of Board of Directors, ESG Committee, ESG working group and functional departments, responsible for the decision-making, monitoring, coordination and execution of ESG issues. Members under this structure are committed to practising ESG governance throughout operations, and solidly driving the Group towards a more sustainable future.

1.4.3 治理架構

本集團緊抓可持續發展建設，持續完善ESG治理頂層設計，自上而下建立了四級ESG治理架構，包含董事會、ESG委員會、ESG工作小組及各相關職能部門。各層級分別承擔ESG事宜的決策、監督、協調及執行職責，致力於將ESG理念貫穿企業運營管理的各個環節，紮實推進本集團可持續發展進程。



Hengan ESG Governance Framework
恒安 ESG 治理架構

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The ESG Committee reports to the Board of Directors at least once a year. In 2023, the Board received one report on the work of the Group's ESG Committee. After receiving reports on the work of the Group's ESG Committee, where the latest ESG trends and compliance requirements at home and abroad, ESG-related work arrangement and performance, external stakeholders demands and recommendations for sustainable development were presented, the Board of Directors were supportive and recognised of our ESG strategy direction and work progress.

1.4.4 Statement of the Board of Directors

The Board of Directors is the highest responsible organization for Hengan International's ESG management, responsible for making decisions and supervising ESG-related matters, formulating ESG management strategies, reviewing the implementation of ESG management objectives and plans, and approving ESG information disclosure. The Board of Directors regularly identifies, evaluates and prioritizes ESG issues, and confirms the ESG objectives and work priorities for the next phase, taking into account the results of communication with stakeholders, the Group's actual operating conditions and development strategies.

The Board of Directors continuously monitors and reviews ESG-related matters of the Group at least once a year to understand the implementation of the Group's ESG efforts, review the Group's ESG efforts and assess the Group's ESG performance. The Board also makes dynamic adjustments to its ESG efforts in accordance with its business policies and strategies to ensure that the Group's ESG objectives remain relevant and meaningful to the Group's business. The ESG Committee under the Board of Directors carries out day-to-day ESG supervision and management work on behalf of the Board of Directors. The ESG Committee has completed the review of the progress of the Group's ESG objectives and work carried out during the reporting period, which was generally in line with the Group's ESG management strategy and the progress of the objectives was well accomplished.

ESG 委員會每年至少向董事會進行一次匯報。2023年，董事會聽取了1次本集團ESG委員會工作匯報，了解了國內外ESG發展最新趨勢與合規要求、本集團ESG相關工作部署和推進情況、外部利益相關方訴求以及推進可持續發展的建議，並對本集團當前的ESG戰略方向和工作進度表示支持與認可。

1.4.4 董事會聲明

董事會是恒安國際ESG管理的最高責任機構，負責決策監管ESG相關事宜，制定ESG管理策略，檢討ESG管理目標與計劃落實，並審批ESG信息披露。董事會定期對ESG議題開展識別評估及優次排序，並結合與利益相關方的溝通結果、公司實際運營情況及發展戰略等因素，確認下階段的ESG目標及工作重點。

董事會持續監督且每年至少審閱一次本集團ESG相關事宜，了解公司ESG工作落實情況，並檢討公司ESG工作，同時評估本集團的ESG表現。董事會亦將根據業務方針及策略對ESG工作進行動態調整，確保本集團ESG目標始終與公司業務關聯緊密，並具有實際意義。董事會下設ESG委員會代表董事會開展日常ESG監督管理工作，ESG委員會已完成報告期內的本集團ESG各項目標進度和工作開展情況的檢視，整體符合本集團ESG管理策略，且目標進度完成良好。

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1.4.5 Communication with stakeholders

Based on the Group's own business characteristics and operations, and drawing on the experiences and practices of our global counterparts, we have identified our key stakeholders, including shareholders, employees, governments and regulators, clients and consumers, partners, community, environment and media, etc. The Group attaches great importance to its communication with stakeholders and has established effective channels to understand stakeholders' expectations and to discuss and respond to their concerns on ESG matters, to enhance the Group's ESG management.

1.4.5 利益相關方溝通

依據本集團自身業務特點與運營狀況，並借鑑全球同行經驗與實踐，我們識別出的主要利益相關方包括股東、員工、政府及監管機構、客戶及消費者、合作夥伴、社區、環境和媒體等。我們高度重視利益相關方溝通，建立了多元有效的溝通渠道，以了解利益相關方的期望，並就各利益相關方關心的ESG相關議題進行商討和響應，以提升本集團ESG管理水平。

Stakeholders 利益相關方	Communication mechanisms 溝通機制	Communication frequency 溝通頻率	Stakeholders' expectations 利益相關方期望
Governments and Regulators 政府及監管機構	Daily management Meetings 日常管理 Monitoring and inspections 監督檢查 Policy consultation Reporting 政策諮詢	Multiple per year 一年多次	Abide by laws 遵紀守法 Pay tax in accordance with laws 依法納稅 Support local development 支持地方發展 Protect forests 保護森林 Save energy 節約能源 Combat Climate Change 應對氣候變化
Shareholders 股東	Shareholders' general meetings 股東大會 Information disclosure 信息披露 Investor relations activities 投資者關係活動	Multiple per year 一年多次	Guarantee reasonable and stable income 保障合理穩定收益 Safeguard right to know 保證知情權 Improve corporate governance 完善公司治理 Improve risk control 加強風險控制
Clients and Consumers 客戶及消費者	Service hotline 服務熱線 Enterprises' official websites 企業官網 Brand promotion activities 品牌宣傳活動	Daily 每天	Provide healthy and premium products 提供健康優質產品 Innovate continuously 持續創新 Provide quality after-sales service 提供優質售後服務

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Stakeholders 利益相關方	Communication mechanisms 溝通機制	Communication frequency 溝通頻率	Stakeholders' expectations 利益相關方期望
Employees 員工	Labour unions 工會 Employee trainings 員工培訓 Staff activities 員工活動	Multiple per week 每週多次	Protect rights and interests 保障權益 Provide promotion and development 晉升與發展 Guarantee work safety 安全生產 Provide equal opportunities 平等機會 Communicate democratically 民主溝通
Media 媒體	Interviews about business operation 企業經營訪談 Corporate culture publicity 企業文化宣傳 Thematic activities 專題活動	Multiple per year 一年多次	Understand the fulfilment of corporate social responsibility 了解企業社會責任履行情況 Understand the enterprises' major events 了解企業重大事件
Partners 合作夥伴	Negotiation and communication 談判與溝通 Supplier investigation and evaluation 供應商考察和評估 Open bidding and tendering 公開招投標 Communications and exchange visits 交流互訪	Multiple per month 每月多次	Keep promise 信守承諾 Advocate openness and fairness 陽光公正 Promote cooperation and development 合作發展 Share success 分享成功
Community 社區	Charitable donation 慈善捐助 Cultural and sports support 文體支持 Voluntary service 志願服務 Publicity for environmental protection 環保宣傳	Multiple per year 一年多次	Support for common prosperity 促進共同富裕 Promote social harmony 促進社會和諧 Drive sustainable development 推動可持續發展 Reduce emissions 減少排放物

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1.4.6 Assessment of material issues

The Group clarifies topics of importance to the Group's business and stakeholders by conducting regular materiality assessment and reviewing them annually to guide the day-to-day ESG work and the preparation of the report:

1.4.6 實質性議題評估

本集團通過定期開展實質性評估並每年審閱一次，釐清對本集團業務及利益相關方具有重要性的議題，以指導日常ESG工作的開展和報告的編製：

Step 1: Identify relevant ESG issues

步驟一：識別相關ESG議題

Taking into account the issues of concern of the international mainstream rating agencies (such as MSCI, S&P, FTSE, CDP, Hang Seng Sustainability Ratings, etc.) and the ESG Reporting Guidelines of the Hong Kong Stock Exchange, and taking into account the characteristics of the industry in which the Group operates and the mainstream trend of ESG, the Group identifies potentially material issues for disclosure, taking into account the expectations of the stakeholders as well as the risks and opportunities of the Group's finances and business.

綜合考慮國際主流評級機構(如MSCI、S&P、FTSE、CDP、恒生可持續發展評級等)及香港聯交所《ESG報告指引》的關注議題、結合本集團所在行業特點及ESG主流趨勢，考慮利益相關方的期望與本集團財務與業務的風險與機遇識別潛在重大議題以做披露。

Step 2: Score and sort

步驟二：打分與排序

The Group identified a number of internal and external stakeholders on the two dimensions of "impact on Stakeholders" and "Impact on the Group's Finance and Business" for the relevant issues identified, and recalled that it had distributed substantive evaluation questionnaires inviting them to rate and rank the issues.

本集團對識別出的相關議題就「對利益相關方的影響」和「對本集團財務與業務的影響」兩個維度，識別出多個內部與外部利益相關方，向其發放實質性評估問卷，邀請其對議題進行打分與排序。

Step 3: Assessment Results

步驟三：評估結果

Based on the results of the internal and external stakeholder materiality assessment questionnaire, these issues were analyzed and ranked in order of preference to reflect the "Impact on Stakeholders" and "Impact on the Group's Finance and Business", thus generating a dual materiality assessment matrix.

根據內外部利益相關方實質性評估問卷結果進行分析，將這些議題排列優次順序，從而反映該議題對「對利益相關方的影響」和「對本集團財務與業務的影響」，從而生成雙重實質性評估矩陣。

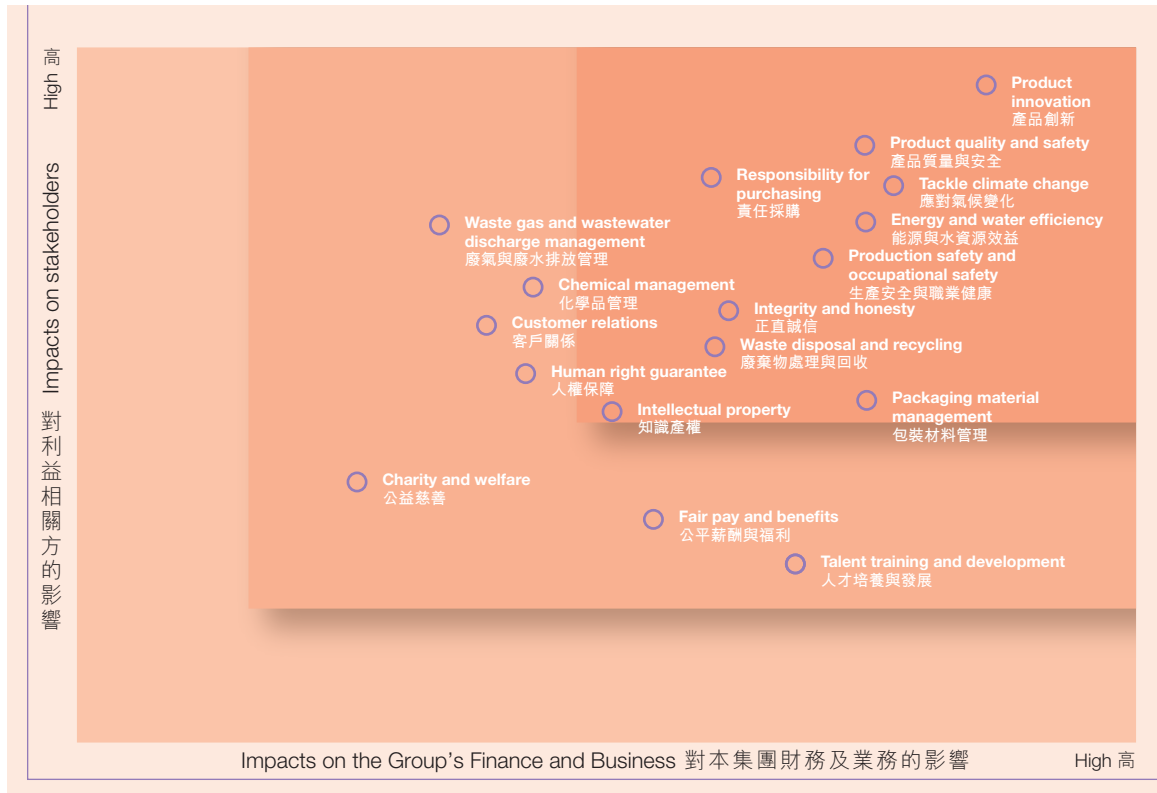
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Issue Matrix

The Group reviewed material topics that were identified in the 2022 materiality assessment and still focused on them in 2023, as the Group believed that they were still applicable to its ESG development:

議題矩陣

2023年，本集團回顧檢討2022年度實質性評估結果，認為其仍適用於恒安報告期內ESG發展情況，故進行沿用：



2 LEAN RESEARCH & DEVELOPMENT AND OUTSTANDING MANUFACTURING

Hengan integrates innovation in the vein of enterprise development, continuously promotes technological innovation and strengthens our own innovative power. We always put product quality in the first place, builds a clear quality management structure, establishes a perfect quality management system from procurement to after-sales, focuses on product quality improvement oriented by customer feedback and feelings, and strengthens cooperation and innovation with external universities and industrial chains. Meanwhile, we pay attention to green production practices and supply chain ESG performance improvement, and strive to implement high-quality green development.

2 精益研發，卓越品質

恒安將創新融合在企業發展脈絡中，不斷推進技術革新，強化自身創新力量。我們始終將產品質量放在首位，打造清晰的質量管理架構，建立從採購到售後的完善質量管理體系，注重以客戶反饋與感受為導向的產品質量提升，加強與外部高校、產業鏈的合作與創新。同時，我們關注綠色生產實踐與供應鏈ESG表現提升，努力踐行高質量綠色發展。

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2.1 Promoting Innovative Practices

Hengan adheres to the philosophy of “Empowering Hengan with Reforms”, and is deeply aware of the importance of innovation to the survival and development of an enterprise. We actively recruit R&D talents, flexibly adjust the R&D plan to cater for our customers, thus constantly improving the quality and environment-friendly characteristics of products. At the same time, we participate in industry standard formulation and discussion, and make bold changes in production technologies, hence improving our products. Through constant innovation and sustained competitiveness, we create more value for customers and society.

2.1.1 R&D strategy

The Group is committed to enhancing an interactive dual-engine product innovation model, and driving the process of technology and product R&D led by the Innovation Centre as the core department, so as to effectively manage the technological research projects of the Innovation Centre. We are always open to technological innovation and lay a solid foundation for product innovation through knowledge sharing and technology exchange.

Driven by the innovation model and guided by the target of improving the first-pass yield of R&D, Hengan clarifies the development direction of high-quality, healthy and safe products, and implements a differentiated and high-end technology development route. In the process of innovation iteration, Hengan gradually builds automated and digital factories, promotes R&D digitisation, and establishes and improves a standardised and scientific innovation management mechanism to support the continuous implementation of the R&D innovation management system and improve the execution efficiency and management efficiency of R&D.

2.1.2 R&D management

We have established a complete product R&D system and organisational structure to effectively promote the thorough implementation of internal product management to improve our own technical level and product quality, thus maintaining a long-term and stable leading status in the furious competition with internationally renowned brands. The Innovation Centre and the Marketing Department and Category Division of the Group are jointly managing product planning and development:

- Marketing Department: responsible for the management of product planning and development.

2.1 促進創新實踐

恒安國際秉持「恒變者安」的理念，深知創新對企業生存與發展的重要性。我們積極招納研發人才，靈活調整研發方向以滿足客戶需求，不斷改善產品質量和環保特性。同時，我們參與行業標準制定和研討，勇於變革生產技術，以優化產品。通過持續創新，保持競爭力，為客戶和社會創造更多價值。

2.1.1 研發戰略

本集團致力於強化雙重、互動式的雙輪驅動產品創新模式，由創新中心作為核心部門推動技術和產品的研發進程，並有效管理創新中心的技術研究項目。我們對技術創新始終持開放態度，憑藉知識共享和技術交流，為產品創新奠定了堅實基礎。

在創新模式的指導下，恒安明確了產品高品質、健康安全的研發方向，以提升研發的一次成功率為目標，堅定走差異化、高端化的技術發展道路。在創新迭代過程中，恒安逐步打造自動化、數字化工廠，推動研發的數字化轉型，並建立規範、科學的創新管理機制，確保研發創新體系的平穩運行和持續發展，提高研發的執行效率和管理效能。

2.1.2 研發管理

我們構建了完善的產品研發體系和組織架構，以高效推動內部產品管理工作的深入開展，不斷提升自身的技術實力和產品品質，從而在與國際知名品牌的激烈競爭中保持長久穩固的領先地位。本集團由創新中心、市場部、品類事業部共同管理產品規劃與產品開發：

- 市場部：負責產品規劃和產品開發的管理工作。

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- Innovation Centre: responsible for the Group's innovative material technology research, quality standard management and testing.
- Category Division product planning team and product development team: perform specific product planning and product development.

The Group has continuously optimized R&D innovation process, and formulated a series of internal normative documents such as the *Control Procedures for Design and Development* (《設計開發控制程序》), aiming to strictly control the key procedures of design and development, ensuring that product design meets customer expectations and complies with relevant standards, laws and regulations. We recognise the importance of the input and output management of product design and development, and strictly implement the final review, verification and validation process of development.

2.1.3 R&D strength

Based on the technical planning and the product development needs, the Group takes stock of innovative talent strength, evaluates the demand for technical talents, introduces, cultivates high-end talents, and establishes a R&D team with strong innovative capabilities every year. Statistics show that the Innovation Centre of the Group in 2023 employed 1 doctor, 16 postgraduates, and 87 undergraduates.

In order to further strengthen the professionalism of innovative talents, Hengan invited experts from universities to jointly carry out product R&D training, teaching cutting-edge achievements related to materials and products. In 2023, the Innovation Centre carried out the propagation of national standards and technical standards for each category to make employees more aware of product standard requirements.

- 創新中心：負責集團創新性材料技術研究、質量標準管理及檢測。
- 品類事業部：執行具體的產品規劃與產品開發工作。

本集團不斷優化研發創新流程，制定《設計開發控制程序》等一系列內部規範文件，旨在嚴格把控設計開發的關鍵環節，確保產品設計在滿足客戶期望的同時，符合相關標準及法律法規的嚴格規定。我們高度重視產品設計開發的輸入與輸出管理，並嚴格執行最終的開發評審、驗證及確認流程。

2.1.3 研發實力

本集團每年依據技術規劃及產品開發需要，盤點創新人才力量、評估技術人才需求、引進和培養高端人才，組建了一支擁有強大創新能力的研發隊伍，截至報告期末，本集團創新中心共有博士1人，研究生16人，本科87人。

為進一步加強創新人才的專業性，恒安邀請高校專家聯合開展產品研發培訓，講授材料和產品相關的前沿成果。2023年，創新中心對員工進行國家標準及各品類技術標準宣貫，使員工更加了解產品標準要求。

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“Specialized Training on Nonwovens from Donghua University”

「東華大學非織造專題培訓」

On 26 September 2023, the Innovation Centre invited a professor from the College of Textiles, Donghua University to carry out a specialized training on nonwovens. The training covered the structural characteristics and performance of wet-laid hydroentangled nonwovens, the development and application technology of hygienic nonwovens and the selection and application of oil for hot air process. 2023年9月26日，創新中心邀請東華大學紡織學院教授開展了無紡布知識專題培訓，內容覆蓋濕法成網水力纏結可分散材料結構特徵及性能、衛生用非織造材料的發展與應用技術、熱風工藝油劑的選擇應用等。



Specialized Training on Nonwovens
非織造專題培訓

Specialized Training on Biodegradable Materials

「生物降解材料專題培訓」

On 20 July 2023, the Group held a specialized session on “Application of Polylactic Acid (PLA) Materials in Hygienic Products”, as well as the information-sharing and specialized training on the biodegradable materials. The specialized training invited a professor from the College of Materials Science and Engineering, Tongji University to carry out a professional lecture with the theme of the application prospect of polylactic acid and fibers.

2023年7月20日本集團開展了生物降解材料信息分享、專題培訓與「聚乳酸材料在衛生用品中的應用」專場交流。本次專題培訓邀請到同濟大學材料科學與工程學院教授以聚乳酸及纖維的應用展望為主題，開展專業授課與分享。



Specialized Training on Biodegradable Materials
生物降解材料專題培訓

2.1.4 Standard establishment

The Group attaches importance to standardisation, and actively participates in the activities of industry standard associations and other industry associations. In the “National Papermaking Industry Standardisation Technical Committee”, we serve as the chairman of the “Paper and Board for Living Sub-Technical Committee”, and we are the member of the “National Textile Standardisation Technical Committee”. In 2023, we actively engaged in association activities such as standard reviews and standard promotion training, aiming to promote the level of industry standardisation and product quality, help enterprises accurately understand the requirements of the new standards, unify and standardise testing methods, thus improving product quality and branding.

2.1.4 標準制定

本集團重視標準化工作，積極參與行業標準協會及各項行業協會活動。在「全國造紙工業標準化技術委員會」擔任「生活用紙和紙製品分技術委員會的主任委員單位」，並作為委員加入「全國紡織品標準化技術委員會」。2023年，我們活躍於標準審查會、標準宣講培訓會等協會活動，致力於提升行業標準化水平和產品質量，幫助企業準確理解和掌握新標準的要求，統一和規範檢測方法，助力產品質量與品牌塑造。

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Standard review meeting of National Papermaking Industry Standardisation Technical Committee
全國造紙工業標準化技術委員會標準審查會

The Group has participated in the drafting, issuing and revising of national and group standards for many years, supporting the formulation of hygiene and safety standards, packaging material requirements, production environment and process hygiene requirements, inspection methods, transportation and storage norms, etc. for various raw materials and products. Through these efforts, we aim to promote the standardisation and maturity of the industry, and drive the industry to make common progress with our own experience and R&D innovations. In 2023, a series of external standards formulated with Hengan's involvement were released, including national standards: *Paper Towel (GB/T 20808-2022)* (《紙巾》), *Paper Cup (GB/T 27590-2022)* (《紙杯》), *Topsheet for Disposal Sanitary Products (GB/T 30133-2022)* (《一次性衛生用品用面層》), *Hand Towel (GB/T 24455-2022)* (《擦手紙》); and group standards: *Evaluation Method of Storage Duration for Wet Wipes (T/CTAPI 002-2023)* (《濕巾保存期限評價方法》), as well as industry standard *Absorbent Backing Paper for Hygienic Products (QB/T 4508-2023)* (《衛生用品用吸水襯紙》). At the same time, Hengan took part in the drafting of three group standards, namely the *Product Technical Requirements for Medical Care Grade Wet Wipes Safety Certification* (《濕巾醫護級安全認證產品技術要求》), the *Product Technical Requirements for Medical Care Grade Tissue Paper Safety Certification* (《紙巾紙醫護級安全認證產品技術要求》) and the *Product Technical Requirements for 100% Virgin Wood Pulp Certification* (《100%原生木漿認證產品技術要求》).

本集團連續多年參與國家和團體標準的起草、發佈與修訂，支撐各類原料及產品衛生安全指標、包裝材料要求、生產環境與過程衛生要求、檢驗方法、運輸貯存等規範制定，促進行業標準化與成熟度提升，以自身經驗與研發創新成果不斷帶動行業共同進步。2023年恒安參與制定的一系列外部標準已發佈，包括國家標準：GB/T 20808-2022《紙巾》，GB/T 27590-2022《紙杯》，GB/T 30133-2022《一次性衛生用品用面層》，GB/T 24455-2022《擦手紙》，團體標準T/CTAPI 002-2023《濕巾保存期限評價方法》，行業標準QB/T 4508-2023《衛生用品用吸水襯紙》。同時，恒安參與起草了《濕巾醫護級安全認證產品技術要求》《紙巾紙醫護級安全認證產品技術要求》及《100%原生木漿認證產品技術要求》3項團體標準。

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Furthermore, Hengan followed up the external standards in real time, docked with the national standard-setting organizations, participated in the discussion and formulation, and conveyed the latest released standards to the corresponding internal departments in a timely manner. The R&D departments of each category formulated the corresponding material standards in combination with the national standards and the needs of different projects. The standards were countersigned with the Product Management, Quality Management, Production and other departments and then submitted to the Innovation Center for review and release.

2.1.5 Green practices

The Group pursues the requirements of green products as a design pursuit and ecological and environmental friendliness as a design concept to create safe, healthy and environmental products, identifies and determines the important environmental and hazardous factors of the products during the process of design and development, and prepares the corresponding control procedures and management programs in order to strive to minimize the impact on the environment.

2.1.5.1 Green raw materials

Recyclable and degradable materials are the key direction of Hengan's R&D. Based on the requirements of national standards such as the *Evaluation Method for Degradability of Disposable Paper Products* (GB/T 39951-2021) (《一次性紙製品降解性能評價方法》), the Group has established a biodegradation evaluation system and accelerated the evaluation of biodegradation performance of new materials. In-depth research was also conducted to understand the mechanism of degradation of biodegradable materials and the correlation between the shelf life and the degradation of various materials and products, thereby ensuring the safety and reliability of products.

此外，恒安實時跟進外部標準，對接國家標準制定單位，參與討論制定，並及時向內部相應部門傳達最新發佈標準。各品類研發部門結合國家標準及不同項目需求制定相應材料標準。該標準同產品管理、質量管理、生產等部門會簽後提交創新中心審核發佈。

2.1.5 綠色實踐

本集團以綠色產品的要求作為設計追求，以生態與環境友好性作為設計理念，打造安全健康環保的產品，並在設計開發時識別和確定產品的重要環境及危害因素，編製相應的控制程序和管理方案，力求減小對環境的影響。

2.1.5.1 綠色原料

材料的可回收及可降解是恒安研發的重點方向，依據《一次性紙製品降解性能評價方法》(GB/T 39951-2021)等國標要求，本集團建立生物降解評價系統，加快評估新型材料生物降解性能，對生物降解材料降解機理深入研究，明確各種材料及產品保質期與降解的對應關係，保證產品安全可靠。

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We have incorporated the application of biodegradable and renewable materials in our products, using renewable bamboo, wood and other raw materials to form pulp as raw materials, and applying advanced technology without chemical reaction to make Lyocell. We made biodegradable spunlace nonwoven fabrics with 100% PLA fibers or with PLA fibers blended with part of viscose, wood pulp, bamboo fibers and other biodegradable fibers as raw materials, so as to enhance the green and healthy properties of the products from the material perspective, and reduce the pollution to the environment. Among the Group's existing diaper materials, the top layer, the infusion layer, the wrapping layer, the wood pulp, the breathable film, and the waist patch material can be fully degraded, and the polymer and the hot melt adhesive can be partially degraded, so that the proportion of degradable materials in the whole diaper can reach 70-80%.

In 2023, we launched the Tianshan Velvet Cotton Series Sanitary Napkins, which are made of 100% natural and biodegradable cotton for the top layer of non-woven fabrics, selecting long-staple cotton and fine-staple cotton certified by origin traceability.

我們在產品中融入可生物降解及可再生材料的應用，以可再生的竹子、木頭等原料處理形成的漿粕為原料，運用無化學反應的先進工藝製成萊賽爾纖維；以100%PLA纖維或以PLA纖維混紡部分黏膠、木漿、竹纖維等可降解纖維為原料，製作可降解水刺無紡布，從材料視角提升產品的綠色健康屬性，減少對環境的污染。本集團現有的紙尿褲材料中，面層、導流層、包裹層、木漿、透氣膜、腰貼材料均可實現全降解，高分子和熱熔膠可實現部分降解，可降解材料在整片紙尿褲的佔比可達70-80%。

2023年，我們推出天山絨棉系列衛生巾，採用100%天然可降解的純棉材質製作面層無紡布，甄選長絨棉和細絨棉並獲產地溯源認證。



Tianshan velvet cotton series sanitary napkins
天山絨棉系列衛生巾

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2.1.5.2 Lean practices

In 2023, we carried out a comprehensive lean R&D project in our diaper products, making adjustments such as material optimization and material consolidation in the background of ensuring quality stabilization and equipment efficiency, with an overall material savings of approximately 110 tons achieved throughout the year:

- The light weighting project was carried out in 10 series of products such as Anerle. Without affecting product quality, the gram weight was unified from 18gsm to 17gsm, with the total annual material weight expected to be nearly 43 tons;
- On the premise of ensuring consistent quality, nine other actions, such as adjusting the upper layer of absorbent paper from 23gsm to 20gsm and replacing 18gsm toilet paper with 15gsm toilet paper, were being carried out simultaneously.

The core structure of the Group's diaper products has also been gradually upgraded to the small cotton core and the pure absorbent paper structure, realizing a significant reduction in the use of wood pulp or zero use of wood pulp, among which the upgrading of the Dry Ultra-thin Open-front Pants of Anerle has achieved significant results, with the use of wood pulp for a single piece dropping from 13.1g to 2.8g. After the structure upgrade, the reduction of wood pulp usage for diaper products can reach about 333 tons for the whole year.

2.1.6 Cooperation and exchange

The Group focuses on expanding R&D planning in collaboration with external parties. Through seminars and other forms of interaction, we have established an innovation approach drawing on resources and strengths shared between all parties involved, hence improving our technological level and innovation capacity. In 2023, we joined more than 20 associations, including the Fujian Province Paper Association and the China Technical Association of Paper Industry, with contributions of over RMB220,000 in total.

2.1.5.2 精益實踐

2023年，我們在紙尿褲產品中全面開展精益研發項目，在保證質量穩定和設備效率的背景下進行材料優化、物料合併等調整，全年整體實現的材料節約量約110噸：

- 安兒樂等10個系列產品開展底膜輕量化，在不影響產品質量的情況下，將克重由18gsm統一調整為17gsm，年度材料總重量預計約43噸；
- 在保證質量穩定的前提下，將吸水紙上層材料23gsm克重調整至20gsm、15gsm衛生紙替代18gsm衛生紙等其他9項行動同步進行。

本集團紙尿褲產品的芯體結構也逐步升級為小棉芯和純吸水紙結構，實現木漿使用量大幅減少或木漿零使用，其中安兒樂品牌旗下的乾爽超薄開合褲升級成果顯著，單片木漿使用量由13.1g下降至2.8g。經過此次結構升級，紙尿褲產品全年減少木漿用量可達約333噸。

2.1.6 合作交流

本集團注重與外部平台構建研發佈局，通過研討會等多種形式形成資源互通、優勢互補的創新態勢，學習先進的技術和研發經驗，進而提高自身技術水平和創新能力。2023年，我們加入福建省紙業協會、中國造紙學會等二十餘家協會，累計貢獻會費超人民幣22萬元。

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“Fujian Province Standardisation and Innovation Conference”

「福建標準化創新大會」

On 1 November 2023, “Fujian Province Private Economy Standards Innovation and Development Conference” and 2023 Private Economy Standards Innovation Week – Fujian Station hosted by Fujian Federation of Commerce & Industry and Fujian Province Market Supervision and Administration Bureau was held. Hengan participated in the event with more than 30 other standard-innovative private enterprises and outstanding heads of business associations of group standards. The conference emphasised the need for the private economy to firmly establish strategic thinking on standardisation, promote the integrated development of standardisation and new industrialisation, and improve the synergy system for standardisation. The convening of this conference also demonstrates that the government will continue to promote the innovation of private economy standards with greater efforts, and provide stronger support for private enterprises’ stable and long-term growth. 2023年11月1日，福建省工商聯、福建省市場監管局主辦的「福建省民營經濟標準創新發展大會」暨2023民營經濟標準創新周福建專場召開，恒安與其他30餘家標準创新型民營企業和團體標準優秀商協會負責人參與活動。此次會議強調民營經濟要牢固樹立標準化戰略思維，促進標準化與新型工業化融合發展，並完善標準化工作協同體系。此次會議的召開也表明了政府將持續以更大力度推進民營經濟標準創新工作，為民營企業行穩致遠提供更有力的支撐。



Fujian Province Standardisation and Innovation Conference
福建標準化創新大會

School-enterprise cooperation is an important initiative for enterprise innovation breakthrough. We have cooperated with Donghua University, Tongji University, Fujian Agriculture and Forestry University and many other universities to carry out industry-university-research cooperation, to conduct research on new materials such as non-woven materials and polymer materials, etc., and jointly promote the key technology research and industry-university-research projects.

校企合作是企業創新突破的重要舉措，我們與東華大學、同濟大學、福建農林大學等多個高校開展產學研合作，進行非織造材料、無紡布材料、高分子材料等新材料的研發，共同推動關鍵技術攻關與產學研項目落地。

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School-Enterprise R&D Project with Fujian Agriculture and Forestry University

與福建農林大學校企研發項目

In 2023, the Group cooperated with Fujian Agriculture and Forestry University to jointly promote the project of “Key Technology and Industrialisation of Preparation of Functionalized Lightweight Breathable Polyethylene Film for Hygiene Products”. The project was launched to research on a kind of functionalised breathable film featuring high breathability and light weight, and to explore the prospect of its industrialisation in diapers, sanitary napkins and other hygienic products, thereby reinforcing the dominant position of the enterprise in innovation, and promoting the quality upgrading of the industry. The project was selected as one of the “Fujian Province Key Projects for Technological Innovation and Industrialisation” in 2023.

2023年，本集團與福建農林大學合作共同推進「衛生用品功能化輕質透氣聚乙烯膜製備關鍵技術及產業化」項目，研究一種透氣性高、質量輕的功能化輕質透氣膜，並探索其在紙尿褲、衛生巾等衛生用品中的產業化前景，從而強化企業創新主體地位，促進產業提質升級。該項目已入選2023年「福建省技術創新重點攻關及產業化項目」。



Discussion with experts from Fujian Agriculture and Forestry University
與福建農林大學專家洽談

Furthermore, the Group collaborated with supply chain partners in various R&D programs to address the market demand and challenges for innovative products. In 2023, after collaborating with our suppliers on carding machine modifications, we developed the use of 1.2 denier viscose fibers to replace the 1.5 denier viscose fibers used in conventional cotton-soft towel hydroentangled nonwoven fabrics, which made the products softer and more delicate, and effectively improve the consumer's experience. We also cooperated with our suppliers to modify the carding machine of the hydroentanglement production line, and developed hydroentanglement nonwoven fabrics with a material structure of “polyester+tissue+polyester” on the basis of the equipment, which reduced the amount of chemical fibers by 30-40%, and at the same time, improved the comfort of the product for skin wiping.

此外，本集團與供應鏈合作夥伴開展各項研發合作，共同應對市場對創新產品的需求與挑戰。2023年，與供應商合作進行梳理機改造後，我們開發使用1.2旦黏膠纖維，替換常規棉柔巾水刺無紡布的1.5旦黏膠纖維，使產品更加柔軟、細膩，有效提升消費者的使用體驗。此外，我們與供應商合作改造水刺生產線梳理機，並基於設備基礎開發「滌綸+衛生紙+滌綸」材質結構的水刺無紡布，同比降低化纖用量30-40%，同時增加產品皮膚擦拭的舒適性。

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2.1.7 Intellectual property

Hengan abides by the *Trademark Law of the People's Republic of China* (《中華人民共和國商標法》), the *Patent Law of the People's Republic of China* (《中華人民共和國專利法》) and other laws and regulations, and has formulated and implemented internal standards such as the *Trademark Management Policies of Hengan Group* (《恒安集團商標管理制度》), the *Patent Management Regulations* (《專利管理規定》), and the *Patent Management Regulations and Operation Process of Hengan Group* (《恒安集團專利管理規定與運作流程》). These help us to effectively manage and maintain trademarks, patents and other intellectual properties (IP), thus forming our independent IP, minimising the risks related to IP infringement, and safeguarding the development of the products.

The Group has established strict procedures for domestic and international patent application to ensure that it does not infringe on the IP of others. The Innovation Centre is responsible for conducting patent searches and evaluations for the new products, materials and processes to be developed prior to the inception of projects for the product or technology development, as well as proposing recommendations on minimising risks for patents with potential IP infringement. In the meantime, Hengan pays attention to the protection of IP in external cooperation, and clearly stipulates the ownership of IP between the two parties as well as the rules of use in the contracts or *Confidentiality Agreement* (《保密協議》) signed with suppliers and advertising and marketing service providers, etc.

The Group stipulates that employees are responsible for protecting our patent rights from infringement and protecting the Group's legitimate rights and interests. Once an infringement is detected, it should be promptly reported to the Innovation Centre or Legal Supervision Department. Based on the *Guidelines for Cracking Down on Counterfeit Goods and Safeguarding Rights* (《打假維權工作管理指引》), the Group has established a prompt and long-term anti-counterfeiting process, and enhanced the anti-counterfeiting mechanism, in a bid to prevent and fight any infringement of the Group's trademarks.

2.1.7 知識產權

恒安遵循《中華人民共和國商標法》《中華人民共和國專利法》等相關法律法規，制定並執行《恒安集團商標管理制度》《專利管理規定》以及《恒安集團專利管理規定與運作流程》等內部標準，對商標及專利等知識產權進行有效管理和維護，形成企業自主知識產權、規避產品專利侵權風險，為產品開發保駕護航。

本集團規定嚴格的國內外專利申請流程，確保不侵犯他人知識產權，在產品、技術開發立項之前由創新中心負責對立項開發的新產品、新材料、新工藝進行專利檢索評估，對認為存在侵權風險的專利提出風險規避建議。同時，恒安注重外部合作中對知識產權的保護，在與供應商及廣告營銷供應商等簽訂的合同或《保密協議》中明確規定雙方知識產權歸屬以及使用規範。

本集團規定員工有責任保護公司專利權不受侵犯，維護公司的合法權益。一旦發現侵權行為，應及時報告創新中心或法監部。依據《打假維權工作管理指引》，本集團建立快速長效打假流程，健全完善打假機制，防止和打擊對本集團商標的侵權行為。

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Hengan is committed to creating a group-wide innovation atmosphere and formulating incentives for employees such as Patent Incentive Award, Patent Authorization Award, Patent Implementation Award, etc., so as to stimulate employees' enthusiasm for invention and creativity and harvest better patent innovations. In 2023, Hengan had 61 licensed patents. As at the end of the reporting period, the cumulative number of valid licensed patents reached 430, including 218 invention patents and 174 utility model patents and 38 appearance design patents.

2.1.8 Digital and intelligent operations

With a leading digital awareness, Hengan International proposes a comprehensive digital strategy to break down "information silos" through "end-to-end" informatisation and visualisation. Hengan has continued to invest resources in improving the digitalisation of the supply system to enhance supply chain efficiency, implementing SAP system in the cloud and striving to improve the quality of the system. Through these initiatives, Hengan effectively monitored operational data and improved operational visibility in order to formulate appropriate management strategies and support the development of the business.

恒安致力於打造全集團的創新氛圍，為員工制定專利激勵獎、專利授權獎、專利實施獎等獎勵辦法，激發員工發明創造的積極性，收穫更優的專利創新成。2023年，恒安授權專利數為61件。截至報告期末，恒安授權且有效專利數為430件，其中發明218件、實用新型174件、外觀設計38件。

2.1.8 數智賦能

恒安國際具備領先的數字化意識，提出全面數字化戰略，通過「端到端」的信息化、可視化，打破「信息孤島」。恒安持續投放資源改善供應系統數字化建設以提高供應鏈效率，落實SAP系統雲端化，並致力改良系統質量，通過這些舉措有效監測經營數據，提高經營可視化水平，以制定合適的經營管理策略負責企業發展。



Hengan Digital Intelligence System Categories
恒安數智化系統分類

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We applied ERP business and financial integration system in our daily operation to provide effective support for business development. In 2023, Hengan International upgraded the performance and real-time analysis capability of the ERP system, constructed a unified master data platform, improved the master data management standards and system, enhanced the efficiency of business operations and data transparency, consolidated the baseline of business and financial integration data, and embarked on the journey of digitalization.

For procurement, Hengan adopted the “Hengyigou” digital platform to unify the management of the processes of supplier admission, evaluation and withdrawal. In 2023, Hengan further expanded the categories of suppliers managed by “Hengyigou”. As at the end of 2023, the system has been fully applied to a variety of supplier categories such as national production procurement, non-production procurement, spare parts procurement, logistics procurement and outsourced finished product procurement. Through the online management of the whole process, “Hengyigou” reduced manual intervention and created a fair, justice, bright and transparent purchasing environment.

For production, Hengan adopted MES operation system for specialized management. The system covers real-time data collection and analysis, abnormality alarm, collaborative processing and other processes at the levels of planning, materials, equipment, quality, energy consumption, etc., effectively solving the problem of information blindness and information lag from the planning of work orders, production execution to the reporting into the inventory, forming an overall business closed-loop management, improving production efficiency and production controllability, and promoting the Group’s intelligent development while reducing costs and increasing efficiency.

我們在日常運營中應用ERP業財一體化系統為企業發展提供有效支撐。2023年恒安國際對ERP系統的性能及實時分析能力進行升級，構建了集團層面統一的主數據平台，完善主數據管理標準與體系，提升業務操作效率與數據透明度，夯實業財一體化數據基線，踏上數字化躍遷之旅。

採購層面，恒安採用「恒宜購」數字化平台統一管理供應商准入、評審及退出等流程。2023年，恒安進一步擴大「恒宜購」管理的供應商種類。截至2023年末，該系統已全面應用於全國生產採購，非生產採購，備品備件採購，物流採購和委外成品採購等多種供應商類型。通過全過程管理在線化，「恒宜購」減少了人工干預環節，打造公平、公正，陽光透明的採購環境。

生產層面，恒安採用MES運營系統專門進行管理。該系統覆蓋對計劃、材料、設備、質量、能耗等層面的實時數據採集分析、異常報警、協同處理等環節，有效解決從計劃工單、生產執行至報工入庫等環節的信息盲區與信息滯後問題，形成整體業務閉環管理，提升生產效率和生產可控性，降本增效的同時推動本集團智能化發展。

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For laboratory management, the Group introduced LIMS laboratory management system specifically for management. The system contains inspection business management, inspection laboratory resource management and inspection quality control, covering 13 kinds of inspection business such as material stocking inspection, finished product stocking inspection, etc. to ensure the precision and accuracy of the quality inspection results, and gradually complete the automatic transmission of data to realize the efficient coordination of the quality inspection. In 2023, the rate of electronic reporting in LIMS reached 95.76%.

實驗室管理層面，本集團引入LIMS實驗室管理系統專門進行管理。該系統包含檢驗業務管理、檢驗室資源管理及檢驗質量控制，覆蓋材料入庫檢驗、成品入庫檢驗等13種檢驗業務，保證質量檢驗結果的精密度和準確度，逐步完成數據自動傳輸，實現質量檢測高效協同。2023年，LIMS電子化報告率達95.76%。

Hengan (Hubei) Paper Co., Ltd. introduced a high-end paper machine

恒安(湖北)紙業有限公司引進高端造紙機

Hengan (Hubei) Paper Co., Ltd. commenced paper production in July 2023 and started trial production in August. The company introduced the most advanced high-end paper machine from abroad assembling a new production line, which consists of the first TAD paper machine in China and the second QRT paper machine of Hengan. The production line utilizes the hot air penetration technology to dry the raw paper. At the same time, it processes paper products from pulp board through pulping, thinning, production molding, quick drying, and raw paper output with fully automatic papermaking machine. While realizing intelligent production, it results in better water absorption, softness and fluffy thickness of the paper and higher value-added products, which represents the extreme high standard in the industry.

恒安(湖北)紙業有限公司於2023年7月開機出紙，8月份開始試生產。該公司從國外引進的最先進的高端造紙機，也是目前國內第一台TAD紙機和恒安第二台QRT紙機，其利用熱風穿透技術對原紙進行乾燥處理，並且可以實現從漿板經過打漿、稀釋，再通過全自動的造紙機生產成型、快速烘乾、原紙輸出的智能化生產過程，其生產的紙品吸水性、柔軟度和鬆厚度更佳，並具有更高的產品附加價值，其成品代表了行業的極高標準。



Hengan (Hubei) Paper Co., Ltd.
恒安(湖北)紙業有限公司

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2.2 Ensuring Product Quality

Hengan adheres to the quality policy of “producing quality, comfortable and hygienic daily necessities with the pursuit of human health and happiness as our mission”, regards product quality as the key to the long-term development of the Group, and creates a quality culture. Also, we strictly manage the quality of products throughout their lifecycle with the method of “strengthening quality awareness, enhancing quality skills and creating quality value together”.

2.2.1 Quality system

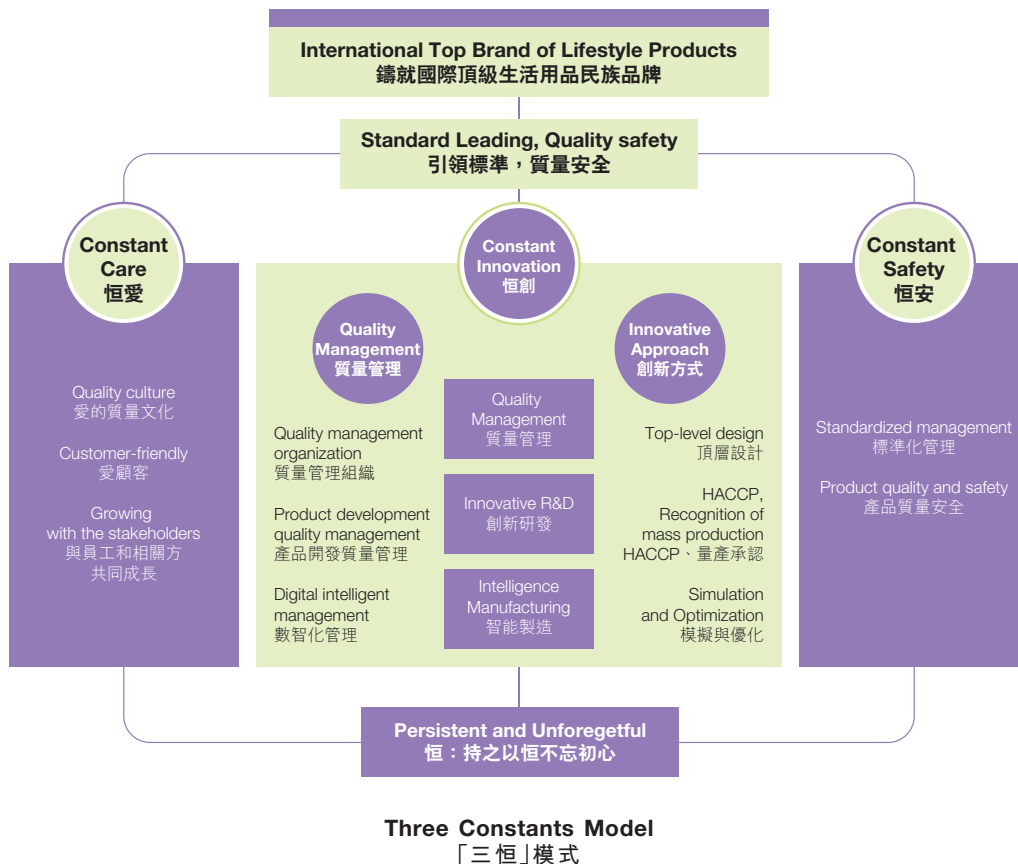
Recognising that quality management plays a vital role in its development, Hengan strictly complies with the requirements of the laws and regulations of the places where we operate such as the *Product Quality Law of the People's Republic of China* (《中華人民共和國產品質量法》). We continue to promote and implement “constant care”, “constant innovation” and “constant safety” (the “Three Constants Model”) throughout the whole value chain, and form a standardised quality management system to ensure product quality and safety from aspects of quality management organisation, product innovative R&D and intelligent manufacturing.

2.2 保障產品質量

恒安秉持「以追求人類的健康和快樂為天職，生產優質、舒適、衛生的生活用品」的質量方針，視產品質量為企業長期發展生命線，打造企業質量文化，通過「強化質量意識、提升質量技能、共創質量價值」的方法著重落實產品全生命週期質量管理。

2.2.1 質量體系

恒安視質量保障為企業生命線，嚴格遵守《中華人民共和國產品質量法》等運營所在地相關法律法規的要求，不斷深化並在全價值鏈上落實由「恒愛」、「恒創」、「恒安」組成的「三恒」模式，從質量管理組織、產品創新研發、智能製造等多方面優化產品設計與生產管理，形成標準化質量管理體系，保障產品質量安全。



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The Group guaranteed the Group's product quality level and compliance through the comprehensive quality management and target management method, and has passed ISO9001 Quality Management System certification, CE certification, FDA certification and MSDS certification. All of the Group's production companies and Weifang Thermal Power have established and passed ISO 9001 Quality Management System certification, and the certification rate was 100%.

Meanwhile, Hengan set a series of annual quality management system targets to quantitatively manage and target-drive the production process individually. As at the end of 2023, all quality indicators' targets were achieved.

本集團通過全面質量管理及導入目標管理法等措施，保障本集團產品質量水平與質量合規，並完成ISO9001質量管理體系認證、標準化認證（CE認證、FDA認證、MSDS認證）。本集團所有生產公司和濰坊熱電均建立ISO 9001質量管理體系並100%通過第三方機構認證。

同時，恒安設置一系列年度質量管理體系目標，對生產過程逐一進行量化管理與目標驅動。截至2023年底，恒安各項質量指標目標的完成率均為100%。



Hengan Quality Management System Targets
恒安質量管理體系目標

The Group has formulated a quality system maturity evaluation form to comprehensively evaluate the requirements of the system in accordance with the PDCA rule, monitored and measured the quality management system in accordance with a series of internal systems, and conducted internal audits and management reviews to ensure its effectiveness of the quality management system.

本集團制定質量體系成熟度評價表，按照PDCA法則對體系各項要求進行綜合評價，並按照一系列內部制度對質量管理體系進行監視和測量，開展內審和管理評審，確保本集團整體質量管理體系的有效性。

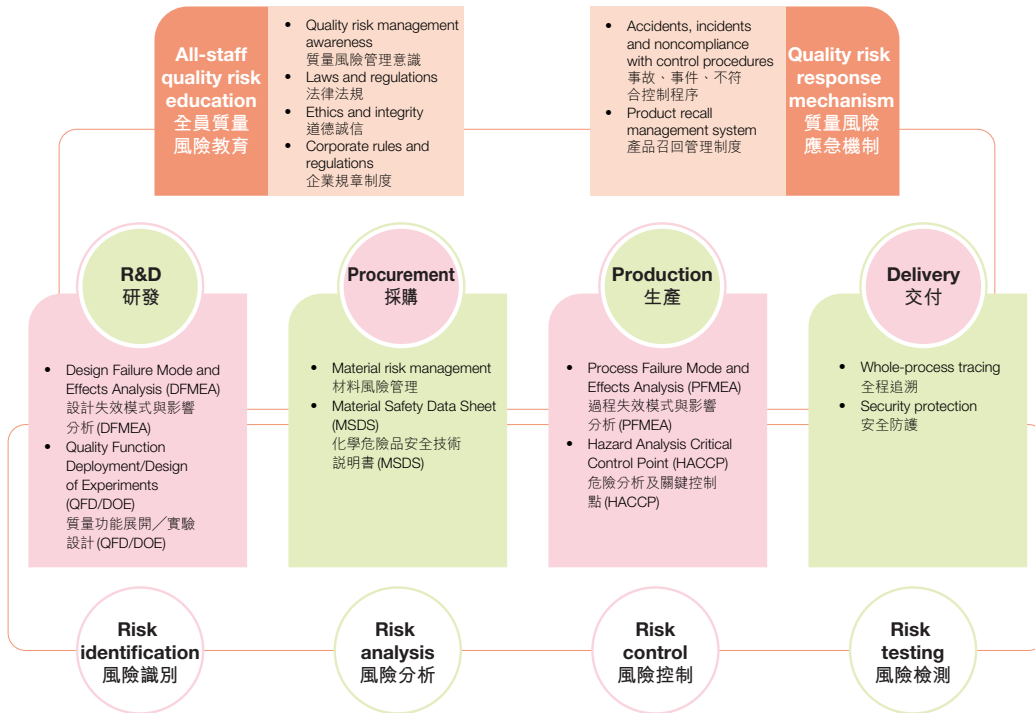
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2.2.2 Quality risk

Hengan has constructed a whole-process quality risk management system and set up a quality risk management team to identify, assess and manage the quality risks existing in the product life cycle.

2.2.2 質量風險

恒安構建了全過程質量風險管理系統，成立質量風險管理小組，對產品生命週期中存在的質量風險進行識別、評估和管理。



The Whole-Process Quality Risk Management System
全過程質量風險管理系統

The failure mode and effect analysis (FMEA) is adopted to identify, analyse, control and monitor potential quality and safety risks throughout the process of R&D, procurement, production and delivery, and identify changes in quality risks in time for quality risk update.

我們依據失效模式與影響分析(FMEA)原理，從研發、採購、生產、交付全過程，對潛在的質量安全風險進行識別、分析、控制、監測，並及時識別質量風險的變化，進行質量風險更新。

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We specified the “red and yellow line” mechanism for quality management in the *Hengan Group Product Quality Reward and Punishment Management Policy* (《恒安集團產品質量獎懲管理規定》). The persons in charge will be punished with performance scores deduction, notice of criticism, warning and dismissal based on the seriousness of the problem should there be any event violating the “red and yellow line”. Moreover, the Policy further strengthens the principle of leaving no stone unturned in handling quality questions until the cause is clarified, the measures are implemented, the personnel subject to liabilities are held accountable, and the personnel concerned are criticised.

2.2.3 Quality control

Hengan focuses on the quality control process and has formulated a number of quality management process systems, including the *Incoming Material Inspection Management Policy* (《進料檢驗管理制度》), the *Process Inspection Management Policy* (《製程檢驗管理制度》), the *Delivery Inspection Management Policy* (《出貨檢驗管理制度》), and the *Control Procedures for Non-conforming Products* (《不合格品控制程序》), to control the whole process of raw materials quality inspection, the production process, the finished product quality inspection and the disposal of non-conforming products.

我們在《恒安集團產品質量獎懲管理規定》明確「質量紅黃線」的質量管理底線，當出現「質量紅黃線」違規事件，相關責任人將根據問題嚴重程度被處以扣除績效分、通報批評、警告處分及解除勞動等處罰。另外，此規定進一步確立質量問題「三不放過」原則，即原因不明、措施不力不放過，責任沒有落實到人不放過，相關責任人沒有受到教育不放過。

2.2.3 質量控制

恒安聚焦質量控制流程，制定了多個質量管理流程制度，包括《進料檢驗管理制度》《製程檢驗管理制度》《出貨檢驗管理制度》及《不合格品控制程序》，全流程把控原材料質量檢測、生產過程、成品質量檢驗及不合格品處置。

Incoming Material Inspection 進料檢驗	<p>Hengan carries out “tripartite sampling” of quality inspection, production and supply chain for each batch of raw materials in accordance with the principle of separation of “sampling judgment”. Unqualified products detected will be reinspected, tested more frequently and withdrawn to ensure that the quality of raw materials meets the standards without excessive waste.</p> <p>恒安對每批原材料按照「抽檢判」分離原則，進行質檢、生產及供應鏈相關部門的「三方抽樣」，對檢測出的不合格產品，依據問題情況採取複檢、驗證、增加該供應商檢測頻次及退貨等多種處置方式，保證輸入原材料質量符合標準且不造成過多浪費。</p>
Process Inspection 製程檢驗	<p>Hengan establishes internal customer concepts to standardize the production environment and product inspection management. The Group conducts internal self-inspection and mutual inspection to check the quality of processed products, so as to detect quality defects and minimize the risk of unqualified products flowing into the next process.</p> <p>恒安建立內部客戶理念，規範常規情況下生產環境及製程產品的檢驗管理。本集團內部對於每批次製程產品進行自檢、互檢、巡檢等方式檢測製程品質，及時發現質量缺陷並及時處理，減少不合格品流入下道工序的風險。</p>
Delivery Inspection 出貨檢驗	<p>The Group adopts sampling and testing, corrective and preventive measures to ensure that the quality of finished goods shipped meets the requirements of the relevant standards. Failed products detected will be disposed of with reference to the <i>Failed Goods Control Procedures</i>.</p> <p>本集團採用抽樣檢測、糾正預防措施等方法，確保出貨成品質量符合相關標準要求。檢出的不合格品將參照《不合格品控制程序》進行處置。</p>
Failed Goods Control 不合格品控制	<p>Failed products in each process should be evaluated by the corresponding departments of the Group for rectification, scrapping and other dispositions.</p> <p>各環節不合格品需經過本集團相應部門評審後續進行整改、報廢等處置。</p>

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While strictly controlling the quality inspection process of each step, Hengan expanded the investment in quality monitoring equipment and improved the digital quality management system. In 2023, the Group invested approximately RMB18.0 million in upgrading various quality monitoring equipment for key quality issues including mosquitoes, metals and stein, such as “One Tow Three Visual Inspection” equipment, “Metal Inspection” equipment and “Medium Packaging + Box Inspection”.

在嚴控各環節質量檢驗流程的同時，恒安擴大質量監測設備投入，完善數字化質量管理系統。2023年，本集團投資約人民幣1,800萬元，針對重點質量問題如蚊蟲、金屬、麟污等升級各類質量監測設備，如「一拖三視覺檢測」設備、「金屬檢測」設備、「中包+箱裝檢測」等。

2.2.4 Product recall

The Group implements the *Identification and Traceability Control Procedures* (《標識和可追溯性控制程序》) and other processing procedures, and traces the product back to the production date and production team based on the certificate label or information code (box code) outside the packaging box of finished products and the spray code marking on the product packaging, to actively disclose information to relevant parties in a timely manner, inform to stop the production and sales of the product and recall defective products in circulation when products fail to meet with safety standards or defective products appear in the market.

2.2.4 產品召回

市場出現不符合安全標準或缺陷產品時，本集團將立即執行《標識和可追溯性控制程序》等追溯流程，依據成品包裝箱外的合格證標籤或信息碼(箱碼)和產品包裝物上的噴碼標識，追溯到產品生產日期、生產班組等，並主動及時向相關方披露信息，通知停止生產和銷售該產品，並對流通領域中的質量缺陷產品進行召回。



Defective Product Recall Process

缺陷產品召回流程

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In 2023, the Group did not engage in any product recall for safety or health reasons.

2023年，本集團未發生因安全或健康理由而召回產品的事件。

2.2.5 Quality improvement

Hengan carried out various quality improvement activities and exported improvement measures in many aspects such as R&D, production process, market research, etc., thus further accelerating the product quality improvement.

2.2.5 質量改善

恒安在研發、生產過程、市場調研等多個環節開展各項質量改善活動，輸出改善措施，從而進一步加速產品質量攻關。



On the basis of improving the regular quality, Hengan believes that the consumer's experience is an important purpose of product quality assurance. In 2023, we incorporated quality assessment items that were closer to customers' feelings, such as hand feeling assessment, into the assessment scope to further improve product quality and optimize consumers' experience.

在做好常規質量提升的基礎上，恒安認為消費者的良好使用感受是產品質量保障的重要目的。2023年，我們將手感評測等更貼近客戶感受的質量評測項目納入考核範疇，進一步提升產品質量，優化消費者使用感受。

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Improve Product Quality by Simulating Consumer Experience: PK Activities for Quality Consistency of Key Raw Paper Items

通過模擬消費者使用感受提升產品質量：原紙重點品項質量一致性PK活動

In 2023, the Group conducted hand feelings blind testing of products to simulate consumer experience. The activity selected professionals to join the hand feeling blind test team. Based on the blind test results, the tested products were scored and ranked in terms of excellent, qualified and failed. Hengan took the hand feeling index as a supplement to the market supervision and sampling this year, which would be taken as one of the monthly performance appraisal, quality award and punishment selection items of the production company.

2023年，本集團開展對於產品的手感盲測以最大模擬消費者使用感受。本活動選擇專業人員加入手感盲測小組，根據盲測結果對被檢測產品按達優、合格、不合格進行打分排名。本年度恒安將手感指標作為市場監督抽檢的補充，手感指標得分將被作為生產公司每月績效考核、質量獎懲評選項目之一。



2023 hand feeling blind test site at various companies of Hengan
2023年恒安各地公司手感盲測

2.2.6 Quality culture

Hengan builds a solid quality culture internally. In order to standardize the daily operations of various positions in the quality system, in 2023, the Group sorted out the gaps between the skills required for quality management-related positions and the skills levels of existing personnel, and constructed a set of talent training system that was suitable for different positions and various work stages, which involved 49 courses on inspection skills, relevant laws and regulations, and quality management.

We conducted further training for the management to help them master the quality management tools and methods, and establish a good quality management consciousness from top to bottom.

2.2.6 質量文化

恒安在內部打造紮實的質量文化。為規範質量系統各崗位日常作業，2023年本集團梳理了質量管理相關崗位所需技能與現有人員技能水平的差距，建設了一套適配不同崗位、各個工作階段的人才培訓體系，涉及檢驗技能、相關法律法規、質量管理等49門課程。

我們為管理層進行了更進一步的培訓，幫助其掌握質量管理工具和管理方法，由上至下建立良好的質量管理意識。

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Hengan International Total Quality Management (TQM) Workshop

恒安國際TQM(Total Quality Management, TQM)工作坊

On 6 and 7 March 2023, Hengan International held “2023 Hengan International TQM Workshop”. The training target of this workshop was production general manager of each category production department, quality management manager, supply chain procurement general manager and the backbone of the manager, with a total of more than 80 participants. The workshop helped the participants learn and master the management tools and methods of TQM, effectively promoting the development of quality activities and improving the quality management level.

2023年3月6日和7日恒安國際舉辦了「2023年恒安國際TQM工作坊」。本次工作坊培訓對象為各品類生產部生產總經理、質量管理經理、供應鏈採購總經理及經理骨幹，共計80餘人參與。此次工作坊幫助參訓人員學習和掌握TQM的管理工具及方法，有效地推動公司全員質量活動的開展，提高質量水平。



2023 Hengan International TQM Workshop site
2023年恒安國際TQM工作坊

In the process of building a quality culture, we emphasized the awareness and skill development for the prevention and control of key quality risks, such as pest control and metals, and carried out several specialized trainings in 2023 to enhance the quality management ability to control key quality risks.

在質量文化建設中，我們強調蟲控、金屬等重點質量風險的防控意識提升和技能培養，在2023年開展多項專項培訓，提升質量管理人員對於重點質量風險的管控能力。

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2023 Hengan International Standardized Pest Control Training

恒安國際2023年蟲控標準化培訓

In order to comprehensively optimize the construction of integrated pest management system of production companies, Hengan launched the Group's pest control standardization project in 2023 and issued 34 pest control standardization documents. To promote the implementation of the pest control standardization documents, Hengan organized an intensive training class from 7 to 10 June 2023 to conduct professional training and assessment, and cultivated 39 system diagnosticians and 79 disinfection point inspectors.

為全面優化生產公司蟲害綜合管理體系建設，2023年恒安啟動了集團蟲控標準化項目並輸出蟲控標準化文件34份。為促進蟲控標準化文件的宣貫落實，於2023年6月7日至10日組織集訓班進行專業培訓與考核，培養39名系統診斷師，79名消殺點檢員。



2023 standardized training site on pest control
恒安國際2023年蟲控標準化培訓

Hengan carried out comprehensive and multi-level quality education activities such as "Quality Month", and cooperated with third-party institutions to provide special training for professional inspectors, so as to enhance their comprehensive capability in a diversified manner and lay a solid foundation for the Group's quality management.

恒安連續多年開展「質量月」，對員工進行全方位多層次的質量教育活動，與第三方機構合作對專業檢驗人員展開專場教育。我們注重以多樣化的形式提升檢驗人員綜合素質，為本集團質量管理再鑄堅實基礎。

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“Quality Month” Campaign of Hengan International

恒安國際「質量月」活動

In September 2023, Hengan initiated a “Quality Month” campaign. Each production company of Hengan independently carried out Quality Month events of different themes, such as “Act by Rules, Zero Tolerance, Deliver Best Quality” and “Innovate for Change, Explore for Progress, Dare to Take Responsibility”. The forms of the events included skills competition, themed speech competition, quality knowledge contest, clean production competition, valuable ideas and quality training.

2023年9月，恒安啟動「質量月」。由恒安各生產公司自主開展質量月活動，主題包括「守規章、零容忍、鑄品質」、「創新求變、開拓進取、勇於擔當」等，主要開展了技能比武、主題演講比賽、質量知識競賽、清潔生產評比、金點子、質量培訓等活動。



2023 Quality Month campaign site of Hengan International
2023年恒安國際質量月活動

In 2023, with our unremitting efforts and excellent performance in product quality management and quality stability, Hengan won numerous quality-related awards, including “2023 National Product and Service Quality Integrity Brand”, “National Inspected and Qualified Products with Stable Quality in 2023” and “2023 National Qualified Enterprise of Leading Quality in Hygiene Product Industry”, etc.

2023年，憑藉在產品質量管理、質量穩定性方面的不懈努力和優異表現，恒安獲得「2023年全國產品和服務質量誠信品牌」、「2023年全國質量檢驗穩定合格產品」、「2023年全國衛生用品行業質量領先企業」等多項質量相關獎項。

2.3 Chemical Safety

The Group strictly follows normative documents including the *Management Policy for Safety and Ingredient of Products and Materials* (《產品和材料安全與成分管理制度》), the *Hengan Group Material Safety Index List* (《恒安集團材料安全指標清單》), the *Hengan Group Products Safety Index List* (《恒安集團產品安全指標清單》) and the *Additive Limitation List* (《添加物限度清單》), and makes improvement on chemical procurement, storage, usage and disposal. In 2023, we disclosed the *Chemical Management Policy* (《化學品管理政策》) on our official website, disclosing various measures such as those for chemical procurement, additive limitation, risk supervision, and target management of the Group, to ensure the safety and health of the Group’s products.

2.3 化學品安全

本集團嚴格執行《產品和材料安全與成分管理制度》《恒安集團材料安全指標清單》《恒安集團產品安全指標清單》和《添加物限度清單》等規範性文件，加強化學品的採購、儲存、使用和處置等。2023年，我們於官網披露《化學品管理政策》披露了本集團化學品採購、添加限度、風險監督、目標管理等多種措施，保障本集團產品安全、健康。

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Hengan International strictly abides by international, national and industry standards as well as internal standards, strictly controls the quality of upstream raw materials, introduces high-quality raw materials, and regularly identifies and eliminates highly concerned chemicals to provide consumers with reassuring products.

恒安國際一直嚴格依據國際、國家、行業相關標準以及內部標準，以高標準建設上游原材料管控，引進優質原材料，定期識別和淘汰受到高度關注的化學品，以提供令消費者放心的產品。

2.3.1 Chemical safety assurance during product development stage

The Group took chemical safety considerations into account at the product development stage. Hengan ensured the safety of new products, including their raw materials, through the following four steps based on systems such as the *Product and Material Quality Safety and Ingredient Management Policy* (《產品和材料質量安全與成分管理制度》):

2.3.1 產品開發階段化學品安全保障

本集團在產品研發階段就將化學品安全因素考慮在內。恒安基於《產品和材料質量安全與成分管理制度》等制度，通過以下四個步驟來確保新產品、包括其原料的安全性：

Step 1 步驟一

Identify 識別

- Identify external national product/material safety laws, regulations, and standards applicable to the products and corresponding materials;
識別產品及對應材料適用的外部國家產品/材料安全法律、法規、標準；
- Identify the standards issued by the Standard Committee applicable to the products and corresponding materials.
識別產品及對應材料適用的集團內部標準。

Step 2 步驟二

Standardisation 制標

- Establish the safety index requirements for new products during its initiation;
在新品立項時同時確立產品所需的安全指標要求；
- Provide the Material Safety Index List after the determination of product safety index.
在確立產品安全指標後，同時輸出對應材料安全指標清單。

Step 3 步驟三

Confirmation 確認

- Ensure that the product is safe before finalising it for mass production by commissioning external testing agencies to conduct comprehensive safety tests based on the established safety list;
產品量產前依據確立的安全清單委託外部檢測機構進行全面安全檢測，確認產品安全性；
- Confirm that raw materials and auxiliary materials meet the relevant national safety index and internal standards such as the Material Safety Index List.
確認原輔材料符合國家相關安全指標及材料安全指標清單等內部標準。

Step 4 步驟四

Review 檢討

- Identify changes in safety index through ongoing checks and updates of external safety standards, dynamic tracking of product safety testing reports of external media, external communications on product safety issues, etc., and organise reviews to assess whether material safety requirements are met;
通過持續外部安全標準檢查更新、外部媒體產品安全檢測報道動態跟蹤、產品安全問題外部交流等，識別安全指標變化，並組織本集團內部評審，確定材料安全要求；
- Regularly summarise the existing safety index of the Group's products and materials and assess whether such index needs revision.
定期總結本集團產品、材料安全指標現狀，並評審指標是否需重新修訂。

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2.3.2 Product raw material chemical safety assurance

The Group applies high standards on chemical supplier selection, requiring them to present qualified business license, "Safety Production License", "Business Permit", and related MSDS. Chemical suppliers admission is subject to factory inspection, small batch testing and signing corresponding control standards by both parties before normal procurement. For chemical products that are expected to be in direct contact with paper products, the suppliers are required to present additional certificates of non-toxic and non-hazardous chemicals issued by authoritative third-party testing institutions or provincial centres for disease control and prevention, to ensure that the products they provide are non-toxic and non-hazardous.

The Group strictly manages purchased chemicals. We have set up specific storage warehouse equipped with corresponding facilities and appointed responsible staff. Hazardous chemicals for temporary storage must be put in a fixed location, and the storage method and quantity must conform to the national standard Rules for *Storage of Hazardous Chemicals* (《常用化學危險品貯存通則》), and daily inspection must be conducted.

2.3.3 Chemical safety assurance during production stage

Based on international standards, the Group has established internal *Material Safety Index List* (《材料安全指標清單》) and *Additive Limitation List* (《添加物限度清單》), and enhanced the inspection for chemicals in all types of raw materials and products that Hengan used:

- ✓ Use of hazardous substances are prohibited in the production process;
- ✓ The chemicals applied must meet with the relevant national security indicators, and upstream suppliers are required to comply with *Material Safety Index List* (《材料安全指標清單》);

2.3.2 產品原材料化學品安全保障

本集團嚴格篩選化學品供應商，要求供應商提供符合資質的營業執照、「安全生產許可證」、「經營許可證」，以及相應的MSDS。化學品供應商准入均需驗廠合格、小批量試機並由雙方簽訂相應管控標準後方可進行正常採購。其中，產品直接接觸紙質產品的化學品供應商需額外提供權威第三方檢測機構或省級疾病控制中心出具的化學品無毒無害證明資料，確保其提供的產品無毒無害。

本集團嚴格管理購入的化學品。我們專設存儲倉庫，配備相應設施，設專人管理；危險化學品暫存時，存放在固定的地點，儲存方式、方法與儲存數量符合國家標準《常用化學危險品貯存通則》，並進行日常檢查。

2.3.3 產品生產階段化學品安全保障

本集團參照國際標準建立了本集團的《材料安全指標清單》和《添加物限度清單》，對恒安使用的所有品類原料和產品中的各項化學品進行嚴格的把關，加強檢測：

- ✓ 生產過程嚴禁使用含有害物質的化學品；
- ✓ 使用的化學品應符合國家相關安全指標，並將《材料安全指標清單》等同要求上游供應商；

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- ✓ Transportation vehicles must be hygienic and safe;
- ✓ All materials (including medicinal solution) and additives in all processes are subject to the *Additive Limitation List* (《添加物限度清單》) to eliminate the use of chemicals that are harmful to humans.

In 2023, we updated the list of banned chemicals to strictly limit the use of preservatives, carcinogenic aromatic amines, other aromatic amines, allergenic dyes, carcinogenic dyes, and other banned dyes.

- ✓ 運輸車輛應衛生、安全；
- ✓ 所有材料(含藥液)、所有過程中添加物均遵循《添加物限度清單》，杜絕使用對人體有害的化學品。

2023年我們更新了禁止添加的化學品清單，嚴格限制防腐劑、致癌性芳香胺、其他芳香胺、致敏染料、致癌染料、其他禁用染料等的使用。

Chemicals Prohibited 我們禁止添加						
五氧化二砷 Arsenic pentoxide	3,3'-二甲基-4,4'-二氨基二苯甲烷 3,3'-Dimethyl-4,4'-diaminobiphenylmethane	C.I.分散藍7 C.I.Disperse blue 7	C.I.分散黃9 C.I.Disperse yellow 9	C.I.直接棕95 C.I.Direct brown 95	七溴聯苯醚 Heptabromodiphenyl ether	甲醛醇半縮醛 Formaldehyde benzyl alcohol hemiacetal 吡硫鎂鎂 Zinc pyrithione
三氧化二砷 Arsenic trioxide	2-甲氧基-5-甲基苯胺 2-Methoxy-5-methylaniline	C.I.分散藍26 C.I.Disperse blue 26	C.I.分散黃39 C.I.Disperse yellow 39	C.I.直接藍15 C.I.Direct blue 15	八溴聯苯醚 Octabromodiphenyl ether	雙咪唑啉基脲 Diazolidinyl urea 烏洛品托 Methenamine
重鉻酸鉀 Potassium dichromate	4,4'-亞甲基-二(2-氯苯胺) 4,4'-Methylene-bis-(2-chloroaniline)	C.I.分散藍35 C.I.Disperse blue 35	C.I.分散黃49 C.I.Disperse yellow 49	C.I.酸性紅114 C.I.Acid red 114	十溴聯苯醚 Decabromodiphenyl oxide	DMDM乙內酰脲 DMDM hydantoin 氯乙酰胺 Chloroacetamide
4-氨基聯苯 4-Aminobiphenyl	4,4'-二氨基二苯醚 4,4'-Diaminodiphenyl ether	C.I.分散藍102 C.I.Disperse blue 102	C.I.分散棕1 C.I.Disperse brown 1	C.I.分散橙149 C.I.Disperse orange 149	六溴環十二烷 Hexabromocyclododecane	甲醛和多聚甲醛 Formaldehyde and paraformaldehyde HICC新鈉蘭脲 HICC lryal
聯苯胺 Benzidine	4,4'-二氨基二苯硫脲 4,4'-Dithiodianiline	C.I.分散藍106 C.I.Disperse blue 106	C.I.分散橙59 C.I.Disperse orange 59	C.I.分散黃23 C.I.Disperse yellow 23	三(2-氯乙基)磷酸酯 Tris(2-chloroethyl) phosphate	戊二醛 Glutaraldehyde 月桂酰精氨酸乙酯 Ethyl lauryl arginate
4-氯鄰甲基苯胺 4-Chloro-2-methylaniline	鄰甲苯胺 O-tolidine	C.I.分散藍124 C.I.Disperse blue 124	C.I.酸性紅26 C.I.Acid red 26	C.I.碱性綠4 (草酸鹽) C.I. Basic green 4 (Oxalate)	短鏈氯化石蠟 (C10-C13) Chloroalkanes C10-13	咪唑啉基脲 Imidazolidinyl urea 檸檬酸及檸檬酸銀 Citric acid and silver citrate
2-萘胺 2-Naphthylamine	2,4-二胺基甲苯 2,4-Diaminotoluene	C.I.分散橙1 C.I.Disperse orange 1	C.I.碱性紅9 C.I.Basic red 9	C.I.碱性綠4 (氯化物) C.I. Basic green 4 (Chloride)	四溴雙酚A Tetrabromobisphenol A	碘丙基丁基氨基脲 Iodopropenyl Butylcarbamate (IPBC)
鄰氨基偶氮甲苯 O-Aminoazotoluene	2,4,5-三甲基苯胺 2,4,5-trimethylaniline	C.I.分散橙3 C.I.Disperse orange 3	C.I.直接黑38 C.I.Direct black 38	C.I.孔雀綠 C.I.Malachite Green	2,2-雙(2-溴丙基)-1,3-丙二醇 2,2-bis(bromomethyl)-1,3-propanediol	甲基異噻唑啉酮 (CIT) Methyl isothiazolinone (CIT)
2-氨基-4-硝基甲苯 2-Methyl-5-nitroaniline	鄰甲氧基苯胺 O-anisidine	C.I.分散橙37 C.I.Disperse orange 37	C.I.直接藍6 C.I.Direct blue 6	石棉纖維 Asbestos fibers	二(2,3-二溴丙基)磷酸酯 Bis(2,3-dibromopropyl) phosphate	甲基氯異噻唑啉酮和甲基異噻唑啉酮(凱松) Methylchloroisothiazolinone and methylisothiazolinone (Kathon)
對氯苯胺 4-Chloroaniline	2,4-二甲基苯胺 2,4-dimethylaniline	C.I.分散橙76 C.I.Disperse orange 76	C.I.直接紅28 C.I.Direct red 28	多溴聯苯 Polybrominated biphenyls	磷酸三(二甲苯)酯 Trixylyl phosphate	對氯間甲酚 P-chlorom-cresol
2,4-二氨基苯甲醚 2,4-Diaminoanisole	2,6-二甲基苯胺 2,6-dimethylaniline	C.I.分散紅1 C.I.Disperse red 1	C.I.碱性紫14 C.I.Basic Violet 14	三(2,3-二溴丙基)磷酸酯 Tris(2,3-dibromopropyl) phosphate	磷酸三(1,3-二氯異丙基)酯 Tris(1,3-dichloro-2-propyl) phosphate	苯氧異丙醇 Propylene Glycol 1-Monophenyl Ether
4,4'-二氨基二苯甲烷 4,4'-Methylenedianiline	4-氨基偶氮苯 4-Aminoazobenzene	C.I.分散紅11 C.I.Disperse red 11	C.I.分散橙11 C.I.Disperse orange 11	三(氮環丙基)-膦化氧 Tri-(aziridin-1-yl)-phosphine oxide	烷基酚聚氧乙烯醚 (APEO) Alkylphenol ethoxylates (APEO)	水楊酸及其鹽類 Salicylic acid and its salts
3,3'-二氯聯苯胺 3,3'-Dichlorobenzidine	苯胺 Aniline	C.I.分散紅17 C.I.Disperse red 17	C.I.顏料紅104 C.I.Pigment red 104	四溴聯苯醚 Tetrabromodiphenyl ether	2-溴-2-硝基丙烷-1,3-二醇(布羅波爾) 2-Bromine-2-Nitropropane-1,3 Diol (Bropol)	苯汞的鹽類，包括硼酸苯汞 Salts of benzene mercury, including Phenylmercuric Borate
3,3'-二甲氧基聯苯胺 3,3'-Dimethoxybenzidine	C.I.分散藍1 C.I.Disperse blue 1	C.I.分散黃1 C.I.Disperse yellow 1	C.I.顏料黃34 C.I.Pigment yellow 34	五溴聯苯醚 Pentabromodiphenyl ether	5-溴-5-硝基-1,3-二噁烷 5-Bromine-5-Nitro-1,3-Dioxane	沉積在二氧化鈦上的氧化銀 Silver oxide deposited on titanium dioxide
3,3'-二甲基聯苯胺 3,3'-Dimethylbiphenyl	C.I.分散藍3 C.I.Disperse blue 3	C.I.分散黃3 C.I.Disperse yellow 3	C.I.溶劑黃1 (苯胺黃/4-氨基偶氮苯) C.I.Solvent yellow 1 (Aniline yellow/p-Aminoazobenzene)	六溴聯苯醚 Hexabromodiphenyl ether	7-乙基雙環噁嗪啉 7-Ethyl bicyclo oxazolidine	羧基甘氨酸鈉 Sodium hydroxymethyl glycine

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Hengan strictly controls the addition of chemicals and chemical residues in products. The Group's safety standards for chemicals meet or exceed national and industry standards, as well as other authoritative international standards, such as REACH, a regulation of EU. Some chemicals the Group uses are also listed as Substances of Very High Concern (SVHC) in the REACH regulation List. The concentrations (weight ratio) of these chemicals in the Group's products are all lower than 0.1% as stipulated in the regulation.

We have established the *Hengan Group Product Safety Index List* (《恒安集團產品安全指標清單》), which listed the quantitative indicators of chemical safety parameters, biological parameters, physical parameters, biocompatibility parameters, and toxicological safety parameters affecting the quality of products such as wet wipes, dry wipes, sanitary napkins, and diapers. The parameter requirements of our products on this list were in line with or higher than the corresponding national and international standards. Meanwhile, we invited a third-party organization to conduct a series of certifications on the safety of our products and raw materials, and the results of the certifications showed that they were qualified.

恒安嚴控化學品的添加與產品中化學品殘留。我們的化學品安全標準符合或高於國家和行業相關標準，以及其他具有權威的國際標準，如歐盟 REACH 法規。本集團所使用的列入 REACH 法規清單的高度關注化學物質 (SVHC) 清單，其存在產品中的濃度 (重量比) 均低於該法規規定的 0.1%。

我們建立了《恒安集團產品安全指標清單》，列出影響濕巾、乾巾、衛生巾、紙尿褲等產品質量的化學安全參數、生物參數、物理參數、生物相容性參數、毒理安全參數的量化指標。我們的產品在該清單上的各個參數要求符合或高於相應國家、國際標準。同時，我們邀請第三方機構對我們的產品及原材料安全性做了一系列認證，認證結果均顯示合格。

Chemicals Phased Out by Wet Wipe Products

濕巾產品淘汰化學品

In 2023, to ensure product safety, the chemicals "methylisothiazolinone", "methylchloroisothiazolinone" and "bropol" traditionally adopted in wet wipes were phased out. Among them, "methylisothiazolinone" and "methylchloroisothiazolinone" are chemicals permitted to be used by national standard. Due to their irritating properties, Hengan phased out these chemicals in 2023, update of its products at a higher level than the national standard. "bropol" is a formaldehyde retarder, which is harmful to human health as it trace amounts of formaldehyde when added to wet wipes, and the new national standard for baby wipes to be released in 2024 will prohibit the use of brobol in baby wipes. Hengan has phased out brobol and no longer uses this substance in any of its wet wipes (baby wipes, adult wipes, and wipes for personal use).

2023年，為提升濕巾產品的安全性恒安淘汰了「甲基異噻唑啉酮」、「甲基氯異噻唑啉酮」及「布羅波爾」等化學品。其中「甲基異噻唑啉酮」和「甲基氯異噻唑啉酮」是國標許可使用的化學品，因考慮其刺激性，恒安以高於國標的要求在2023年更新產品中淘汰該化學品。「布羅波爾」為甲醛緩釋體，因其加入在濕巾產品中會產生微量甲醛，對人體健康造成傷害。2024年即將發佈的嬰童濕巾新國標將禁止在嬰童濕巾中使用「佈羅波爾」，目前恒安所用濕巾(嬰童、成人、物用等濕巾)產品中均未使用該物質。

In 2023, we upgraded the formula of wet wipes from medicinal solution to pure water. Hengan baby and adult pure wet wipes have both been optimised with mild, safe and odourless wet wipe chemicals, eliminating the use of harsh chemicals, thus leaving the products odourless.

2023年，我們升級了濕巾藥液配方至純水濕巾。恒安嬰兒純水濕巾及成人純水濕巾均使用溫和安全及無味的濕巾化學品優化復配，淘汰使用刺激性強的化學品的使用，產品無任何異味。

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Increased Standards on Chemical Residues in Dry Wipe Products

乾巾產品提高化學品殘留要求

In alignment with *Household Paper for Food Contact* (CHS-JY-020) (《可接觸食品用生活用紙》) and *National Food Safety Standard – Food Contact Paper and Board Materials and Their Products* (GB4806.8-2022) (《食品安全國家標準食品接觸用紙和紙板材料及製品》), we strictly stipulated the concentration of 1,3-dichloro-2-propanol and 3-chloro-1,2-propanediol in the product. For this reason, the wet strength agent was upgraded to the third-generation wet strength agent to ensure the strict compliance of chemicals in the product.

我們對標《可接觸食品用生活用紙》(CHS-JY-020)與《食品安全國家標準食品接觸用紙和紙板材料及製品》(GB4806.8-2022)，嚴格規定1,3-二氯-2-丙醇和3-氯-1,2-丙二醇在產品中的濃度。為此將濕強劑升級至第三代濕強劑，以保障產品中化學品嚴格合規。

In 2023, we strengthened the control of acrylamide monomer components in products such as tissue, kitchen paper, and wipe paper in accordance with the national standard, and controlled the concentration at 20 ppm, which is much lower than the 1,000 ppm required by the national standard.

2023年我們按照國標增加對紙巾、廚房用紙、擦手紙等產品的丙烯酰胺單體成分的控制，將其濃度控制在20ppm，遠低於國標要求的1,000 ppm。



Contactable tissues and certifications
可接觸紙巾及其所獲認證

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2.3.4 Disclosure of product chemical composition

We disclosed the chemicals and their contents on our product packaging so that consumers could clearly understand the chemical ingredients contained in our products.

2.3.4 產品化學成分披露

我們在產品包裝上披露化學品及其含量，消費者可以清楚了解產品中所含有的化學成分。

Disclosure of Product Chemical Composition

產品化學成分披露

The packaging of our products are labeled with the main ingredients of the product. For example, for wet wipe products, the packaging indicates that its raw materials include pure water, spunlace non-woven fabrics, Australian tea tree oil, honeysuckle extract, etc., and indicates the active ingredient (e.g., benzalkonium chloride) and their contents (0.085%–0.095%).

我們的產品包裝上均標明該產品的主要原料。如濕巾用品包裝中寫明其原料包含純水、水刺無紡布、澳洲茶樹油、金銀花提取液等，並註明有效成分（如苯扎氯銨）及其含量（0.085%–0.095%）。



Chemical Ingredient Disclosure for Hengan Products
恒安產品化學成分披露

2.4 Responsible Procurement

A sustainable supply chain is the cornerstone of sound business operations. Hengan International has established a comprehensive procurement management structure and policy system, and clarified the criteria for supplier entry, management, evaluation and exit to ensure the reliability and stability of the supply chain. We maintain close communication and deepen cooperation with our suppliers to jointly promote the sustainable development of the supply chain in response to changes in the market and customer needs.

2.4 打造責任採購

可持續的供應鏈是企業穩健運營的基石。恒安國際建立了完善的採購管理架構和政策體系，明確了供應商准入、管理、評估和退出標準，確保供應鏈的可靠性和穩定性。我們與供應商保持密切溝通，深化合作，共同推動供應鏈的可持續發展，以應對市場變化和客戶需求的變化。

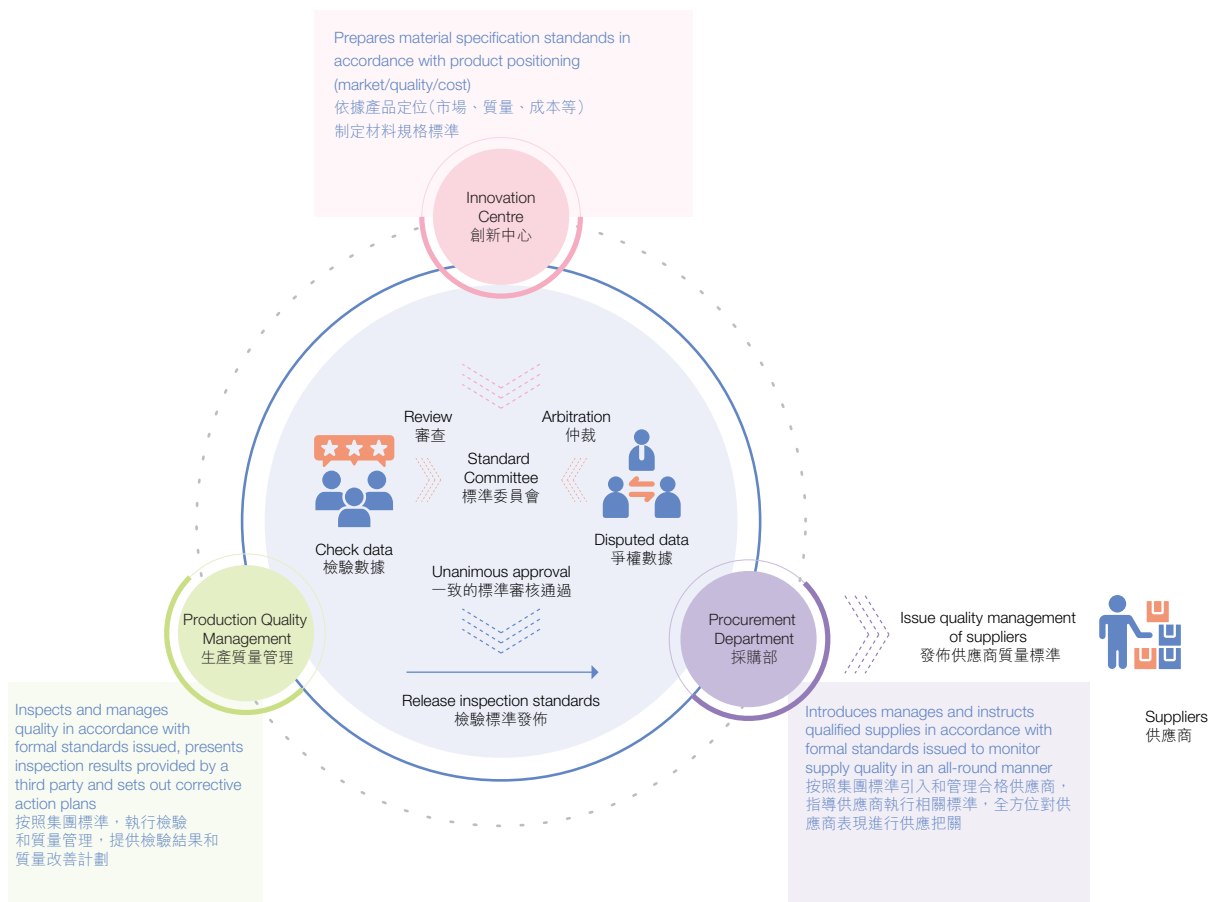
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2.4.1 System building

Leveraging the Innovation Centre, the Production Quality Management and the Procurement Department, the Group builds up an “Iron Triangle” management model. In order to deepen Hengan’s digitalization change and enhance the efficiency of supplier management, the Group adopted the “Hengyigou” digital platform to unify the management of the processes of supplier admission, evaluation and withdrawal.

2.4.1 體系構建

本集團通過創新中心、生產質量管理、採購部打造「鐵三角」管理模式。為深化恒安數字化變革，提升供應商管理效率。本集團採用「恒宜購」數字化平台統一管理供應商准入、評審及退出等流程。



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2.4.2 Admission control

The *Hengan Group Supplier Evaluation Management Policy* (《恒安集團供應商評估管理制度》) carries out qualification access assessment and on-site system access inspection for prospective suppliers to screen suppliers that meet the Group's standards. Hengan judges whether the suppliers need to pass the on-site system access inspection with reference to the types of suppliers according to the business rules. If suppliers do not need to conduct on-site inspection, they are required to pass the qualification access assessment.

2.4.2 准入控制

《恒安集團供應商評估管理制度》對准入的供應商進行資質准入評審和現場體系准入考察，篩選符合本集團標準供應商。恒安根據業務規則，參考供應商類型判斷是否需要通過現場體系准入考察。如供應商不需要進行現場考察則需通過資質准入考核。

Supplier approval criteria mainly include:

供應商資質准入標準主要包括：

- ✓ Environment, safety and quality standards: certificate of environmental impact assessment, certificate of work safety standardisation, pollutant discharge permit, fire safety permit, ISO9001, ISO9002, ISO14001, SA8000, ISO45001, UL, VDE, EMC, CCEE, CE, etc.;
- 環境、安全及質量標準：環境影響評價證書、安全生產標準化證書、排放污染物許可證、消防安全許可證書、ISO9001、ISO9002、ISO14001、SA8000、ISO45001、UL、VDE、EMC、CCEE、CE等；
- ✓ Special qualifications required by special business: printing business license required by prints, relevant construction class qualification certificate required by civil engineering and construction, pressure vessel class certificate required by pressure vessels, explosion-proof qualification required by explosion-proof business, and firefighting qualification required by firefighting industry;
- 特殊行業需要特殊資質：印刷類需要印刷經營許可證書、土建類需要相關建築等級資質證書、壓力容器類需要壓力容器等級證書、防爆類需要防爆類資質、消防類需要消防資質等；
- ✓ Agent, trader or service provider must provide relevant distribution authorisation certificate, and manufacturers' qualification certificate for production and operation, production or business scope and main products and commodity catalogue;
- 代理商或貿易商或服務商應該提供相關經銷授權證書，及製造廠家生產經營的資質證書、生產或經營範圍以及主要產品、商品目錄；
- ✓ Documents that prove chemicals are toxic-free.
- 化學品無毒無害證明資料。

When suppliers produce materials of higher importance, lower substitutability and greater impact on the Group's production, they are required to undergo on-site system access inspection. Hengan has set up an on-site inspection team to score and inspect the supplier's level of quality management, environmental and social risk management, pest management, production management, cost management, delivery management, technology research and development, etc. with reference to the *Management Measures for Supplier On-site Inspection Management Measures* (《供應商現場考察管理辦法》), and to determine whether the supplier meets the auditing standards.

當供應商生產物料重要性較高、替代性較低、對本集團生產影響較大時，需經過現場體系准入考察。恒安成立現場考察小組，參照《供應商現場考察管理辦法》對供應商質量管理、環境及社會風險管理、蟲害管理、生產管理、成本管理、交付管理、技術研發等多方面水平進行評分考察，判定供應商是否達到審核標準。

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If a supplier fails to pass the access assessment or has non-conformities, Hengan needs to assess whether the supplier needs to be rectified based on the results of the on-site system access and provide the supplier with opportunities for rectification. When the supplier's rectification reaches the cooperation standard, the cooperation can be carried out.

On the premise of ensuring the quality of production materials, the Group preferentially selects local suppliers. Details of the Group's suppliers of raw and auxiliary materials by country as at the end of 2023 are set out in the SOCIAL KPIs.

2.4.3 Daily management

Taking into account the closeness of the suppliers' cooperation relationship and the suppliers' annual performance, the Group classifies suppliers into five levels for differentiated management, namely strategic suppliers, core suppliers, preferred suppliers, cultivatable suppliers and excludable suppliers. Hengan adopts different quota strategies and new product cooperation strategies for suppliers based on supplier grades and taking into account various factors such as price and distance in order to maintain high-quality supply chain cooperation.

The supplier classification process is initiated once a year to classify qualified suppliers that have generated transaction behavior in the previous year. If there is a large change in the supply market or product positioning, the supplier classification process can be initiated temporarily. When the supplier classification is finalized, Hengan adjusts the quota with reference to the supplier's monthly performance evaluation results. When the supplier's product qualification rate and other parameters are lower than the recommended value, we initiate the disposal measures of reducing the quota and stopping the order for rectification in order to ensure that the risk of the supplier's cooperation process can be controlled.

如供應商未通過准入考核或存在不符合項，恒安需要根據現場體系准入的結果，評估該供應商是否需要整改，並為供應商提供整改機會。當供應商整改達到合作標準後，方可進行合作。

在保證生產物料質量的前提下，本集團優先選擇本地供應商。截至2023年底，本集團按國別劃分的原輔材料供應商數目詳見社會範疇KPIs。

2.4.3 日常管理

結合供應商合作關係的緊密程度及供應商年度績效表現，本集團將供應商分為五級進行差異化管理，即戰略供應商、核心型供應商、優選供應商、可培植供應商、可剔除供應商。恒安根據供應商等級，並考慮價格、距離等多種因素對供應商採取不同的配額策略與新品合作策略，以維護高品質的供應鏈合作。

供應商分級分類流程每年發起一次，對上一年度有產生交易行為的合格供應商進行分級分類。如果出現供應市場或者產品定位變動較大的情況，可臨時啟動供應商分級分類流程。當供應商分級確定後，恒安參考供應商月度績效評估結果調整配額。當供應商產品合格率等參數低於推薦值時，我們啟動降低配額及停單整改的處置措施以保障供應商合作過程風險可控。

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2.4.4 Performance evaluation

The Group conducts monthly performance evaluations of suppliers in terms of quality, production, cost, delivery, technology and service, and urges suppliers to make continuous improvements to their performance based on the evaluation results. When problems requiring rectification arise from supplier audits, the Group will hold communication meetings with suppliers to analyze the causes of the problems, propose improvement measures, set up rectification items and arrange for follow-up by the relevant responsible persons.

The supplier carries out corrective measures according to the content of the quality meeting and writes an “8D Report”, reporting on the problem resolution process in eight dimensions, including problem correction team members, problem description, transitional measures, problem causes, permanent corrective measures, verification of the effectiveness of permanent corrective measures, measures to prevent similar problems, and implementation of permanent corrective measures, to improve the handling of the corrective process. And then, Hengan started the re-inspection process to re-score the supplier and determine whether further rectification is required.

The Group will initiate the freezing/withdrawal procedure against suppliers that fail daily inspection, on-site annual review, monthly/annual performance evaluation, and that present serious quality issues or violations of laws and regulations, etc. These suppliers will be removed from the list of qualified suppliers. In 2023, no suppliers of raw and auxiliary materials were removed by the Group.

Hengan requires suppliers to comply with relevant environmental protection laws and regulations, and encourages and supports suppliers to make continuous improvements in environmental protection and social responsibility, and we will give more business opportunities and cooperation support to suppliers with excellent performance.

2.4.4 績效評估

本集團對供應商的質量、生產、成本、交付、技術、服務等進行月度績效評估，並基於評估結果督促供應商對其績效進行持續改善。當供應商審核中出現需要整改的問題時，本集團會與供應商召開交流會議，分析出現問題的原因並提出改善措施、設置整改事項，並安排相應負責人進行跟進。

供應商根據質量會議內容開展整改措施並撰寫「8D報告」，就問題糾正小組成員、問題描述、過渡措施、問題原因、永久性糾正措施、永久性糾正措施效果驗證、預防類似問題措施、永久性糾正措施落實等8個方面匯報問題解決流程，完善處理整改過程。而後，恒安啟動重新驗廠程序，重新對供應商打分，判定是否需要進一步整改。

對於未通過日常考察、現場年審、月度/年度績效評估、出現重大質量問題或有違法違規行為等的供應商，本集團發起供應商凍結或退出流程，將其退出合格供應商清單。2023年，本集團無原輔材料供應商被清退。

恒安要求供應商必須遵守相關環境保護法律法規，並鼓勵支持供應商在環保和社會責任方面做出的持續改進，對於表現優秀的供應商，我們會給予更多的業務機會和合作支持。

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2.4.5 Sustainable procurement

In 2023, the Group issued a *Supplier Code of Conduct* (《供應商行為準則》) that sets forth expectations for suppliers in the areas of human rights protection, occupational health and safety, anti-harassment and anti-discrimination, environmental protection, biodiversity conservation, and business ethics, and takes measures to take this Code of Conduct into account in supplier admission and supplier audits, and takes appropriate measures to dispose of non-compliant suppliers and to prevent recurrence of violations.

The Group promotes the construction of a stable and sustainable supply chain. The items examined by the Group for prospective suppliers include environmental management system, environmental and hygiene requirements, and social risk assessment. Their scoring weighting accounts for 5% of the overall scoring of supplier access. Hengan regularly conducts relevant risk assessments and on-site audits of raw and auxiliary material suppliers, and continuously follows up on suppliers assessed as having high relevant risks. The Group mainly identifies supplier sustainability risks in the following aspects:

2.4.5 可持續採購

2023年本集團發佈《供應商行為準則》規定對供應商人權保障、職業健康安全、反騷擾反歧視、環境保護、生物多樣性保護、商業道德等方面的期望，採取措施在供應商准入、供應商審核中考慮此行為準則，並採取相應措施處置違規供應商，防止再次違反。

本集團推進穩定且可持續的供應鏈建設，對准入供應商考察項目包含環境管理體系、環境與衛生要求、社會風險評估。其評分權重佔供應商准入總體評分的5%。恒安定期對原輔材料供應商開展相關風險評估和現場審核，對評估為高相關風險供應商進行持續跟進。本集團主要從以下方面識別供應商可持續發展風險：

- ✓ Whether suppliers' internal regulations meet the requirements of relevant laws and regulations;
供應商的內部規定是否符合相關法律法規要求；
- ✓ Whether suppliers have passed environmental management system certification and whether any environmental pollution incidents have occurred to suppliers in the past three years, etc.;
供應商環境管理體系認證、近三年是否發生過環境污染事件等；
- ✓ Suppliers' environmental and sanitary status, including environmental emergency plans, mosquito control, pollution source control, waste management, workshop/warehousing environment management, etc.;
供應商環境與衛生情況(包括環境應急預案、蚊蟲控制、污染源控制、廢棄物管理、車間/倉儲環境管理等)；
- ✓ Suppliers' protection of employees' rights and interests (whether suppliers have passed occupational health and safety management system certification, office environment safety, whether incidents such as gender discrimination or child labour occurred to suppliers, fire training and drills, factory risk prevention, health check and job training, etc.);
供應商對員工權益的保障(職業健康安全體系認證、辦公環境安全、有無員工性別歧視或僱傭童工事件、消防培訓演習、廠區風險防範、健康體檢、崗位培訓等)；
- ✓ Suppliers' raw and auxiliary material source management and sub-supplier management, etc.;
供應商原輔料來源管理及次級供應商管理等；
- ✓ Whether suppliers' relevant products are evaluated by a third-party testing agency;
供應商相關產品是否委託第三方檢測機構評估；
- ✓ Logistics providers should choose new energy models and energy-saving and environmentally friendly models that meet the standards of national/local environmental protection and other government departments.
物流供應商應選擇符合國家/當地環保等政府部門標準的新能源車型和節能環保車型。

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We refer to suppliers' disclosed ESG reports and information such as suppliers' carbon footprint certificates and third-party social responsibility audit reports to comprehensively assess suppliers' environmental and social performance, and prefer suppliers with excellent ESG performance.

2.4.6 Communication with suppliers

Hengan focuses on exchanges and common progress with suppliers. During this year, Hengan has conducted several supplier exchange activities, including quality improvement, product environmental performance, etc., to strengthen the communication between suppliers and Hengan, and enhance the suppliers' consensus on safeguarding the quality of raw materials and other aspects.

我們參考供應商披露的ESG報告及供應商碳足跡證書、第三方社會責任審核報告等信息，綜合評估供應商環境與社會表現，偏好選擇在ESG方面表現優異的供應商。

2.4.6 供應商溝通

恒安注重與供應商進行交流與共同進步。本年度，恒安進行了多場供應商交流活動，包括質量提升、產品環保性能等，強化供應商與恒安之間的交流，增強供應商對保障原材料質量等方面的共識。

Hengan Supplier On-site Networking Event

恒安供應商現場交流活動

From 18 to 19 May 2023, Hengan invited the supplier for exchange. The exchange firstly reviewed the progress of Hengan's inspection and rectification of the supplier in the current year, and then carried out a number of trainings for the supplier, such as laboratory management standard and goods parameter benchmarking, and introduction of Hengan's quality management system and various management standards. Hengan also invited the supplier to visit the production site and laboratory of Hengan to compare the product appearance items and exchange opinions.

2023年5月18日至19日，恒安邀請供應商進行交流。此次交流首先回顧了本年度恒安對該供應商考察及整改進度，而後開展了實驗室管理規範與貨品參數對標、恒安質量管理體系與各項管理規範介紹等多項針對供應商的培訓。恒安還邀請供應商參觀恒安生產現場及實驗室，對產品外觀項目進行比對，交流雙方意見。



Hengan and supplier on-site networking
恒安與供應商交流

2.5 Focusing on Customer Feedback

Hengan International attaches great importance to customer experience and feedback. We collect customer feedback through proactive surveys and the opening of a variety of communication channels, sincerely listen to customer comments and suggestions, continuously improve and optimize our products, enhance customer satisfaction, and win the trust and support of our customers. We take a variety of measures to safeguard customer privacy, ensure that customer information is well protected, and safeguard the legitimate rights and interests of customers.

2.5 關注客戶體驗

恒安國際高度重視客戶的體驗與反饋，我們通過主動調查和開通多種交流渠道收集客戶反饋，真誠傾聽客戶的意見和建議，不斷改進和優化產品，提升客戶滿意度，贏得客戶的信賴和支持。我們採取多種措施保障客戶隱私，確保客戶信息得到良好保護，維護客戶的合法權益。

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2.5.1 Customer satisfaction

Hengan strictly abides by pertinent laws and regulations such as the *Law of the People's Republic of China on Protection of Consumer Rights and Interests* (《中華人民共和國消費者權益保護法》), and follows relevant internal procedures, such as the *Customer Satisfaction Survey Control Procedures* (《顧客滿意度調查控制程序》) to analyse customer and client satisfaction through official website, e-commerce platform, hotline and online follow-up investigation. At the same time, the Group employs a third-party professional network search organization to continuously search the whole network for information related to Hengan's products, and communicate with customers and follow up on the feedback in a timely manner to enhance the level of customer satisfaction.

In order to provide customers with a better and more reliable consumption experience, the Group organizes online in-depth visits and surveys to customers to conduct research and surveys, investigating in all aspects the feedback of customers' experience of using the products in terms of wearing feeling, fit, thickness, softness, absorbency, dryness, leakage, breathability, allergy feeling, deodorization, anti-bacteria and skincare and other feelings, and inviting the customers to rate the satisfaction level of the products that they have used. Afterwards, based on the customers' needs and pain points, we propose a product improvement plan that meets the consumers' needs and enhances the applicability of the products.

2.5.2 Complaint management

Hengan has implemented a series of customer complaint management policies such as the *Customer Complaint Control Procedures* (《顧客投訴控制程序》), *Customer Service Standards* (《客服崗位服務標準》), *Customer Complaint Handling Records* (《客訴處理履歷》), *Return Visit Policy for Customer Complaint* (《客訴回訪制度》), *Information Analysis* (《信息分析》) and *Accountability System for Quality Problems* (《質量問題責任落實到人》). Besides, Hengan has also set customer complaint rate targets for the performance and modules of various products such as allergies, urine leakage, waist sticker problems, and mosquitoes, and incorporated the customer complaint rate level into the quality performance evaluation of relevant departments, so as to effectively reduce the complaint rate.

2.5.1 客戶滿意度

恒安嚴格遵守《中華人民共和國消費者權益保護法》等相關法律法規，基於《顧客滿意度調查控制程序》等內部制度，通過官網、電商平台、熱線電話、線上回訪等多重渠道，對客戶滿意度進行調研分析。與此同時，本集團聘請第三方專業網絡搜索機構，持續對恒安產品相關信息進行全網搜索，對於反饋的問題及時與顧客溝通、跟進處理，提升顧客的滿意程度。

為向客戶提供更加優質可靠的消費體驗，本集團組織對客戶的線上深訪調研，全方位調查客戶使用產品的穿戴感受、合身性、厚度、柔軟度、吸收量、乾爽性、漏尿情況、透氣性、過敏感受、除臭抑菌護膚等感受等的體驗反饋，並邀請客戶對使用過的產品進行滿意度評分。後續，我們根據客戶的使用需求與使用痛點，提出貼合消費者需求的產品改善計劃，提升產品的適用性。

2.5.2 投訴管理

恒安實行《顧客投訴控制程序》《客服崗位服務標準》《客訴處理履歷》《客訴回訪制度》《信息分析》和《質量問題責任落實到人》等一系列客訴管理制度，針對過敏、漏尿、腰貼問題、蚊蟲等各項產品性能和模塊設置客訴率目標，並將客訴率水平納入相關部門質量績效考核中，以促進投訴率的有效降低。

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To standardise and improve the process of consumer feedback and complaint handling by responsible departments, the Group has formulated the *Control Procedures for Handling External Quality Incidents and Accidents* (《外部質量事件事故處置控制程序》), clarifying the hierarchical and categorical handling process of complaints and the responsible departments. We have also opened various complaint channels such as the 800/400 service hotline, emails, letters and the new media network platform, and set up customer complaint specialists to collect the complaint information from all channels to realise the timely and proper handling of consumer complaints. During the reporting period, based on the number of customer complaints received per 10,000 boxes of products, the Group's overall customer complaint rate was 0.002%.

2.5.3 Privacy protection

Hengan pays attention to consumers' personal privacy, and strictly abides by relevant laws and regulations such as the *Cybersecurity Law of the People's Republic of China* (《中華人民共和國網絡安全法》) and the *Personal Information Protection Law of the People's Republic of China* (《中華人民共和國個人信息保護法》). The Group stipulates the principles of lawful, justified and necessary information collection and use in the *Information Security and Privacy Protection Policy* (《信息安全與隱私保護政策》), and respects and protects the users' right to know, the right to choose, the right to correct and the right to delete. The Group has clearly set up a special privacy protection organisation and personnel, with information collection, use, storage, transmission, sharing, destruction, and other full-process privacy protection measures.

The Group has not received any complaints initiated by consumers due to privacy breaches in the past three years.

為規範和完善消費者問題反饋及責任部門投訴處理流程，本集團制定《外部質量事件事故處置控制程序》，明確投訴的分級分類處理流程與責任部門，開放800/400服務電話、郵件、信件、新媒體網絡平台等多種投訴渠道，並設置客訴專員收集各渠道的投訴信息，實現消費者投訴的及時妥善處理。報告期內，按照每萬箱產品所接到的客戶投訴數量計算，本集團整體客訴率為0.002%。

2.5.3 隱私保護

恒安重視客戶隱私保護，嚴格遵循《中華人民共和國網絡安全法》《中華人民共和國個人信息保護法》等相關法律法規，在《信息安全與隱私保護政策》中規定合法、正當、必要的信息收集和使用原則，尊重並保障用戶的知情權、選擇權、更正權、刪除權。本集團明確設有專門的隱私保護組織和人員，與信息收集、使用存儲、傳輸、共享銷毀等全流程隱私保護措施。

本集團在過去三年未收到消費者因隱私泄露而發起的投訴。

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2.5.4 Responsible marketing

Responsible marketing helps protect consumer rights and promote fair consumption. Hengan strictly abides by the *Advertising Law of the People's Republic of China* (《中華人民共和國廣告法》) and other laws and regulations, and has formulated and released the *Responsible Marketing Policies* (《負責任營銷政策》) to regulate the implementation of relevant measures. We strictly comply with business ethics and social responsibilities in product and service promotion, to ensure that the information delivered to consumers and society is fair and credible, establishing corporate credibility and social reputation, and maintaining and enhancing the brand image.

2.5.4 責任營銷

責任營銷有助於保障消費者權力，促進消費公平。恒安嚴格遵守《中華人民共和國廣告法》等國家法律法規的相關規定，制定並發佈了《負責任營銷政策》規定相關措施的實施，在推廣產品服務時嚴格遵循商業倫理和社會責任，確保向消費者與社會傳遞的信息公平可信，建立企業可信度和社會聲譽，同時維護和增強品牌形象。



Five Steps to Responsible Marketing
負責任營銷五項措施

Product packaging is a vital channel for product promotion, which can convey the concept, core values and characteristics of the brand, and help consumers better understand the product and brand. To standardise the management of marketing information, Hengan has specially formulated the *Administrative Measures of Packaging Design* (《包裝設計管理辦法》) and the *Product Packaging Layout Review Process* (《產品包裝版面審核流程》) to enforce the strict review of the information disclosed on the product packages and ensure that consumers are provided with comprehensive and accurate product information.

產品包裝是產品宣傳的重要渠道，可以傳達品牌的理念、核心價值和特點，幫助消費者更好地了解產品和品牌。為落實營銷信息管理規範，恒安特別制定《包裝設計管理辦法》及《產品包裝版面審核流程》，對產品包裝上披露的信息進行嚴格審核，確保消費者獲得全面準確的產品信息。

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Marketing Department 市場部

Confirm packaging design style, graphic colour, product name and function demand, etc.
確認包裝設計風格、圖形顏色、產品名稱、功能訴求等

Legal Supervision Department 法監部

Review product function demands and advertising law related to packaging information
審核產品功能訴求、廣告法相關的包裝信息等

Production Department 生產部門

Measure physical package and package size, and verify the final package size
測量實物包裝、包裝尺寸、驗證最終的包裝尺寸等

Marketing Department 市場部

Apply for product code, proof before platemaking and inform that platemaking should start
申請產品編碼、製版前打樣、通知製版等

Quality Management Department 質量管理部

Confirm product name, producer information, applied product standards, hygiene standards, product grade, bar code and hygiene license number, etc.
確認產品名稱、生產者信息、產品執行標準、衛生標準、產品等級、條形碼、衛生許可證號等

Product Packaging Layout Review Process 產品包裝版面審核流程

3 LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY

Hengan always adheres to the concept of “Green, Low-carbon, Sustainable Development”, takes promoting environmental harmony as its corporate pursuit, actively explores green development strategies, strengthens the identification and management of climate change risks, deeply cultivates environmental management work, and is committed to creating a low-carbon and clean society with all parties.

3 守護生態，低碳生產

恒安始終堅持「綠色、低碳、可持續發展」理念，以促進環境和諧發展作為企業追求，積極探索綠色發展戰略，強化氣候變化風險的識別與管理，深耕環境管理工作，致力於與各方共創低碳清潔社會。

Environmental, Social And Governance Report

環境、社會及管治報告

3.1 Environmental Management

The Group strictly abides by the *Environmental Protection Law of the People's Republic of China* (《中華人民共和國環境保護法》), the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* (《中華人民共和國大氣污染防治法》), 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》), the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste* (《中華人民共和國固體廢物污染環境防治法》), the *Law of the People's Republic of China on Environmental Impact Assessment* (《中華人民共和國環境影響評價法》) and other laws and regulations. In 2023, Hengan issued the Group-wide *Environmental Protection Policy* (《環境保護政策》) for the first time to guide Hengan's environmental protection and climate change response efforts.

3.1.1 Environmental system

Since 2003, the group has established and implemented the ISO14001 environmental management system, undergoing annual supervision and review by third-party certification bodies and regulatory authorities. As of the end of the reporting period, all production companies and the Weifang Thermal Power. Weifang Thermal Power of the Group have been 100% certified under the ISO14001 environmental management system.

To ensure the effective implementation of the management system, based on internal and external environmental analysis, we formulated the *2023 Company Environmental Management System Objectives of Hengan Group* (《2023年恒安集團公司環境管理體系目標》) in the year, clarifying the pollutant discharge compliance lines of production companies across the country, and promoting the establishment and refinement of environmental control procedures. In addition, we regularly review the progress of our environmental management system and objectives to understand the implementation of the system and the adequacy of resource allocation, confirm its appropriateness, adequacy and effectiveness, and form items for future continuous improvement.

3.1 夯實環境管理

本集團嚴格遵守《中華人民共和國環境保護法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國環境影響評價法》等法律法規。2023年，恒安首次發佈覆蓋全集團的《環境保護政策》，指導恒安的環境保護及應對氣候變化工作的開展。

3.1.1 環境體系

自2003年起，本集團建立並實施了ISO 14001環境管理體系，每年接受第三方認證機構和監管部門的監督審查。截至報告期末，本集團生產公司和濰坊熱電100%通過ISO14001環境管理體系認證。

為確保管理體系有效執行，我們在本年度結合內外部環境分析，制定了《2023年恒安集團公司環境管理體系目標》，明確全國各生產公司污染物排放合規線，促進建立和細化環境控制程序。此外，我們定期開展環境管理體系及目標進度評審，了解體系的貫徹程度及資源配置充分程度，確認其適宜性、充分性和有效性，並形成未來的持續改進項。

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Under the environmental management system, we have established procedures such as the *Identification, Evaluation and Control Procedures for Environmental Factors and Hazard Sources* (《環境因素、危險源識別、評價與控制程序》) and the *Monitoring and Measurement Control Procedures of Environment, Safety and Health* (《環境安衛監視與測量控制程序》) to identify and evaluate important environmental factors. In doing so, the Group develops necessary control measures to the identified environmental risks, to prevent and reduce the negative impact of production and operating activities on the environment.

During the reporting period, there were no major environmental pollution accidents at the Group.

3.2 Climate Change Response

Climate change poses a serious challenge to the fate and future of humanity, and businesses are being entrusted with new expectations in implementing climate action initiatives and promoting business transformation. Hengan actively promotes low-carbon operations from multiple perspectives while also enhancing the assessment of climate change risks and devising corresponding risk management strategies to ensure timely responses to the challenges posed by climate change.

3.2.1 Climate-related disclosures

Under the trend of carbon neutrality, Hengan has also gradually developed internal driving force for its own development. To demonstrate its determination to address climate change, Hengan follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and released its first TCFD report in 2022, which preliminarily explored climate change-related disclosures. In 2023, we updated the Climate-related Disclosures Report, providing a more profound understanding of climate change risk management practices.

在環境管理體系下，我們建立《環境因素、危險源識別、評價與控制程序》和《環境安衛監視與測量控制程序》等程序識別和評價重要環境因素，並針對已識別的環境風險策劃必要的控制措施，從而預防和降低生產經營活動對環境的負面影響。

報告期內，本集團未發生任何重大環境污染事件。

3.2 應對氣候變化

氣候變化是關係到人類命運與前途的嚴峻挑戰，各企業在落實氣候行動倡議、推動業務發展轉型方面也被賦予新的期待。恒安安全方位多角度推進低碳運營，同時加強氣候變化風險的評估，制定相應的風險管理策略，確保企業在面對氣候變化帶來的挑戰時能夠做出及時應對。

3.2.1 氣候信息披露

在碳中和趨勢下，恒安也逐漸形成內部發展自驅力。為表明應對氣候變化的決心，恒安遵循氣候相關財務信息披露工作組(TCFD)建議，於2022年發佈首份TCFD報告，開展氣候變化相關信息披露。2023年，我們更新氣候相關披露報告，闡述了對氣候變化風險管理實踐更加深刻的理解。

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Governance 治理	Hengan has established a comprehensive top-down governance mechanism for sustainable development, clearly defining the responsibilities of the board of directors, ESG committee, and various functional departments regarding climate change-related matters 恒安建立全面的由上至下的可持續發展治理機制，明確董事會、ESG委員會及各職能部門應對氣候變化相關事宜的責任
Strategy 戰略	Hengan identifies physical risks, transition risks, and opportunities, conducts scenario analysis to assess the potential impact of these risks on business operations, and formulates climate-related strategic plans based on the assessment results 恒安識別實體風險和轉型風險與機遇，並實施情景分析評估各風險對企業運營的潛在影響程度，基於評估結果制定氣候相關戰略規劃
Risk Management 風險管理	Hengan enhances its risk management framework and plans response measures for climate change risks 恒安完善風險管理框架，針對氣候變化風險規劃應對舉措
Metric and target 指標與目標	Hengan has established a greenhouse gas emission accounting system and methods, discloses greenhouse gas emissions, and sets targets related to addressing climate change 恒安建立溫室氣體排放核算體系和方法，披露溫室氣體排放量，並制定應對氣候變化相關的目標

Introduction to Hengan's Climate-related Disclosures Report 恒安氣候相關披露報告報告框架

In 2023, for the first time, the Group conducted an inventory of its annual carbon emissions data, focusing on identifying and assessing Scope 1, 2, and 3 greenhouse gas emissions sources and emissions within all companies within the Group's listed boundaries, in accordance with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard* (《溫室氣體核算體系：企業核算與報告標準》) and the *Greenhouse Gas Accounting System: Accounting and Reporting Standards for Enterprise Value Chain (Scope 3)* (《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準》) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). Carbon inventory training was provided to relevant departments' management and employees closely associated with carbon emissions. The data obtained from this carbon inventory will serve as a crucial foundation for exploring the Group's carbon management model. For more climate-related information, please refer to the *Hengan International Group Limited 2023 Climate-Related Disclosures Report* (《恒安國際集團有限公司2023年氣候相關披露報告》).

2023年，本集團首次針對全年碳排放數據進行盤查，依據世界資源研究所(WRI)與世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系：企業核算與報告標準》《溫室氣體核算體系：企業價值鏈(範圍3)核算與報告標準》，摸排本集團上市邊界內所有公司的範圍1、2及3溫室氣體排放源及排放情況，並面向碳排放強相關部門管理層和員工開展碳盤查培訓。此次碳盤查數據將作為我們探索企業碳管理模式的重要數據基礎。更多氣候相關信息，請參見《恒安國際集團有限公司2023年氣候相關披露報告》。

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3.2.2 Low-carbon operations

Starting from its own practices, Hengan integrates the green and sustainable concept into various aspects of production and operations, aiming to reduce the carbon footprint of its products. We incorporate energy-saving measures and environmental efficiency improvements into logistics, production, and warehousing, implementing a series of technological and process innovations, with the goal of creating a low-carbon and sustainable society in collaboration with upstream and downstream partners. During the reporting period, Hengan China Paper mill was awarded the title of “Green Factory” by the Ministry of Industry and Information Technology.

3.2.2.1 Carbon reduction in logistics

Advancing digital management in the logistics system is a powerful way to reduce costs and increase efficiency. We have established a Transportation Management System (TMS) to coordinate nationwide urban distribution, intelligently manage transportation orders and vehicle dispatching, and provide a platform for precise real-time coordination in logistics, starting from the source design to reduce carbon emissions from logistics transportation. In 2023, the TMS integrated a third-party electronic signing platform for customer signatures, allowing online electronic signing to achieve paperless office, reduce paper waste, and indirectly promote low-carbon logistics. This system has been fully promoted in national trading warehouses and covers 100% of Hengan's suppliers.

At the route planning level, the Group adjusts the local planning of materials based on factors such as transportation consumption and logistics efficiency to ensure the optimal route for material and product transportation. Priority is given to routes with less resource consumption, such as sea transportation, to promote emission reduction. Based on the type of products, we determine the distance to deliver to consumers and plan transportation routes to minimize delivery mileage and reduce energy consumption. In addition, we have implemented the Regional Distribution Center (RDC) direct delivery project, delivering products directly from RDC warehouses to customers, improving transportation efficiency, and saving approximately 600,000 kilometers of logistics mileage annually.

3.2.2 低碳運營

恒安從自身實踐出發，將綠色可持續理念融入生產運營的各項環節，減少產品碳足跡。我們在物流、生產、倉儲維度將節約能源、提升環保效能納入考量，實施一系列工藝和技術革新舉措，以期與上下游夥伴一同打造低碳美好社會。報告期內，恒安中紙獲得國家工業和信息化部認證的「綠色工廠」稱號。

3.2.2.1 物流降碳

推進物流系統數字化管理是降本增效的有力方式，我們建立物流運輸管理系統(TMS)統籌全國城配工作，智能管理運輸訂單和車輛排配，為物流環節提供了精細化實時協同的平台，從源頭設計開始減少物流運輸產生的碳排放。2023年，TMS新搭建客戶簽收場景集成第三方電子簽約平台，允許在線電子化簽署以實現無紙化辦公，減少紙張浪費，間接推進低碳物流模式。該系統已在全國商貿倉庫完成推廣，並100%覆蓋恒安供應商。

在路線規劃層面，本集團根據運輸消耗、物流時效等情況調整物料屬地規劃，保證材料和產品運輸的路線最優，並優先考慮海運等資源消耗較少的路線，推動減排。按照產品類別決定其配送至消費者的距離並規劃運輸路線，最大程度縮短配送里程以降低能源消耗。此外，我們開展區域中心(RDC)倉直運項目，從RDC倉將產品直送客戶，提高運輸效率，全年節約物流里程約60萬公里。

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At the vehicle usage level, we are increasing the use of new energy vehicles to reduce the consumption of high-carbon energy sources in the logistics process and lower tailpipe emissions. In 2023, the Group deployed 152 new energy vehicles, nearly triple the number compared to the previous year.

For packaging application, the logistics packaging materials group continued to explore the optimisation and upgrading of packaging materials during the year. During the reporting period, we strengthened the logistics packaging reduction project, applied quantities of recyclable B2C turnover boxes to replace traditional disposable packaging materials during transportation, so as to promote resource recycling. In addition, we innovate the practice of production line automation to ensure the intelligence and stability of the packaging production line and further reduce the waste of packaging materials. Through the implementation of the turnover box and automation project, the Group achieved a saving of nearly 2 million cartons weighing approximately 440 tons in 2023.

在車輛使用層面，我們加大新能源車輛的使用力度，減少高碳排能源在物流環節中的消耗、降低尾氣排放。2023年，本集團新能源車投入使用數量達152台，相較去年增長近三倍。

在包裝應用層面，物流包裝材料專項小組在本年度持續探索包材優化升級。報告期內，我們強化物流包裝減量項目，在運輸過程中批量運用可回收B2C週轉箱替代傳統的一次性包裝材料，促進資源循環利用。此外，我們創新開展產線自動化實踐，保障包裝生產線的智能化和穩定性，進一步減少包裝材料的浪費。通過實施週轉箱和自動化項目，本集團2023年實現紙箱節約近200萬個，重量約440噸。



B2C turnover box
B2C週轉箱

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3.2.2.2 Carbon reduction in production

The Group strictly complies with the rules in the *Energy Conservation Law of the People's Republic of China* (《中華人民共和國節約能源法》), and formulates the *Hengan Group Energy Saving and Consumption Management Policy* (《恒安集團節能降耗管理制度》) to restrain the use of energy in the production process and build a top-down energy management network. We have established energy management systems in four factories, among which Fujian Hengan Homecare Products Co., Ltd. ("Fujian Hengan") and Hengan China Paper have obtained ISO50001 energy management system certification. Through intelligent energy management, energy-saving equipment renovation and optimisation of energy structure, we have steadily promoted carbon reduction in the production process. In 2023, Hengan further strengthened the energy consumption and carbon emission target requirements, i.e. by 2028, the energy consumption intensity of the papermaking segment will be controlled at 0.30–0.40 tce/tonne of paper. We have improved our product attributes and upgraded our manufacturing processes to meet the raising functionality and quality requirements of consumers. In addition, we have expanded our production capacity to meet the demands at the market end. As a result, the electricity and energy consumption per unit product of the papermaking sector of the Group increased in 2023 as compared to 2022, but the consumption is 17% lower than the advanced value requirement of the *Energy Consumption Per Unit Product of Pulp and Papermaking* (GB 31825–2015) (《製漿造紙單位產品能源消耗限額》) ($\leq 0.42\text{tce/tonne}$), which is at the leading level in the industry.

3.2.2.2 生產降碳

本集團嚴格遵守《中華人民共和國節約能源法》相關規定，並制定《恒安集團節能降耗管理制度》約束生產環節能源使用，構建自上而下的能源管理網絡。我們在4家工廠建立能源管理體系，其中福建恒安家庭生活用品有限公司（「福建恒安」）及恒安中紙已獲得ISO50001能源管理體系認證。通過智能化能源管理、設備節能改造、能源結構優化等方式，我們穩步推進生產環節降碳工作。在此前噸紙耗電密度目標基礎上，2023年恒安進一步強化了能耗和碳排放目標要求，即2028年前，造紙板塊能耗密度控制在0.30–0.40噸標煤/噸紙。為了滿足消費者對於產品的功能和質量要求，我們進一步改變了產品屬性，並提升了製造工藝。此外，為了滿足市場端產品需求，我們擴大了產能。因此，2023年本集團造紙板塊單位產品電耗和能耗相較於2022年有所提升，但相較於《製漿造紙單位產品能源消耗限額》(GB 31825-2015) ($\leq 0.42\text{噸標煤/噸}$)的先進值要求低17%，保持在行業領先水平。

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✓ Intelligent management

The Group has installed an energy power demand-side management platform and a paper industry energy management center system to monitor in real-time the stability of energy consumption and power factor at various companies and sites. Simultaneously, it monitors transformer operating demand and electricity usage trends to explore ways to reduce electricity consumption and promptly address any anomalies, thus minimizing electricity losses. In 2023, leveraging this platform's monitoring and analysis capabilities, the Group introduced a new air compressor management system. Operating data from both old-style primary compressors and new-style secondary compressors were collected and compared digitally. Based on the analysis indicating that the new compressors can save approximately 15% in energy, the Group successfully promoted six new compressors nationwide, achieving significant energy-saving results.

✓ 智能管理

本集團安裝能源電力需求側管理平台和紙業能源管理中心系統，實時監控各公司和基地的能耗和功率因數的穩定性，同時監視變壓器運行需量及用電趨勢，幫助探尋運行節電的方式，在減少用電損失的同時做到對異常情況進行及時改善。2023年，依託該平台的監測分析，本集團新增空壓機管理系統，對一級壓縮舊型空壓機和二級壓縮新型空壓機的運行數據通過數字平台進行採集對比，基於新型空壓機可節能約15%的分析結果，本集團在全國推廣6台新型空壓機，取得了十分良好的節能效益。

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✓ Energy-saving technology improvements

The Group continues to apply technologies such as waste heat boilers, turbines, drying cylinder end cover insulation and frequency-conversion power-saving technology in the production process for many years to reduce heat loss and enhance energy efficiency, while introducing new technologies to achieve a steady decline in energy consumption such as steam and electricity in the production process. Hengan also concentrates on the practice of equipment replacement and transformation, invests in servo motors, magnetic levitation vacuum fans and other equipment with low energy consumption and new technology to replace old equipment, and carries out energy-saving renovation for equipment in the production line:



Magnetic levitation vacuum fans
磁懸浮真空風機

✓ 節能技改

本集團在生產環節延續多年應用餘熱鍋爐、透平機、烘缸端蓋保溫、變頻節電等技術減少熱量流失、提升能源效率，同時引入新型技術實現生產過程中蒸汽和電力等能源消耗量的平穩下降。恒安也潛心開展設備替換和改造實踐，投入伺服電機、磁懸浮真空風機等能耗低、技術新的設備替換老舊設備，並針對產線中的設備進行節能改造：

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Application of high consistency pulping technology

高濃磨漿技術應用

The Group maintains a focus on the research of energy-saving technologies, endeavours to expand the depth and maturity of technology applications, and insists on exploring stable energy-saving methods. Our PM7 high consistency pulping technology equipment was successfully renovated and started up in February 2022. In the nearly two years since it was put into operation, the high consistency pulping technology has been applied in 6 sets of equipment, helping to reduce the amount of long fibre consumption of each item by more than 10%, and achieving “zero” long fibre consumption for some web items. During 2023, the comprehensive long fibre consumption of the machine was 4.8% less, saving about 2,100 tons of long fiber annually, achieving a satisfactory long fibre saving effect.

本集團在節能技術研究層面保持專注性，致力於拓展技術應用的深度與成熟度，堅持探尋穩定的節能方式。我們的PM7高濃磨漿技術設備於2022年2月改造成功開機，在投運後近兩年的時間中，高濃磨技術在6套設備中陸續展開運用，幫助各品項長纖用量降低10%以上，部分捲筒紙品項實現「零」長纖用量抄造。2023年全年，該機台綜合長纖用量少4.8%，年節約長纖用量約2,100噸，達到了良好的節降長纖效果。

Air compressor upgrade

空壓機升級

In 2023, we focused on upgrading the air compressors, upgrading 6 Grade 2 energy efficiency screw air compressors to Grade 1 energy efficiency to improve efficiency of gas production, which was expected to save 365,000 kWh of electricity per year.

2023年，我們重點開展空壓機升級工作，將6台二級能效螺桿空氣壓縮機升為一級能效，提高產氣效率，預計年度可節約電量達36.5萬度。

Renovation of compressed air pipelines

壓縮空氣管線改造

The Group renovated the compressed air pipelines in the workshops of the subsidiary paper production companies, optimised the layout and reduced the length of the pipelines, thereby reducing the loss of compressed air during transportation. At the same time, we relocated the compressed air storage tanks between the workshops to ensure the stability of the air pressure in each workshop, and investigated and rectified the 36 air leakage points in the workshop. After the above improvements, the number of air compressors required to ensure the normal operation of the workshop equipment has been reduced from 2 to 1, and the power consumption per tonne of paper of the air compressor system has been reduced by nearly 14 degrees.

本集團對下屬紙品生產公司車間的壓縮空氣管線改造，優化管線佈局、減少管線長度，從而減少壓縮空氣運輸過程中的損耗。同時，我們進行車間之間的壓縮空氣儲氣罐搬遷，保證各車間氣壓的穩定性，並對查出的36個漏氣點進行整改。經過以上改善，保證車間設備正常運行所需的空壓機數量由2台降低至1台，實現空壓機系統噸紙電耗下降近14度。

Renovation of steam system

蒸汽系統改造

The Group has renovated the steam system, replacing the tail gas primary air-gas heat exchangers, adding devices such as condensate heat exchangers for preheating fresh air, and gas-water heat exchangers for tail gas recovery, so as to increase the temperature of fresh air and decrease the temperature of condensate drainage, which further improves the overall thermal efficiency of the system, and achieves energy saving. In 2023, the Group reduced the average steam consumption to 1.51 tonnes per tonne of paper, a decrease of 0.07 tonnes per tonne of paper compared to 2022.

本集團對蒸汽系統進行改造，更換其中的尾氣一級氣氣換熱器，增加預熱新風的冷凝水換熱器、尾氣回收的氣水換熱器等裝置，達到新風溫度提高、冷凝水排水溫度降低的效果，進一步提升了系統整體的熱效率，實現節能目的。2023年，本集團平均消耗1.51噸蒸汽/噸紙，較2022年降低了0.07噸蒸汽/噸紙。

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✓ Photovoltaic construction

Increasing the use of renewable energy is a crucial measure for Hengan's low-carbon transformation. In recent years, Hengan has been promoting distributed photovoltaic power generation projects at factories and sites across the country, optimizing the energy structure of various companies. In 2023, the Group further expanded its efforts in the photovoltaic application field by increasing investment in photovoltaics at subsidiaries such as Hengan (Xiaogan) Family Products Co., Ltd., and Hengan (Zhejiang) Homecare Products Co., Ltd. As of the end of the reporting period, Hengan has implemented photovoltaic power generation projects in nine production companies, with an installed capacity of 21MW. In 2023, the total electricity generated exceeded 21.6 million kWh, equivalent to reducing 15,600 tCO₂e.

To carry out the operation and maintenance of photovoltaic power stations more scientifically, Hengan has developed a new energy management platform to monitor the operating power and electricity generation of each photovoltaic power station in real-time. It intelligently collects and summarizes data, generating data analysis graphs such as monthly electricity generation comparisons. In the future, Hengan plans to expand photovoltaic energy construction to more factories, embarking comprehensively on the path towards a green energy transformation economy.

✓ 光伏建設

增加可再生能源使用是恒安低碳轉型重要舉措。近年來，恒安在全國多地工廠與基地推廣分佈式光伏發電項目，優化各公司能源結構。2023年，本集團在光伏應用領域進行了更深一步的佈局，在恒安(孝感)家庭用品有限公司、恒安(浙江)家庭生活用品有限公司等下屬公司加大光伏投資力度。截止報告期末，恒安已在9家生產公司開展光伏發電項目，裝機容量達21MW，2023年全年發電量超過2,160萬度，相當於減少1.56萬噸二氧化碳。

為更加科學地進行光伏電站運維管理，恒安打造新能源管理平台，實時監控各光伏發電站的運行功率、發電量等，並智能匯總數據，形成月發電量對比等數據分析圖像。未來恒安計劃拓展光伏能源建設至更多工廠，全面踏上綠色能源轉型經濟可行的道路。

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One of Hengan factory distributed photovoltaic power generation project
恒安工廠光伏發電項目之一

3.2.2.3 Carbon reduction in storage

The Group vigorously promotes the digitization, visualization, and informatization of warehousing operations, reducing warehousing costs and energy consumption through digital means, achieving unmanned operations within warehouse premises. Simultaneously, the Group explores vertical transportation and lateral conveyance in warehouses, providing precise control and smooth and efficient movement of goods, significantly enhancing overall operational efficiency and saving energy.

Regarding the use of new energy, diesel forklifts and short-haul trucks used during warehouse operations have been completely replaced by electric vehicles throughout the Group. Additionally, we have expanded the construction of photovoltaic new energy on the rooftops of warehouses and factory buildings, contributing to achieving green warehousing.

3.2.2.3 倉儲降碳

本集團大力推進倉儲數據化、可視化和信息化運作，通過數字化手段降低倉儲成本和能耗，倉庫廠區內已實現運作過程無人化。同時，本集團倉庫開拓垂直運輸和平移輸送，提供貨物精準控制和平穩高效移動，顯著提升總體運作效率、節約能源。

在新能源使用方面，本集團倉庫作業時使用的柴油叉車和短駁車已100%替換為電動車，此外，我們在倉庫樓頂及廠房擴展光伏新能源的建設，助推實現綠色倉儲。

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The Group has built automated three-dimensional warehouses in large-scale production bases in Shandong, Hunan, Fujian, and other areas to balance storage demand during peak and off-peak seasons. Six automated three-dimensional warehouses have been completed and put into operation, with each warehouse accounting for over 50% of the total storage capacity at each base. The use of three-dimensional warehouses has greatly reduced the per-unit electricity consumption level in the warehousing process, with an average of 13.3% electricity usage saving per pallet compared to flat warehouses.

本集團在山東、湖南、福建等大型生產基地搭建自動立體倉庫以平衡淡旺季倉儲需求，已建成並投入使用的6個立體倉庫庫容在各基地庫容佔比均在50%以上。立體倉庫的投入使用極大程度降低了倉儲環節的單位用電水平，平均出入庫1托盤的用電量較平面倉庫下降13.3%。



Three-dimensional warehouse in production base
基地立體倉庫

3.2.3 Green publicity

Hengan has integrated the concept of environmental protection deeply in the strategies of enterprise development, aiming to build up the brand's influence and thereby enhancing consumers' awareness of environmental protection. As one of the Group's sustainable products, Bamboo π adopts bamboo as the raw material, as its growth cycle is short and its powerful carbon sequestration capacity allows it to absorb large amounts of CO₂, thus protecting forest resources in a more efficient way. In the promotion of Bamboo π , the Group signed a strategic cooperation with the Qinling Giant Panda Breeding and Research Centre. The Group adopted two giant pandas for life, named "Hengheng" and "An'an", to jointly promote the concept of "Green, Low-carbon and Sustainable Development" of Hengan. In 2023, the brand Bamboo π gathered the power of the whole Internet to celebrate the 6th birthday of "An'an", taking the opportunity to interpret the values of green and environmental protection, and through multiple forms of communication to make consumers resonate with the brand's green spirit.

3.2.3 綠色宣傳

恒安將環保理念深植於企業發展的脈絡之中，借助品牌的影響力，增強消費者環保意識。竹 π 本色紙作為本集團可持續產品，選用生長週期短的竹子作為原料，其生長過程中可以吸收大量二氧化碳，具有強大的減碳固碳能力，且更能有效地保護森林資源。在宣傳推廣該產品時，本集團與中國秦嶺大熊貓繁育研究中心簽訂戰略合作，終身認養兩只秦嶺大熊貓，取名「恒恒」與「安安」加入恒安大家庭，聯動推廣恒安的「綠色、低碳、可持續發展」理念。2023年，竹 π 品牌集結全網力量為「安安」慶祝6歲生日，以此為契機詮釋綠色環保的意義，並通過多維度傳播形式讓消費者對品牌綠色精神形成共振。

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On the World Earth Day 2023, Hengan released a poster on WeChat public account, advocating that “mind act upon mind, and the home is better”, giving green guidance on consumers’ behaviour with the power of the brand, calling on the public to pay attention to environmental protection, and driving the construction of a low-carbon ecological home together with Hengan.

在2023年世界地球日時，恒安在微信公眾號發佈海報，倡導「萬物心相印，家園更美好」，借助品牌的力量給予消費者行為綠色引導，呼籲大眾關注環保，帶動與恒安共同建設低碳生態家園。



Poster on the World Earth Day
世界地球日海報

3.3 Optimising Resource Use

3.3.1 Water consumption management

The Group strictly adheres to the requirements of the *Water Law of the People's Republic of China* (《中華人民共和國水法》) and other relevant laws and regulations. The Group raises awareness of water conservation among all employees by installing water conservation signs in each workshop and living area.

Hengan's water sources include municipal water (tap water) and surface water (reservoir water), primarily used in the pulp and papermaking process, with some used for domestic purposes. To reduce the consumption of fresh water, Hengan reuses water in production according to its quality grade requirements, and excess wastewater is treated for other purposes. A small amount of wastewater generated during papermaking is recycled back to the papermaking workshop after undergoing biochemical, ultrafiltration, and reverse osmosis processes, achieving the recycling of water resources. In 2023, the Group achieved a white water reuse rate of over 99%, with recycled wastewater accounting for 30% of the total wastewater volume.

3.3 優化資源使用

3.3.1 用水管理

本集團嚴格遵守《中華人民共和國水法》等法律法規的要求，由各板塊生產部負責用水需求的評估及用水管理，並推進節水技術的評估及應用，以降低用水量。本集團還通過在各個車間及生活區設置節約用水標識，提高全體員工的節約用水意識。

恒安的取水來源於市政用水(自來水)及地表水(水庫水)，主要用於製漿造紙等生產過程，部分用於生活。為減少新鮮水的耗用，恒安在生產中將水按水質級別回用到相應的生產流程中，多餘的排水經處理後可用作其他用途。造紙產生的少量廢水經過生化、超濾和反滲透流程後回用到造紙車間，實現了水資源的循環利用。2023年，本集團白水回用率超過99%，回用廢水佔總廢水量的30%。

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In 2023, Hengan set a target of water consumption intensity per tonne of paper for the papermaking sector, i.e., before 2028, the water consumption intensity of the papermaking sector will be controlled at 5-6 tonnes/tonne of paper.

3.3.2 Packaging management

As a committed and responsible paper producer, we are dedicated to minimising the negative impact of using packaging materials on the environment throughout the Group. In 2023, we formulated and released the *Packaging Materials Policy* (《包裝材料政策》) to provide guidance for the “burden reduction” of packaging in operation. Hengan has been improving the utilisation efficiency of packaging materials and promoting packaging pollution control through use reduction, research and development of substitutions, and awareness enhancement, while retaining the balance between economic and environmental benefits.

In 2023, we continued our several plastic packaging reduction projects. For the dry tissue category, we have increased the production ratio of large-package products to minimise waste in packaging, achieving a 15% reduction in the use of medium packaged bag materials on the basis of the same quantity. At the same time, we have launched a number of renovation projects for packaging machinery to improve the problems caused by the high consumption of packaging materials, false sealing or burning of packaging seals due to device quality problems and unstable temperature of heating regulators, and reduce unnecessary packaging damage and consumption due to mechanical failures.

For household wet wipe products, we developed a two-layer film and successfully developed a two-layer material structure of polypropylene (OPP) + polyethylene (PE) to replace the conventional three-layer composite film, reducing the thickness of the film from 8.5 decimillimetres to 7.5 decimillimetres, decreasing the plastic consumption by 11.76%. In addition, we replaced the PE material in the cotton tissue packaging bag with “OPP+ crinkle paper”, reducing plastic consumption by 28-50% and enhancing the green competitiveness of the product in the market.

2023年，恒安設定造紙板塊設定噸紙取水密度的目標，即2028年前，造紙板塊用水密度控制在5-6噸／噸紙。

3.3.2 包裝材料管理

作為一家有追求、負責任的造紙企業，我們致力於實現全集團層面包裝材料使用對環境負面影響的最小化，於2023年制定和發佈《包裝材料政策》，為運營中的包裝「減負」提供指導。恒安通過減量化、研發替代、意識提升等方式來提升包裝材料利用率，開展包裝污染治理，統籌兼顧經濟效益和環境效益。

2023年，我們持續開展塑料包裝減量項目。在乾巾產品中，我們增加多包裝產品的生產比例，儘量減少包裝浪費，實現在同等數量基礎上減少15%的中包裝袋材料使用。同時，我們開展多項包裝機械的改造項目，改善因裝置質量問題及加熱調壓器溫度不穩定等導致的包裝材料耗用量大、包裝封口假封或燙破等問題，減少因機械故障導致的非必要包裝損壞和消耗。

針對家庭裝濕巾產品，我們進行兩層包膜開發，成功研發聚丙烯(OPP)+聚乙烯(PE)的兩層材質結構取代常規的三層複合包膜，將包膜厚度從8.5絲降至7.5絲，減少11.76%的塑料用量。此外，我們將棉柔巾包裝袋中的PE材質替換為「OPP+皺紋紙」，減少塑料用量28-50%，提升產品在市場中綠色競爭力。

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In addition, Hengan starts from the concept to shape the awareness of employees and consumers about the management of packaging materials. We have set consumption standards for each department and product in terms of packaging materials, and evaluated the key performance indicators on a monthly and annual basis. The evaluation results are directly linked to bonus of each employee. We convey the concept of environmental protection and sustainable development to consumers through product packaging identification, and guide consumers to correctly dispose of waste after using products, so as to contribute to the green recycling of packaging materials.

In June 2023, the Group participated in the Sanitary Goods Sustainable Development Summit Forum and exchanged views with a number of suppliers of packaging materials and other materials in sanitary goods industry and experts on the sustainable development of the industry to promote the transformation of the society and the economy in a sustainable direction.

By the end of 2023, 100% of paper packaging materials and 85.7% of plastic packaging materials of Hengan International's products were recyclable, accounting for 96% of the total amount of packaging materials.

3.3.3 Green plastics

China has formulated the *14th Five-Year Plan for Plastic Pollution Control* (《「十四五」塑料污染治理行動方案》) to actively promote the control of white pollution and explore the coordinated development of plastic use and ecological environmental protection. In active response to the national policy, Hengan extensively participates in the control of plastic pollution, follows the principle of "reduce, reuse, recycle, degradable and functional", so as to build a sustainable plastics platform. In accordance with the *Degradability and Identification Requirements of Biodegradable Plastics and Products* (GB/T 41010-2021) (《生物降解塑料與製品降解性能及標識要求》) and other standards, Hengan develops biodegradable plastics for film bags, cotton tissue, wet wipes and other products.

此外，恒安從理念入手，塑造員工和消費者有關包裝材料管理的意識。我們制定了各單位、各單品的包裝材料耗用標準，對相關關鍵績效指標按月和年度進行考核，考核情況直接與獎金掛鉤。通過產品包裝標識，我們向消費者傳遞環保與可持續發展的理念，引導消費者在使用產品後正確處理廢棄物，助力包裝材料的綠色循環。

2023年6月本集團參加衛生用品可持續發展高峰論壇，與多家衛品行業包裝材料及其他材料供應商與專家圍繞衛品行業可持續發展推動社會和經濟向可持續的方向轉型開展交流。

截至2023年末，恒安國際產品的100%的紙質包裝為可回收材料，85.7%的塑料包裝是可回收材料，可回收包裝材料佔總量的96%。

3.3.3 塑料治理

我國制定《「十四五」塑料污染治理行動方案》積極推進白色污染治理，探索塑料使用與生態環境保護的協調發展之路。恒安緊跟國家政策，廣泛地參與到塑料污染治理中，遵循「減量化、重複利用、回收再生、可降解、功能化」原則，規劃建設塑料可持續平台，依據《生物降解塑料與製品降解性能及標識要求》(GB/T 41010-2021)等標準開發生物可降解塑料，應用於膜袋、棉柔巾和濕巾等產品。

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As the vice chairman of the *Degradable Plastics Professional Committee of the China Plastic Processing Industry Association*, the Group works with the members to implement the relevant national guidelines and policies, reflect the requirements of the industry, and improve the overall level of the degradable plastics industry in China. In addition, the Group joined the Green Recycled Plastics Supply Chain Joint Working Group (GRPG), and actively participated in formulating the industry standards for plastics use, including the *General Rules for Assessing Easy-to-Collect and Easy-to-Recycle Designs of Plastic Products* (《塑料製品易回收易再生設計評價通則》). In 2023, GRPG officially released China's first local chain of custody standard for the production and marketing of green recycled plastics, which means that China's recycled plastics will be traceable. Hengan maintaining focus on key advances in the plastics recycling economy and China's solutions and models for global plastics pollution control.

3.4 Monitoring Compliant Emission

Hengan always prioritises and continuously enhances the management of pollutant discharge, and made continuous efforts in towards cleaner production. We strictly abide by the regulations of national and industrial standards for pollutant discharge, and have formulated the *Wastewater Management Measures* (《廢水管理辦法》), *Waste Management Measures* (《廢棄管理辦法》) and *Solid Waste Management Regulations* (《固體廢棄物管理規定》) to clarify the management process of various types of discharges. To intensify efforts to prevent and control pollution, protect and improve the environment, the Group engages third-party testing agencies to regularly monitor discharges around the factory, such as wastewater and waste gas, and keep relevant records for continuous improvement in the future.

本集團擔任中國塑協降解塑料專業委員會副會長，與會員共同貫徹國家有關方針、政策，反映行業要求，提高我國降解塑料行業整體水平。此外，本集團加入綠色再生塑料供應鏈聯合工作組(GRPG)，積極參與《塑料製品易回收易再生設計評價通則》等行業塑料使用標準的制定。2023年，GRPG正式發佈中國首個本土綠色再生塑料產銷監管鏈標準，意味著我國再生塑料將實現可追溯。恒安持續關注塑料循環經濟關鍵進展與全球塑料污染治理的中國解決方案與模式。

3.4 規範達標排放

恒安始終重視並不斷加強污染物排放管理，朝著清潔生產方向不斷努力，我們嚴格遵守國家和行業對於污染物排放標準的規定，並制定《廢水管理辦法》《廢氣管理辦法》及《固體廢棄物管理規定》明確各類排放物的管理流程。為加大防治污染、保護和改善環境的力度，本集團聘請第三方檢測機構對廠界環境周邊廢水、廢氣等各類排放物進行定期監測，並留存相關記錄，為日後管理的持續改進提供依據。

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3.4.1 Wastewater discharge

The wastewater discharged by Hengan is mainly the production wastewater. In alignment with the *Wastewater Management Measure* (《廢水管理辦法》), the Group proposes that different types of wastewater shall be treated in different ways, and all the paper production companies under Hengan shall have sewage treatment stations. Wastewater can only be discharged to the municipal pipe network after it has been treated to meet the discharge standards under the *Discharge Standard of Water Pollutants for Pulp & Paper Industry* (GB 3544-2008) (《製漿造紙工業水污染物排放標準》). In addition, we advocate the reuse of rainwater and reclaimed water. In 2023, Hengan set a target for wastewater intensity in the papermaking sector, and before 2028, the wastewater intensity in the papermaking sector will be controlled at 3-3.5 tonnes/ton of paper.

Furthermore, the Group continuously monitors the quality of wastewater, COD and concentrations of pollutants such as ammonia nitrogen, discharge temperature, and other wastewater conditions online to promptly respond with appropriate measures in case of abnormal situations. In 2023, the group's papermaking sector had wastewater discharge intensity, COD level, and N-NH3 emission concentration far below the national emission standards.

3.4.1 廢水排放

恒安的廢水排放主要是生產廢水。依據《廢水管理辦法》，本集團對不同種類的廢水提出對應的處理方式，並要求所有的造紙公司都建有污水處理站，廢水經處理後達到《製漿造紙工業水污染物排放標準》(GB 3544-2008)中的排放標準後方可排放至市政管網。另外，我們鼓勵雨水回用和中水回用。2023年，恒安設定造紙板塊廢水密度的目標，2028年前，造紙板塊廢水密度控制在3-3.5噸/噸紙廢水密度。

此外，本集團造紙板塊對排水水質、COD、氨氮等污染物濃度、排水溫度等排水情況進行持續在線監測，以便發生異常狀況時立即進行適當的應變處置。2023年，本集團造紙板塊的廢水排放密度、COD水平和N-NH3排放濃度遠小於國家排放標準。

01

Set up automatic water quality sampler and conduct water quality sampling every 15 minutes.
設置水質自動採樣器，每15分鐘進行一次水質取樣

02

The online monitoring equipment tests the levels of COD, ammonia nitrogen, total nitrogen, pH, and other factors in wastewater every two hours.
在線監測設備每兩小時測試一次廢水中所含的COD、氨氮、總氮含量及pH值等因素

03

According to the "Supplementary Edition of Water and Wastewater Monitoring and Analysis Methods (Fourth Edition)" thermometer method, the water temperature detector conducts daily measurements of wastewater temperature.
依據《水和廢水監測分析方法(第四版)增補版》水溫計法，水溫檢測儀每日進行排水水溫測定

Hengan's Wastewater Monitoring Procedure
恒安廢水監測程序

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3.4.2 Waste gas emission

The waste gas emissions of Hengan mainly include exhaust gas emissions caused by fossil fuel combustion and dust emissions from production workshops during the production process. The Group is committed to improving air quality and reducing air pollution, and each of its production companies has adopted various waste gas treatment measures, so as to ensure that the waste gas emissions meet the secondary standard of the *Integrated Emission Standard of Air Pollutants* (GB 16297-1996) (《大氣污染物綜合排放標準》).

As for the waste gas emission during boiler combustion, the Group requires each base to install a waste gas disposal unit and equip desulfurisation and denitrification dust removal facility in the coal-fired power plant to effectively dispose SO₂, NO_x and smoke to reach the standard of emission concentration stipulated in the *Emission Standards of Air Pollutants for Thermal Power Plants* (GB 13223-2011) (《火電廠大氣污染排放標準》). Each papermaking workshop is equipped with a dedusting system imported from global leading markets such as Austria and Germany. The dust particle concentration of the working environment is only 3mg/m³, reaching the excellent level set in national standard for atmospheric environment quality.

In addition, the Group continuously optimizes equipment and processes at each production company to reduce the generation of waste gases at the source. This includes using cleaner natural gas, importing advanced equipment, and implementing particulate matter recovery systems to capture particles generated during the production process.

3.4.2 廢氣排放

恒安的主要廢氣排放來源於生產過程中的化石燃料燃燒造成的廢氣排放和生產車間出現的粉塵顆粒排放。本集團致力於改善空氣質量、減少空氣污染，各生產公司採取各種廢氣處理措施，確保廢氣排放滿足《大氣污染物綜合排放標準》(GB 16297-1996)二級標準。

針對鍋爐燃燒時產生的廢氣排放，本集團要求各基地安裝廢氣處理裝置，為燃煤電廠配備脫硫脫硝除塵設備，對產生的SO₂、NO_x和煙塵進行有效的處理，排放濃度達到《火電廠大氣污染排放標準》(GB 13223-2011)中限定的標準。每個造紙車間均配備來自奧地利和德國等全球市場領先水平的進口除塵系統，工作環境的粉塵顆粒濃度僅為3mg/m³，達到國家大氣環境標準的優級別。

除此之外，本集團在各生產公司持續優化設備和工藝，在源頭減少廢氣的產生，如使用更清潔的天然氣，使用進口先進設備等，對生產過程中產生的部分顆粒物進行回收。

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3.4.3 Waste disposal

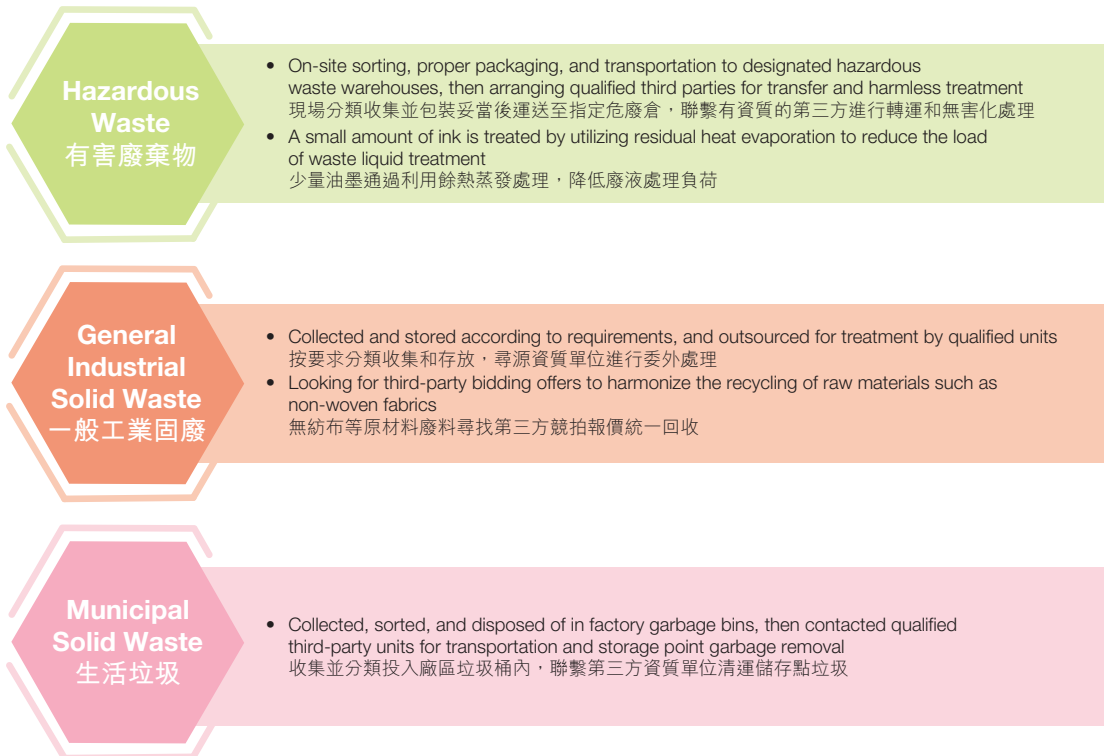
The Group strictly abides by the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* (《中華人民共和國固體廢物污染環境防治法》) and other relevant laws and regulations, and implements classified control of all types of solid wastes, so as to ensure that the waste generated by the Group are reasonably classified, stored and disposed of, and meet the requirements of laws and regulations and local environmental protection authorities.

Following the principles of reduction, resource utilization, and harmlessness, the Group actively engages in solid waste prevention and control to minimize waste emissions. Additionally, the Group has established assessment indicators for raw material consumption, with exceeding raw material consumption directly linked to the salaries of personnel in various positions. This encourages employees to autonomously and voluntarily control raw material consumption, thereby reducing the generation of waste materials.

3.4.3 廢棄物處置

本集團嚴格遵守《中華人民共和國固體廢物污染環境防治法》等相關的法律法規，對各類固體廢棄物執行分類管控，確保本集團所產生廢棄物均得到合理的分類、貯存和處理，達到法律法規及當地環保部門的要求。

按照減量化、資源化、無害化的原則，本集團充分進行固廢防治，減少廢棄物的排放。此外，本集團制訂了原材料耗用考核指標，原材料耗用超標與否直接與各崗位人員薪資掛鉤，督促員工自主自發地進行原材料耗用管制，以減少邊角料廢物的產生。



Hengan waste treatment measures
恒安廢棄物處理措施

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3.5 Promoting Ecological Protection

Biodiversity underpins human wellbeing and is crucial for sustainable economic and social development. China has issued the *China Biodiversity Conservation Strategy and Action Plan (2023–2030)* (《中國生物多樣性保護戰略與行動計劃(2023–2030年)》), which makes overall arrangements for biodiversity conservation. Following the national strategy and with the approval of the Board of Directors, we have issued the *Biodiversity Conservation Policy* (《生物多樣性保護政策》), insisting on respecting nature and prioritising conservation in the course of our business operations. At the same time, we convey the concept of biodiversity conservation in the value chain, and have put forward clear requirements for suppliers to conserve biodiversity in the *Supplier Code of Conduct* (《供應商準則》).

3.5.1 Biodiversity conservation

Hengan places great importance on ecological conservation. In strict accordance with the provisions of the *Law of the People's Republic of China on Environmental Impact Assessment* (《中華人民共和國環境影響評價法》), we analyse the environmental impact that may be caused by implementing the construction project, and prepare the environmental impact assessment report (forms). During the construction of the project, Hengan takes necessary pollution prevention and control measures, which have been required to be designed, constructed and put into operation at the same time as the main project by the Group, so as to ensure that the project construction do not have a serious impact on the surrounding ecological environment.

Hengan focuses on biodiversity conservation and avoids conducting business activities near locations of global or national importance for biodiversity in its daily operations. Hengan's production factories are distributed throughout the country. We protect the ecological environment of each factory and its surroundings by intensively and efficiently arranging production space, expanding the green area of the factory area, etc., to reduce the impact of our business on biodiversity and promote the maintenance of ecological balance.

3.5 推進生態保護

生物多樣性是人類賴以生存的條件，也是經濟社會可持續發展的基礎，我國已發佈《中國生物多樣性保護戰略與行動計劃(2023–2030年)》總體部署生物多樣性保護工作。本集團緊跟國家戰略，我們發佈了《生物多樣性保護政策》，在業務經營過程中堅持尊重自然、保護優先。同時，我們於價值鏈中傳遞生物多樣性保護的理念，在《供應商行為準則》中對供應商保護生物多樣性提出明確要求。

3.5.1 生物多樣性保護

恒安高度重視生態保護，嚴格遵守《中華人民共和國環境影響評價法》的規定，對建設項目實施後可能造成的環境影響進行分析，並編製環境影響評價報告書(表)，在項目建設過程中採取必要的污染防控措施，且要求防控措施必須與主體工程同時設計、同時施工、同時投產使用，以確保項目建設不會對周邊生態環境造成嚴重影響。

恒安關注生物多樣性保護，在日常運營過程中避免在具有全球或國家重要生物多樣性的地點附近開展業務活動。恒安的生產業工廠分佈在全國各地，我們通過集約高效佈置生產空間、擴大廠區綠化面積等方式保護各廠區及周邊生態，以降低自身業務對生物多樣性的影響，推進維護生態平衡。

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Protecting ancient camphor trees

保護古樟樹

In the planning of factory construction, we also focus on biodiversity protection, with ecological construction as a priority. During the planning of the fifth phase of construction land for Hengan (Hunan) Paper Industry Co., Ltd., it was discovered that there were two ancient camphor trees over 130 years old within the designated area. In order to protect these ancient trees, a total of RMB590,000 was spent to transplant them to suitable locations and establish dedicated flower beds for their careful maintenance.

在規劃廠區建設時，我們也關注生物保護，以生態建設為重。本集團湖南恒安紙業有限公司在規劃五期建設用地時，發現範圍內有兩顆130年以上的古樟樹。為保護古樹，耗資人民幣59萬元將古樹移種至合適位置，並建立單獨花台悉心養護。



Centennial ancient tree
百年古樹

3.5.2 Forest protection

Hengan commits to continuously advancing responsible pulp procurement and working together with suppliers to promote the sustainable development of the pulp supply chain, protecting the forest resources essential for human survival. The Group primarily imports pulp raw materials from Europe, South America, and other regions, selecting only legal, clear-origin, traceable, renewable wood for pulp production. Suppliers are required to adhere to the Group's pulp raw material procurement standards when providing relevant products.

3.5.2 森林保護

恒安承諾持續推進負責任的木漿採購，並攜手供應商一同推進木漿供應鏈的可持續發展，保護人類賴以生存的森林資源。本集團木漿原材料主要從歐洲和南美等地進口，只選擇合法、產地清晰、可追溯、可再生木材用於紙漿生產，並要求供應商遵照本集團的紙漿原材料採購標準提供相關產品。

The Group prohibits the procurement of pulp raw materials obtained through the following methods:
集團禁止採購通過以下方式取得木材所生產的紙漿原料：

- ✘ Illegal logging or illegal timber trade or forest products
非法砍伐或非法木材交易或森林產品
- ✘ Violations of traditional and human rights in forestry operations
違反傳統和人權林業業務
- ✘ Destruction of forests of high conservation value
高保護價值森林的破壞行為
- ✘ Significant conversion of forest plantations or non-forest land use
森林種植園或非林地的重要轉換使用
- ✘ Introduction of genetically modified organisms in forestry operations
引進轉基因生物在林業業務
- ✘ Violations of the fundamental principles and rights at work of the International Labour Organization
違反國際勞工組織的基本原則和權利宣言

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By 2023, 95% of the wood pulp procured by the Group could be traced back to the forest land, and the procurement of FSC-certified wood pulp accounted for 17.7% of the total volume of wood pulp, and the procurement of PEFC wood pulp accounted for 93% of the total volume of wood pulp.

2023年，本集團所採購的木漿可追溯到林地的比率達95%，採購的FSC認證木漿佔總木漿量的17.7%，PEFC木漿佔總木漿量的93%。

Sustainable procurement of southern pine wood

南方松木材的可持續採購

In the Tian Shan Cotton series sanitary pads, the absorbent core is made from imported pulp produced from Southern Pine in the United States. All Southern Pine wood comes from artificially planted forests managed under sustainable development practices. Additionally, all factories have obtained Forest Stewardship Council (FSC) certification, Sustainable Forestry Initiative (SFI) certification, and Program for the Endorsement of Forest Certification (PEFC) accreditation for forest management. 天山絨棉系列衛生巾中，吸收芯選用美國南方松製作的進口絨毛漿，所有南方松木材來自實行可持續發展管理的人工種植林，且所有工廠皆獲得森林管理委員會環保標誌(FSC)認證、可持續林業倡議認證(SFI)及森林認證體系認可計劃認證(PEFC)。



Hengan factories' FSC and PEFC certifications
恒安採購木漿工廠的FSC與PEFC認證證書

Hengan assists suppliers in advancing forest certification, encouraging them to comply with FSC standards, and regularly conducts on-site visits to engage with suppliers on pulp sustainability matters. During the reporting period, we visited pulp suppliers in Brazil to systematically learn about the entire process from seedlings to tree planting. We also conducted on-site visits to forest areas to understand the sources of pulp raw materials and discuss sustainable forest management and harvesting practices.

恒安幫助供應商推進森林認證，鼓勵供應商符合FSC標準要求，同時還定期實地走訪供應商，與供應商交流木漿可持續事宜。報告期內，我們前往巴西的木漿供應商處，系統學習從樹苗到植樹全過程，同時實地參觀林地，了解木漿原材料來源，並針對林地的可持續管理及採伐進行探討。

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Field Visits to Vendors
供應商實地走訪

The FSC (Forest Stewardship Council) Chain of Custody certification (FSC-CoC) ensures that products' raw materials come from sustainably managed forests, contributing to forest resource protection and promoting sustainable forest development. Hengan began FSC-CoC certification in 2010 and has gradually expanded its certification scope. As of the end of the reporting period, six out of seven papermaking companies under Hengan have obtained FSC-CoC certification. Hengan (Hubei) Paper Industry Co., Ltd., which commenced operations in the current year, will also undergo FSC-CoC certification upon meeting the application requirements.

Hengan strictly controls the production process to ensure that certified and non-certified products are clearly identified, segregated, and not mixed. For the raw paper products produced and sold, the Group appropriately increases the proportion of FSC-certified raw paper production based on customer demand, government regulations, or market trends.

To enhance understanding and implementation of FSC-CoC standards among relevant personnel, we invite external lecturers to conduct training sessions.

FSC (Forest Stewardship Council) 一產銷監管鏈認證 (FSC-CoC) 能夠確保產品的原材料來自經過可持續管理的森林，有助於保護森林資源，促進森林可持續發展。本集團從在2010年開始開展FSC-CoC認證，並逐步擴大認證範圍。截止報告期末，恒安7家造紙公司已有6家造紙公司獲得FSC-CoC認證，恒安(湖北)紙業有限公司於本年度投產，亦將在滿足申請條件後開展FSC-CoC認證。

恒安對產品生產過程進行嚴格控制，確保經過認證和沒有經過認證的產品能被清楚地識別和隔離，並不被混合。對於生產銷售的原紙產品，本集團會根據客戶需求、政府規定或市場趨勢等適當提高所生產銷售的原紙FSC認證的比例。

為提升相關人員對FSC-CoC標準的理解和實施，我們邀請外部講師開展培訓。

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FSC Training

FSC培訓

In October 2023, Hengan China Paper invited external organization SGS instructors to conduct a 2-day offline FSC training session (including online meeting broadcast). The training comprehensively covered the current status and development of forest management, key control points and regulatory methods in the new version of FSC-CoC certification standards, the practical application of chain of custody, and the correct use of the FSC logo.

2023年10月，恒安中紙邀請外部機構的講師開展了為期2天的線下FSC培訓(含線上會議直播)，全面講授關於目前森林管理的現狀及發展、新版FSC-CoC認證標準中的關鍵控制點及監管方法、監管鏈在實際操作中的運用及FSC商標的正確使用等內容。



FSC training site
FSC培訓現場

4 CARING FOR EMPLOYEES AND GROWING TOGETHER

Hengan's achievements are inseparable from the talented, insightful and creative employees. The Group places great importance on protecting the rights and interests of employees, and is committed to creating an equal and diverse working environment. We adopt a model that combines "meticulous talent cultivation" with "precise talent utilisation", establish a comprehensive talent training framework and diversified promotion paths, so as to attract and cultivate talents, meanwhile, we fully explore the potential of employees to achieve a win-win situation of corporate value and personal value. In addition, the Group actively carries out various employee activities and supporting programmes to enhance employees' sense of well-being and belonging.

4.1 Equal and Regulated Employment

Hengan thinks highly of the value of employees, and makes efforts to foster a warm, inclusive, diverse and positive working atmosphere for all employees, so as to create a passionate, innovative and sustainable talent development team. The Group strictly abides by national and local laws such as the *Labour Law of the People's Republic of China* (《中華人民共和國勞動法》), the *Labour Contract Law of the People's Republic of China* (《中華人民共和國勞動合同法》), the *Trade Union Law of the People's Republic of China* (《中華人民共和國工會法》), and the *Law of the People's Republic of China on Protection of Minors* (《中華人民共和國未成年人保護法》). We have formulated and improved the *Hengan Group Human Resources Management Policy* (《恒安集團人力資源管理制度》), clarifying the standards of labour management from the perspective of employees, aiming to develop harmonious and stable labour relations.

4 關愛員工，共同成長

恒安的成就離不開能力出眾、充滿洞察力和創造力的員工。本集團重視員工的權益保障，致力於打造平等多元的工作環境，採用「精心育才」和「精確用才」相結合的模式，建立全面的人才培養框架以及多元化晉升通道，吸引人才、培養人才並充分發掘員工潛能，實現企業價值和個人價值雙贏。此外，本集團積極開展各項員工活動和幫扶項目，增強員工的幸福感和歸屬感。

4.1 平等規範僱傭

恒安視員工為最寶貴的資產，為所有員工營造溫暖、包容、多元、積極向上的工作氛圍，打造有激情、有創造力、可持續的人才發展隊伍。本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國工會法》《中華人民共和國未成年人保護法》等國家及地方法律，制定並完善《恒安集團人力資源管理制度》，站在員工的角度明確勞工管理標準，發展和諧穩定的勞動關係。

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4.1.1 Protection of rights and interests

We ensure that the recruitment and on-boarding process is legal and compliant, and we are firmly against the employment of child labour and forced labour and other illegal acts. If we find any relevant acts, we will immediately notify the Human Resources Department, and at the same time report them to the labour department or public security department, and make appropriate arrangements according to the opinions of the relevant departments. In accordance with national laws and the Group's policy, Hengan signs labour contracts with all employees, clarifies the rights and obligations of both parties to the labour contracts, does not terminate employees at will, and protects the legitimate rights and interests of workers. As at the end of the reporting period, the rate of signing labour contracts for employees was 100%.

In 2023, we issued a Group-wide *Human Rights Policy* (《人權政策》) for the first time, actively advocated the spirit of the *Universal Declaration of Human Rights* (《世界人權宣言》), the *Declaration on Fundamental Principles and Rights at Work* (《關於工作中的基本原則和權利宣言》) and other international human rights covenants, promoted human rights protection in conjunction with various stakeholders, and incorporated relevant content into employees' pre-service training to create workplaces and communities where human rights are respected and safeguarded. Against the backdrop of the Group's vigorous efforts in building human rights, Hengan (Zhejiang) Homecare Products Co. Ltd., in its role as a supplier, took the initiative to conduct and pass the Human Rights and Counter-Terrorism Factory Inspection at the beginning of 2023, which demonstrated Hengan's ability in human rights management, thereby better integrating into the global supply chain. During the reporting period, the Group had no incidents of human rights violations. In addition, the Group respected employees' rights to freedom of association and freedom of collective bargaining and formed labor unions to promote internal democratic management. As at the end of 2023, the Group's employee unionization rate was 100%.

4.1.1 權益保障

我們確保招聘與入職環節合法合規，堅決反對聘用童工和強制勞工等違法行為，如果發現相關行為，將立即通知人力資源部，同時上報勞動部門或公安部門，根據相關部門的意見作出適當安排。依據國家法律和集團制度，恒安與所有員工簽訂勞動合同，明確勞動合同雙方當事人的權利和義務，不隨意解聘員工，保護勞動者的合法權益。截至報告期末，員工勞動合同簽訂率為100%。

2023年，我們首次發佈集團範圍的《人權政策》，積極倡導《世界人權宣言》《關於工作中的基本原則和權利宣言》和其他相關國際人權公約精神，與各利益相關方共同推進人權保護，並將相關內容納入員工職前培訓，打造尊重和保障人權的職場和社區。在全集團大力開展人權建設的背景下，2023年初，恒安(浙江)家庭生活用品有限公司作為供應商角色，主動進行並通過了人權及反恐驗廠，彰顯了恒安在人權管理方面的能力，從而更好地融入全球供應鏈。報告期內，本集團無人權違規事件發生。此外，本集團尊重員工結社自由和集體談判自由的權利，組建工會推進內部民主管理。截至2023年底，本集團員工入會率為100%。

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The Group reasonably arranges the working hours of our employees and strictly observes the principle of voluntary overtime work. Any form of overtime arrangement must be agreed with the employees themselves and compensated in accordance with the actual workload. On statutory holidays such as New Year's Day, Chinese New Year, Ching Ming Festival, International Labor Day, Dragon Boat Festival, Mid-Autumn Festival, National Day, etc., we arrange for employees to take leave in accordance with the law, and in addition to the legal requirements, we also provide employees with longer bereavement leave and other more humane leave.

Hengan also attaches importance to the protection of employees' information, promises the protection of personal information to the employees who join the company, and builds the *Human Resources Data Application Process* (《人力資源數據申請流程》) in OA to standardize the process of providing human resources information and data, audit and approval records, data provision records, etc., which is used to control the security of human resources data and information and to prevent unauthorized disclosure and misuse.

4.1.2 Equality and diversity

Hengan is committed to creating an open employment environment and respecting individual differences. Through the *Anti-Discrimination and Anti-Harassment Policy* (《反歧視反騷擾政策》), Hengan has clarified the principle of equal employment, and the Group adopts a zero-tolerance attitude towards discriminatory behavior based on factors such as gender, race, disability, age, religious beliefs, sexual orientation, and national origin, etc., in labor affairs such as hiring, compensation, training, and promotion. Hengan ensures gender equality in the workplace for women, including equal opportunities and equal pay for equal work, enhancing the workplace happiness of female employees, and empowering women to unleash their full potential in the workplace. The stereotypical gender impression of jobs is gradually broken down at Hengan. Jobs such as front-end equipment operation at Hengan are no longer dominated by men, and suitable female employees will be hired based on the principle of adaptability. Hengan also provides employees with a way to report incidents of harassment or discrimination. Prompt, thorough and fair investigations will be conducted upon receipt of complaints, and appropriate corrective and punitive measures will be implemented. All information of victims or complainants is protected during the investigation process.

本集團合理安排員工工作時間，嚴格遵守自願加班的原則，任何形式的加班安排必須與員工本人協商一致，並按照實際工作量進行補償。在元旦、春節、清明節、國際勞動節、端午節、中秋節、國慶節等法定節假日時，我們依法安排員工休假，法律規定外，我們也為員工提供時間更長的喪假等更具人情味的假期。

恒安亦重視員工信息保護，向入職員工承諾保護個人信息，在OA中搭建《人力資源數據申請流程》，規範人力資源信息及數據提供的流程、審核審批記錄、數據提供記錄等，用以管控人力資源數據及信息的安全性，防止未經授權的披露和濫用。

4.1.2 平等多元

恒安致力於營造開放的就業環境，尊重個體差異，通過《反歧視反騷擾政策》明確平等就業原則，針對在僱傭、報酬、培訓、晉升等勞動事務中出現基於性別、種族、殘障、年齡、宗教信仰、性別取向、國籍等因素的歧視行為，本集團採取零容忍態度。恒安保障女性在職場的平等權益，包括機會平等與同工同酬，提升女性員工職場幸福感，賦能女性激發更大職場潛能。崗位的刻板性別印象在恒安逐漸被打破，恒安前端設備操作等崗位不再被男性支配，而是會以適應性原則聘用合適的女性員工。恒安也為員工提供了遭遇騷擾或歧視事件的舉報途徑，在收到投訴後將進行迅速、徹底和公正的調查，並實施相應的糾正和處罰措施。所有受害者或投訴者的信息在調查過程中均受到保護。

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We provide employment opportunities for people with disabilities and help the disadvantaged to integrate into society. In 2023, Hengan employed 94 disabled employees to work as facilities maintenance specialists, auxiliary workers, equipment technicians, security guards, production monitors, packaging team leaders, etc., accounting for 0.4% of total workforce.

Where appropriate, we will also prioritize the hiring of local employees based on the characteristics of the position, continue to increase the proportion of local employees employed, create local employment opportunities, and strive to achieve a win-win situation for business growth and the development of local talent. In 2023, the local employment rate of employees in the customer service center and order center of the headquarters in Anhui, Jinjiang reached more than 65%.

4.1.3 Remuneration and benefits

Hengan complies with the national remuneration policy in accordance with the law and has formulated the *Hengan Group Remuneration Management Policy* (《恒安集團薪酬管理規定》), which strives to provide employees with reasonable remuneration and superior welfare protection, and to respect every employee's hard work and dedication to the Group. The Group follows the principle of distribution according to work and ensures that the remuneration of employees is not lower than the local minimum wage standard. At the same time, the Group has implemented the "Target Wage" system, which links the remuneration system with the job duties and mission objectives of employees. The Group regularly evaluates the reasonableness of employees' wages, review and adjust the wages according to the operation performance and the market salary situation, taking into account employees' ability and performance of the business.

我們向殘障人士提供就業機會，協助弱勢社群融入社會。2023年度，本集團共僱傭94名殘疾人從事公設維護專員、輔助工、設備技術員、保安、生產班長、包裝組長等工作，佔員工總數的0.4%。

在合適情況下，我們也會基於崗位特性優先僱傭經營地員工，持續提高本地員工僱傭比例，為當地創造就業機會，努力實現業務增長和本地人才發展共贏。2023年，晉江安海總部客服中心 and 訂單中心員工本地化用工率達到65%以上。

4.1.3 薪酬福利

恒安依法遵從國家薪酬政策，制定《恒安集團薪酬管理規定》，力求為員工提供合理的薪酬和優越的福利保障，尊重每一位員工為集團辛勞的付出。本集團遵循按勞分配原則，確保員工薪酬不低於當地最低工資標準，同時實行「目標工資薪酬」制度，將薪酬體系與員工崗位職責、任務目標掛鉤。我們定期評估員工工資合理性，依據經營效益和市場薪資行情，結合員工能力和業務表現進行薪資回顧和調整。

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The Group conducts monthly, quarterly and annual performance appraisals for its employees on a result-oriented basis, and conducts comprehensive competency assessments with reference to the daily process performance, so as to create a benign incentive mechanism that is a win-win situation for both the employees and the development of the enterprise. In order to further ensure the fairness of the performance management mechanism, the Group has established a performance complaint mechanism, whereby employees can raise objections to the results of the performance evaluation and communicate with the Human Resources Department or their departments to obtain feedback. In order to create a more competitive incentive system, we have launched an option incentive scheme to recognize the contributions made by employees to the Group and to motivate them to work. Two phases of the scheme have been launched so far, covering over 1,000 employees.

The Group emphasizes on the basic welfare of employees and provides a variety of additional welfare protection for employees. In addition to the insurance and housing fund and statutory holidays stipulated by the state, the Group provides commercial insurance for interns and other personnel who are unable to take out the statutory insurance policies, grants employees holiday benefits such as tailgate and Chinese New Year, and reimburses the travel expenses of family visits to staff members at or above the rank of staff member. In terms of working mode, we advocate flexibility and humanization, allowing staff at the level of general manager and above to work from home when visiting relatives in other places. In addition, we further provide female employees with exclusive benefits such as Parental leave, extra pay on Women's Day and hygiene products.

4.1.4 Care and communication

Hengan is committed to bringing a sense of belonging and happiness to our employees. We implement a humanized and affectionate management model, listen to the voices of our employees, organize rich employee activities, care for the lives of employees in difficulty, and comprehensively create a warm and harmonious team atmosphere, and build a pleasant and common growth environment for our employees with practical actions.

本集團按月度、季度、年度對員工進行結果性績效考評，並參考日常過程表現進行綜合能力評估，打造員工與企業發展雙贏的良性激勵機制。為進一步確保績效管理機制的公平性，本集團建立績效申訴機制，員工可對績效評估結果提出異議，並與人力資源部或所在部門溝通以取得反饋。為打造更具競爭力的激勵體系，我們推出期權激勵計劃，肯定員工為集團做出的貢獻，激發員工工作積極性。該計劃目前已開展兩期，覆蓋員工數超過1,000人。

本集團注重員工的基本福利，並為員工提供多種額外福利保障。除了國家規定的五險一金及法定假期外，本集團為實習生等無法正常購買法定五險人員辦理商業保險、為員工發放尾牙和春節等節日福利、為職員級以上人員報銷探親路費。在辦公模式上，我們提倡靈活與人性化，允許總經理級以上人員異地探親時居家辦公。此外，我們進一步給予女性員工育兒假、婦女節額外工資、衛生用品等專屬福利。

4.1.4 關懷溝通

恒安致力於為員工帶來歸屬感與幸福感，我們實行人性化和親情化的管理模式，傾聽員工的聲音、組織豐富的員工活動、關心困難員工生活，全面營造溫暖和諧的團隊氛圍，用實際行動為員工打造一個愉悅的、共同成長的環境。

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The Group continues to improve the bottom-up democratic feedback mechanism and establishes different communication channels to collect suggestions from employees for corporate management and development. In response to the constructive suggestions made by employees, the relevant department heads will deal with them in a timely manner or formulate improvement plans. The Group's management also breaks down communication barriers and mingles with employees at the grassroots level to understand their true feelings and ensure that problems can be solved in a timely manner.

In addition to our daily work, we continued to plan colorful recreational activities for our staff during the year, including birthday parties, National Day themed activities, family day activities, staff clubs, etc., to strengthen the team cohesion and sense of belonging of our staff. In addition, to safeguard the physical and mental health of our employees, we launched a medical mutual aid program in 2023, in which nearly 5,000 employees participated throughout the year, providing subsidies amounting to more than RMB170,000.

本集團持續完善自下而上的民主反饋機制，建立不同溝通渠道以收集員工為企業管理和發展提出的建議。針對員工提出的建設性意見，相關部門負責人將進行及時處理或制定改進計劃。集團管理層也打破交流壁壘，深入基層與員工打成一片，了解員工的真情實感，保證問題能夠及時解決。

在日常工作外，我們於本年度繼續為員工策劃豐富多彩的文娛興趣活動，包括生日會、國慶主題活動、家庭日活動、員工俱樂部等，加強員工的團隊凝聚力和歸屬感。此外，為保障員工身心健康，2023年我們開展醫療互助項目，全年共有近5,000名員工參與其中，提供補助金額超人民幣17萬元。

2023 "Mid-Autumn Festival, National Day Celebration" theme activities

2023年「迎中秋·慶國慶」主題活動

On 27 September 2023, to thank all employees for their hard work in the past year and to practice the corporate mission of "Growing with you for a better life", Hengan International held the theme activities of "Fullness in Life, Stability for Family and Nation", "Mid-Autumn Festival, National Day Celebration", and set up game challenges such as blindfolded drumming, red song challenge, catching the moon under the sea, and Chinese style pot game.

2023年9月27日，恒安國際為感謝全體員工一年來為企業的辛勤付出，踐行「追求健康，你我一起成長」的企業使命，舉辦「人月滿盈家國恒安」、「迎中秋·慶國慶」主題活動，並設立蒙眼打鼓、紅歌挑戰、海底撈月、國風投壺等遊戲挑戰。



Group photo of the theme activities
主題活動大合影



Blindfolded drumming
蒙眼打鼓

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The Third Hengan Family Day in 2023

2023年第三屆恒安家庭日活動

On 17 June 2023, Hengan International held the third Hengan Family Day of “Hengan Big Player with Love and Family”, which included a visit to the Hengan Development History Museum, flea market bartering, exchange of safety comics for family first aid kits, and parent-child games for gifts. A total of 57 families, with about 145 parents and children, spent a pleasant time together.

2023年6月17日，恒安國際舉辦「有愛有家·恒安大玩家」第三屆恒安家庭日活動，活動內容包括恒安發展史館參觀、跳蚤市場以物易物、安全漫畫兌換家庭急救包、親子遊戲兌換好禮等，共有57組家庭，約145名親子一起度過愉快時光。



A visit to the Hengan Development History Museum
恒安發展史館參觀



Parent-child games
親子遊戲

We care about families in difficulty and disabled employees, and provide support and assistance within the scope of the Group's ability. In 2023, we actively responded to the initiative of the Jinjiang City Federation of Trade Unions to support education, sending grants to families of employees in difficulty, to help students from these families to fulfill their dreams of studying; during the holidays, we issued condolences to employees in difficulty, and sent warm blessings for the holidays, so that employees can spend the holidays with peace of mind.

我們關心困難家庭與殘障員工，在本集團力所能及範圍內進行支持與幫扶。2023年，我們積極響應晉江市總工會助學活動倡議，為困難員工家庭送去助學補助，幫助困難職工家庭學子求學圓夢；在節日期間為困難員工發放慰問金，並送上節日暖心祝福，讓員工們安心過好節。



Leaders of the Party, Labor and Youth League paid condolences to employees in difficulty in the Spring Festival
黨工團領導春節慰問困難員工

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4.2 Cultivating Outstanding Talent

4.2.1 Talent cultivation

During the current stage of high-quality development, Hengan regards talent cultivation as a crucial organizational strategy, actively fostering a learning-oriented enterprise culture where employees learn through their work and are empowered by learning. Hengan has formulated the *Hengan Group Training Management Regulations* (《恒安集團培訓管理規定》) to coordinate with various departments in promoting training activities, aiming to cultivate talents that meet the strategic development needs of the Group. We make full use of internal expertise and external resources, developing a variety of training programs to create a comprehensive and distinctive talent cultivation system. In 2023, Hengan invested nearly RMB2.15 million in employee education and training initiatives.

The Group provides comprehensive skill and quality training for employees at different levels and stages, with curriculum systems and training programmes tailored to management roles, specialists and new-generations employees. By constructing training models such as the combination of training management and the online learning platform and the instructor-and-course-combined management approach, the training lays a solid foundation for the improvement of employees' capabilities. In 2023, we reorganised the talent training system, and launched a series of training programmes such as the "Hidden Dragon Programme" for managers and the "Newcomer 90-Day Programme" for newcomers. We also launched the "Hengan International Online Learning Platform for New Employees". Relying on mobile digital tools to realise employees' fragmented and self-directed learning, we consolidate the foundation of the business by enhancing the coverage rate of the training, which is about what should be known and managed, so as to empower the development of employees.

4.2 培養優秀人才

4.2.1 人才培養

在當前高質量發展階段，恒安將人才培養作為重要的組織戰略，積極營造學習型企業，讓員工在工作中學習，通過學習賦能工作。恒安制定《恒安集團培訓管理規定》，協同各部門推動培訓工作，為集團培養符合戰略發展需求的人才。我們充分利用內部師資力量和外部專家資源，開發多種培訓課程，打造全面和獨有的人才培養體系。2023年，恒安在員工教育培訓方面共投入人民幣近215萬元。

本集團對員工分層次、分階段進行全方位的技能和素質培訓，為管理類、專業類員工及新生代員工定製課程體系和培養項目，並通過培訓管理和線上學習平台建設相結合、講師管理與課程管理相結合等培訓模式的構建，為員工能力提升夯實基礎。2023年，我們重新梳理人才培養體系，推出面向管理者的「潛龍計劃」、面向新人的「新人90天計劃」等系列培訓項目，並上線「恒安國際新員工在線學習平台」，依託移動數字化工具實現員工碎片化和自主學習，提升應知應會培訓覆蓋率以夯實業務基礎，為員工發展賦能。

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Hengan International Talent Cultivation System
恒安集團人才培養體系

Type 類型	Object 對象	Course System 課程體系	Training Program 培養項目	Cultivation Method 培養方式	
Management 管理類	Pilotage programme talents 領航人才	Series training for middle and high level management 中高層管理者系列培訓	Pilotage Programme (Current General Manager + Reserve Director) 「領航計劃」 (現任總經理 + 總監儲備)	Project Customisation 項目定制 Special Operation 專項運營 Coaching 教練輔導 Action Learning 行動學習 Book Sharing 讀書分享 Personal IDP 個人IDP Job Rotation 輪崗歷練 1+1+1 Interview 70/20/10 1+1+1面談 70/20/10 School-enterprise Cooperation 校企合作	
	Hidden Dragon programme talents 潛龍人才	Series training for mid level management 中層管理者系列培訓	Hidden Dragon Programme (New General Manager + Reserve General Manager) 「潛龍計劃」 (新任總經理 + 總經理儲備)		
Specialty 專業類	Key sequence talents 關鍵序列	Professional skills enhancement for key sequence (commerce/e-commerce/category production/supply chain/financial) 關鍵序列專業技能提升 (商貿/電商/品類生產/供應鏈/財務)	Gannet Project (commerce/e-commerce/category production/supply chain/financial) 「大雁計劃」 (商貿/電商/品類生產/供應鏈/財務)		
	In-house Instructors 講師梯隊	Professional skills enhancement for In-house Instructors 內部講師專業技能提升	In-house Trainer Ladder Training Programme 內訓師梯隊培養項目		
	Key sequence talents 關鍵序列	Professional skills development for key sequence (commerce/e-commerce/category production/supply chain/financial) 關鍵序列專業技能開發 (商貿/電商/品類生產/供應鏈/財務)	Learning map development (commerce/e-commerce/category production/supply chain/financial) 學習地圖開發工作坊 (商貿/電商/品類生產/供應鏈/財務)		
	General Series 通用系列	Trainings for basic/general skills 基礎/通用技能類培訓	Basic/general skills specialised upgrading 基礎/通用技能專項提升		
New Generation 新生代	Campus Recruitment 校園招聘	Training for management trainee 管理培訓生培訓	Future Star Plan 「未來之星計劃」		
	Social Recruitment 社會招聘	Induction training for new employees 新員工入職培訓	New corner 90-Day programme 「新人90天計劃」		
Training management + online learning Platform building 培訓管理+線上學習平台建設					
Lecturer management + course management 講師管理+課程管理					
Talent management system building (Talent Planning/Talent Selection/Talent Inventory/Assessment and Motivation/Training and Development/Promotion and Elimination) 人才管理機制建設 (人才規劃/人才選拔/人才盤點/考核激勵/培養發展/晉升淘汰)					

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The 2023 Second Professional Training Camp of the Hygiene Products Production Department successfully concluded

2023年衛品生產部第二期專業訓練營圓滿結營

To improve the professional skills and comprehensive competence of equipment technicians, and promote the in-depth development of quality, safety, cost and efficiency of production companies, the production departments jointly held the “2023 Second Professional Training Camp of the Hygiene Products Production Department” in August 2023. Through precise positioning, customised training and strict quality assurance, the camp organised 25 participants, including equipment technical managers and backbones of hygiene products, diapers and wet wipes production companies, to carry out various activities such as classroom lectures, team training, exhibition hall visits, case studies and sharing in four days and four nights.

為提升設備技術人員的崗位專業技能和綜合水平，推動各生產公司質量、安全、成本、效率等工作深入開展。各生產部於2023年8月聯合舉辦了「2023年衛品生產部第二期專業訓練營」。通過精準定位、定製訓練、嚴保質量，在四天四晚的時間裡帶領衛品、紙尿褲、濕巾生產公司設備技術經理及骨幹等25人開展了課堂授課、團隊拉練、展館參觀、案例研討及分享等多種形式活動。



The Second Professional Training Camp of the Hygiene Products Production Department
衛品生產部第二期專業訓練營

Successful completion of the fourth and fifth sessions of the Professional Training Camp organized by the Department of Commerce and Development in 2023

2023年商貿發展部第四期&第五期專業訓練營圓滿結營

To enhance the professional skills and managerial capabilities of grassroots managers in various sales departments, consolidate market foundations, and promote the orderly and efficient operation of each sales department, the Department of Commerce and Trade Development conducted the fourth and fifth sessions of the Professional Training Camp in September 2023. The participants included business managers and key personnel from seven different regions: Sichuan-Guizhou, Chongqing, Yunnan, Guangxi, Shaanxi, Gansu-Ningxia-Qinghai, and Xinjiang. The training camp focused on essential business skills and key project work, utilizing various methods such as theoretical course learning, market visits, and consensus-building sessions to help participants transform and apply knowledge, thereby further improving their business expertise.

為提升各銷售部基層管理人員的崗位專業技能及經營管理水平，夯實市場基礎，推動各銷售部工作有序高效地開展，商貿發展部於2023年9月開展第四期、第五期專業訓練營，參訓學員涵蓋川貴、重慶、雲南、廣西、陝西、甘寧青、新疆7個不同區域的業務崗經理及骨幹。培訓營圍繞業務必備技能、重點項目工作，採取理論課程學習、市場走訪實踐、共創共識會等多種方式，幫助學員將知識進行轉化應用，進一步提高業務專業技能。



Fourth Professional Training Camp of the Department of Commerce and Trade Development
商貿發展部第四期專業訓練營



Fifth Professional Training Camp of the Department of Commerce and Trade Development
商貿發展部第五期專業訓練營

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Cultivating an internal trainer culture has always been the goal and direction of the Group's efforts over the years. To ensure the effective advancement of the internal trainer talent pool construction project and the continuous improvement of the talent cultivation system, Hengan has established an internal trainer training system. The Group encourages managers to take on the role of "internal trainers" and share knowledge and practical experience with subordinate employees, furthering their own personal development in the process. As of the end of 2023, through open recruitment and demonstration selection, the Group has recruited 2,039 internal trainers, contributing to the creation of a team learning atmosphere and the establishment of an inward-focused enterprise talent cultivation base.

培養內訓師文化始終是本集團多年來奮鬥的目標和方向，為保障內訓師梯隊建設項目有效推進、人才培養體系持續完善，恒安設立內訓師培養制度。本集團鼓勵管理者擔任「內訓師」角色，將知識和實踐經驗分享給下屬員工，在分享過程中進一步實現自我提升。截至2023年底，本集團通過公開招聘、試講選拔，已經擁有2,039名內訓師，助力營造團隊學習氛圍，構建內向型企業人才培養基地。

The 2023 First Training Camp for Internal Trainers

2023年第一期內訓師訓練營

To identify and cultivate internal trainers and pass on the internal knowledge and accumulated experience, Hengan Innovation Academy carried out the "Hengan 2023 First Training Camp for Internal Trainers" in July 2023. A total of 40 people from the departments of paper production, hygiene products production, finance, quality, e-commerce and other departments took part in the 4-day training camp. All the trainees passed the assessment of the instructor certification, of which 7 trainees were awarded the title of intermediate internal trainers, and 33 trainees were awarded the title of primary internal trainers of Hengan Innovation Academy.

為了挖掘和培養內訓師隊伍，傳承內部知識和經驗積累，2023年7月，恒安創新學堂開展「恒安2023年第一期內訓師訓練營」，紙品生產、衛品生產、財務、質量、電商等部門共計40人參加了為期4天的訓練營培訓，培訓學員全部通過講師認證評估，其中7名學員獲得恒安創新學堂的中級內訓師稱號，33名學員獲得初級內訓師稱號。



The 2023 First Training Camp
for Internal Trainers
恒安2023年第一期內訓師訓練營

In Hengan's training approach, cooperation with universities is a crucial component. While utilizing our own faculty resources, we also seek external expertise to provide new knowledge and skills to our corporate talent.

在恒安的培養方式中，校企合作是十分重要的模塊，我們在運用自身師資力量的同時向外「借腦」，為企業人才提供新知識新技能。

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• Hengan's collaboration with Xiamen University for Executive Development Program (EDP) 恒安與廈門大學合作中高層管理者培養項目(EDP)

On 9 September 2023, the opening ceremony of the “Gain RMB100 Billion within 100 Years, Hengan Middle and High Level Management Training” was held at Xiamen University, marking the official commencement of the second phase of the Hengan EDP. This phase of the EDP program has been upgraded from the previous one, focusing on the “Integration of Theory and Practice”, and aims to help senior management members refine and summarize their years of work experience. In addition to inviting professors from Xiamen University and other universities to teach, the training also features lectures delivered by senior management members of Hengan, laying a solid foundation for the implementation of the Group's overall strategy in the future.

2023年9月9日，「百年千億恒安•中高層管理者培養項目」第二期開學典禮在廈門大學舉行，正式開啟恒安EDP第二期的學習之旅。此次EDP項目較第一期進行了整體升級，整體以「知行合一，學以致用」為主題，幫助管理層們沉澱、昇華和總結多年來的工作經驗。在邀請廈門大學等其他高校的老師授課之外，培訓中還設置了恒安內部高層管理者的親自授課，為未來集團整體戰略的推進落地打造堅實基礎。



Collaboration with Xiamen University for EDP
與廈門大學合作開展EDP項目

• Huaqiao University Conducts Study Tour at Hengan International 華僑大學赴恒安國際開展研學活動

In 2023, Hengan signed a cooperation agreement with the College of Mechatronics and Automation at Huaqiao University, establishing a joint teaching and employment internship base. In July, the College of Mechatronics and Automation organized a study tour for university students to visit Hengan International. During the visit, we provided students with explanations of production processes and patiently answered their questions, contributing to talent cultivation at the university.

2023年，恒安與華僑大學機電與自動化學院簽訂校企合作協議，雙方共建教學實踐與就業實習基地。7月，機電與自動化學院組織在校大學生赴恒安國際開展學生研學活動，期間我們為學生們進行生產工藝講解並耐心答疑解惑，推動學院人才培養。



Study tour of College of Mechatronics and
Automation at Huaqiao University
華僑大學機電與自動化學研學活動

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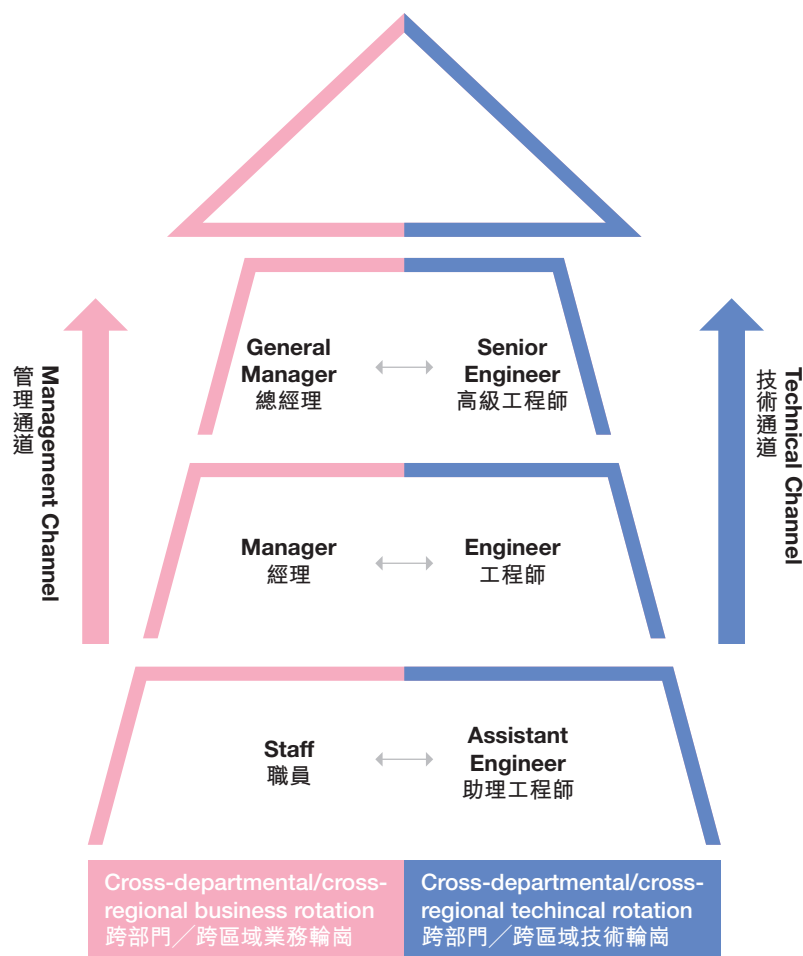
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4.2.2 Talent development

Hengan places great importance on the growth and development of employees, and is committed to providing employees with fair promotion opportunities and clear development paths. Based on the *Management Framework for Hengan Group's Talent Development System* (《恒安集團人才培養體系管理框架》), we have built a "dual-channel career development system" to provide a diversified development platform for employees. The system involves the internal management promotion channel for competitive recruitment and the technical promotion channel for evaluation of professional technology, knowledge and skills, so as to stimulate self-motivation of employees and realise the common development of the employees and the Group.

4.2.2 人才發展

恒安重視員工的成長與發展，致力於為員工提供公平的晉升機會和清晰的發展路徑。依據《恒安集團人才培養體系管理框架》，我們構建「雙通道職業發展體系」為員工提供多元化發展平台，即競聘上崗的內部管理晉升通道和以專業技術、知識技能進行評審的技術晉升通道，以激發員工發展自驅力，實現員工與企業的共同發展。



Employee Career Development Path Diagram
員工職業發展路徑示意圖

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To stimulate the vitality and creativity of talents and organisations, the Group has established a long-term mechanism for internal rotation, providing cross-departmental or cross-regional business rotation and technical rotation. In this end, we are to enable employees to develop a holistic perspective, foster a multidisciplinary mindset, cultivate versatile talents with expertise in multiple areas, and promote the benign flow of talents within the Group. At the same time, Hengan has set up an annual talent review mechanism to conduct multi-dimensional assessment of employees at different levels in key positions based on talent standards, which covers professional ability, performance, values, and other dimensions. When the review is completed, suggestions for the utilisation of echeloned talent pool are formed, and a system of internal high-quality talent pool will be gradually established, which provides a strong guarantee for the steady development of the Group. In 2023, 173 management employees were promoted in Hengan.

4.3 Standardised and Safe Production

4.3.1 Safety management

Production safety is the cornerstone of Hengan's rapid development and steady progress. The Group establishes comprehensive safety management strategies, concepts, policies, and goals, delineates relevant organizational responsibilities and process structures, standardizes robust management and established control procedures, and regularly summarizes and analyzes basic safety data from various factories. This provides employees with a safe and healthy working environment as a basic guarantee. In 2023, the Group did not identify any major violations related to health and safety.

為了激發人才和組織的活力與創造力，本集團建立了內部輪崗長效機制，提供跨部門或跨區域的業務輪崗和技術輪崗，提升員工全局視野，發展多專業融合的思維，培養「一專多能」的複合型人才，促進集團內部人才的良性流動。同時，恒安設立年度人才盤點機制，基於人才標準對關鍵崗位不同職級的員工進行多維度評估，覆蓋專業能力、績效、價值觀等，最終輸出人才梯隊應用建議，逐步構建內部優質人才庫體系，為企業穩健發展提供有力保障。2023年，恒安管理崗位內部晉升人數為173人。

4.3 規範安全生產

4.3.1 安全管理

生產安全是恒安高速發展、穩固前行的根基。本集團通過佈局全面安全管理戰略、理念、方針和目標，確立相關的組織職責及流程架構，規範穩健管理和既定控制程序，並定期匯總分析各工廠安全工作基礎數據，為員工提供安全健康的工作環境作為基礎保障。2023年，本集團並未有發現與健康及安全相關的重大違規事故。

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4.3.1.1 Safety management strategy

Hengan International has established a comprehensive safety management project team, and formulated a “three-step” comprehensive safety management strategy. In 2019, the Group introduced the *Comprehensive Safety Management Policy* (《全面安全管理制度》), which is applicable to all its departments and production subsidiaries. These measures provide comprehensive and clear guidance for employees in terms of safe operation and manipulation, safety facilities, emergency prevention and response, routine labour protection, and safety training, setting an example of comprehensive safety management for the industry and private enterprises. In 2023, we were in the critical period of the second phase. Hengan strives to advance to an excellent level of safety management and is committed to becoming an industry benchmark for safety performance.

4.3.1.1 安全管理戰略

恒安國際成立全面安全管理項目組，制訂「三步走」全面安全管理戰略，並於2019年頒佈適用於本集團各部門和生產公司的《全面安全管理制度》，為員工在安全運營與操作、安全設施配備、緊急事件預防與應對、日常勞動保護以及安全培訓等方面提供全面明確的指引，為行業和民營企業樹立全面安全管理的典範。2023年正處第二階段的關鍵發力時期，恒安努力向優秀的安全管理水平邁進，致力於成為安全績效行業標桿。

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Comprehensive safety management strategy
全面安全管理戰略

4.3.1.2 Safety management framework

To enhance the safety management of the production process, ensure the life safety of all employees, and improve the efficiency of safety management, the Group has established a Safety Management Committee to comprehensively lead safety work, make decisions on major safety issues, supervise the implementation of safety management systems, with the Group's CEO serving as the director, further standardizing the safety management work of the Group. The Safety Management Office, as the executive body of the committee, is responsible for organizing monthly safety meetings, annual and semi-annual safety reporting meetings, reviewing the overall safety situation, and following up on the implementation of various safety regulations and systems by various business units, supervising the comprehensive implementation of safety work in all business units.

4.3.1.2 安全管理架構

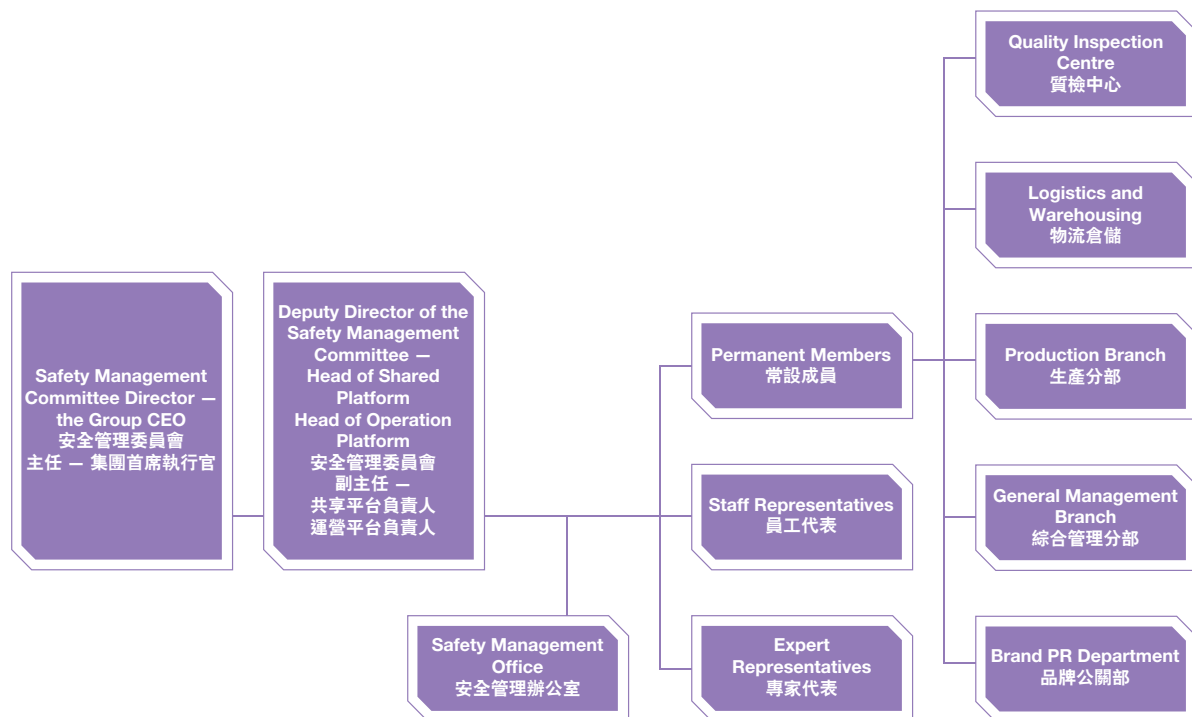
為加強對生產過程的安全管理，保障全體員工的生命安全，提高安全管理的工作效率，本集團成立安全管理委員會，全面領導安全工作，決策重大安全事項，監督安全管理制度執行，由集團首席執行官擔任主任，進一步規範本集團安全管理工作。安全管理辦公室作為委員會的執行機構，負責組織安全月例會、安全年度和半年度匯報會，回顧整體安全情況，以此跟進各業務單元貫徹執行各類安全規章制度，監督各業務單元全面安全工作的落地實施。

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The director of the Safety Management Committee and each safety responsibility entity must clearly understand their own safety responsibilities, sign a safety management target responsibility statement annually to clarify specific indicators and assessment requirements, and implement annual safety goals. We commend and reward collectives and individuals who actively achieve safety management achievements, and criticize and punish departments and relevant personnel who trigger comprehensive safety red lines or fail to achieve comprehensive safety production targets.

安全管理委員會主任與各安全責任主體必須清楚了解自身的安全職責，每年簽訂安全管理目標責任狀，以明確具體指標和考核要求，落實年度安全目標。我們對積極取得安全管理成績的集體和有關人員予以表彰和獎勵，對觸發全面安全紅黃線或未達成全面安全生產目標的部門和有關責任人員給予批評和處罰。



Safety management framework
安全管理架構

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4.3.1.3 Safety management system

The Group strictly observes laws and regulations including the *Work Safety Law of the People's Republic of China* (《中華人民共和國安全生產法》) and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* (《中華人民共和國職業病防治法》), and implements internal rules and disciplines, including the *Comprehensive Safety Management Policy of Hengan Group* (《恒安集團全面安全管理制度》), the *Administrative Provisions on Maintenance of Fire-fighting Policy* (《消防維保管理規定》) and the *Employee Occupational Health Management* (《員工職業健康管理辦法》), in an effort to continuously drive the improvement of the safety system covering the whole process of business operation, and lay a good foundation for the realisation of the goal to “Gain RMB100 Billion within 100 Years” for Hengan. To standardise the safety management of the Group and ensure that all safety work has a basis and rules to follow, the Group has compiled 49 standards for safety management elements covering six modules, namely, production, warehouse distribution, administration, environmental protection, fire protection and occupational health, and issued the *Safety, Health and Environment Management Measures for Contractors* (《承包商安健環管理辦法》) to regulate the safety, health and environment management of contractors of Hengan and its subsidiaries.

4.3.1.3 安全管理體系

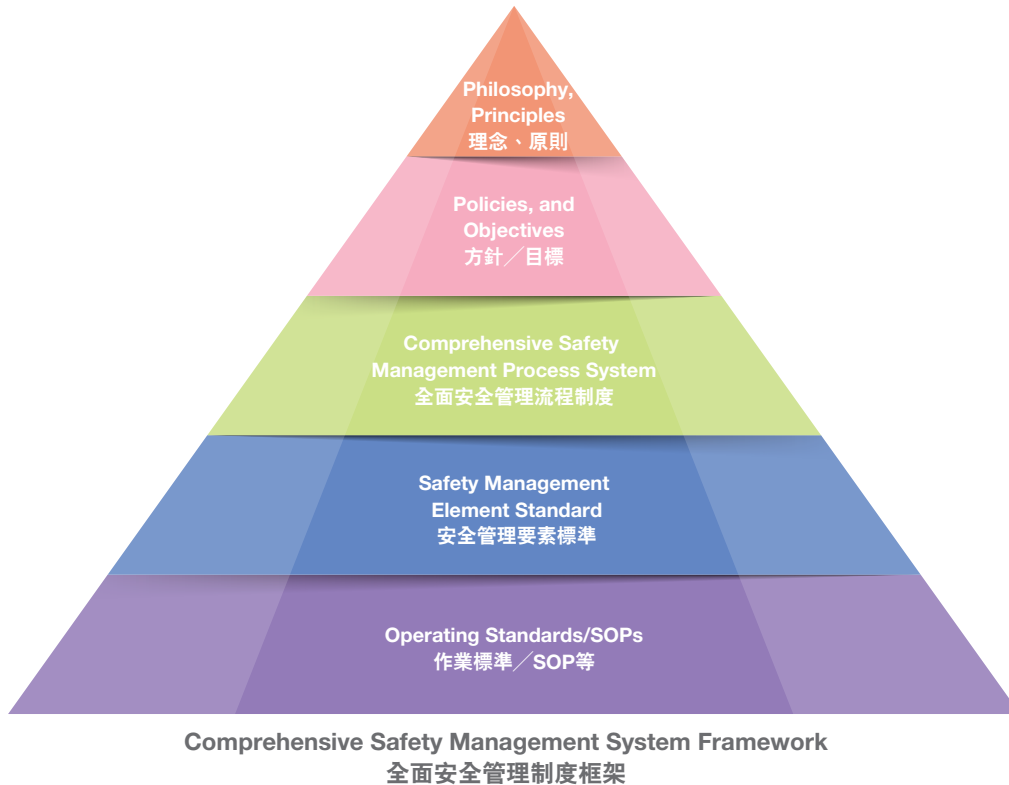
本集團嚴格遵守《中華人民共和國安全生產法》《中華人民共和國職業病防治法》等法律法規，貫徹落實《恒安集團全面安全管理制度》《消防維保管理規定》《員工職業健康管理辦法》等內部規章制度，持續完善企業經營全過程安全體系，為實現「百年千億」恒安奠定良好基礎。為規範公司的安全管理工作，保證各項安全工作有據可依、有章可循，本集團編製覆蓋生產、倉配、行政、環保、消防、職業健康六大模塊的49個安全管理要素標準，並發佈《承包商安健環管理辦法》用於規範恒安國際及下屬公司承包商的安健環管理。

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In 2023, all production companies and Weifang Thermal Power of the Group established the ISO45001 Occupational Health and Safety Management System and passed third-party certification, achieving a certification rate of 100%.

2023年，本集團所有生產公司和濰坊熱電均建立ISO45001職業健康安全管理體系並通過第三方認證，認證比例為100%。



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4.3.1.4 Safety Management Practice

Under the guidance of comprehensive safety strategy and safety management elements standards, we initiated the Total Safety Management (TSM) project since 2018. Since its inception, combined with its own characteristics, the Group has established a safety management organization, strengthened the safety production responsibility system, developed relevant safety management standards, trained professional safety management personnel, established model workshops for safety, and implemented a systematic approach to comprehensive safety management based on “identification of hazards — risk management — control measures,” achieving institutionalized, standardized, and professionalized safety production management. In 2023, the TSM project entered its fourth phase. Building upon the achievements of the previous three phases, we formulated 16 core objectives focusing on quality safety, warehousing and distribution safety, fire safety, building safety, and subcontractor management. With the collective efforts of all employees, the number of production-related accidents in each company has decreased, achieving significant progress in safety work and laying the foundation for implementing the main responsibility for safety production.

Several subsidiary production companies under the Group have also actively carried out safety improvement projects in their workshops, aiming to achieve “comprehensive compliance and industry benchmarks.” They identify safety hazards, carry out equipment upgrades, enhance on-site management, improve the level of production environment safety, and create safe factories.

4.3.1.4 安全管理實踐

在全面安全戰略和安全管理要素標準的指引下，我們自2018年起開展全面安全管理(TSM)項目。啟動至今，本集團結合自身的特點，建立安全管理組織、健全安全生產責任制度、制定安全管理相關標準、培養專業安全管理人員、打造安全樣板車間、建立系統的基於「危險源識別 — 風險管理 — 控制措施」的全面安全管理方法，實現了安全生產製度化、規範化、標準化和專業化管理。2023年，TSM項目已進入第四期，在鞏固三期項目成果的基礎上，從質量安全、倉配安全、消防安全、建築物安全和外包方管理等6個方面制定16項核心工作目標，在集團全員的共同努力下，各公司生產責任事故數有所下降，安全工作取得了階段性成效，為落實安全生產主體責任奠定了基礎。

本集團下屬多個生產公司也在車間中積極開展安全改善項目，以「全面合規、行業標桿」為目標，識別安全隱患並進行設備改造和現場管理提升，提高生產環境安全保障水平，營造安全工廠。

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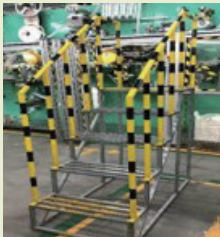
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Safety improvement project of Fujian Hengan

福建恒安安全改善項目

Fujian Hengan has set up “Four-stage Safety Benchmarks” for production, requiring putting people first, complying with equipment efficiency and safety requirements, carrying out a management mode of rebalancing contradictions such as self-management and equipment safety preservation, and improving the visualisation of equipment and refinement of safety management. Besides, in the regional site, it is required to achieve the visualisation of information, controllable safety, controllable abnormality, and comprehensively implement the mechanism of safety risk grading and control as well as the mechanism of hidden danger investigation and management, so that personnel, machinery, materials and environment are in a good state of production. In 2023, Fujian Hengan’s safety improvement focused on three aspects: improving safety protection, strengthening warning signs, and promoting safety construction.

福建恒安在生產領域設立「安全標桿四階段」，以人為本，遵守設備效率與安全，開展自主管理與設備安全保全等矛盾點再平衡管理模式，要求提高設備可視化、安全管理精緻化，在區域現場要達到信息可視、安全可控、異常可控，全面落實安全風險分級管控機制和隱患排查治理機制，使人、機、物、環處於良好的生產狀態。2023年，福建恒安的安全改善重點工作集中於完善安全防護、加強警示標識、推進安全建設三個方面。



Safety handrails and yellow and black warning posting
安全扶手黃黑警示張貼



3M reflective film
3M反光膜



Panel holes sealing
孔洞面板封堵



Frame safety door
框架安全門

4.3.1.5 Safety risk control

Through a dynamic, formal, structured, and comprehensive process, we identify and assess unacceptable safety and environmental risks, forming a list of significant safety and environmental risks for each department. Based on this list, we conduct activities such as job safety analysis and planned job observations. For specific risks, we classify them according to requirements and generate *Risk Assessment Reports* (《風險評估報告》) to facilitate planning and actions to reduce risks effectively, achieving the identification and control of original safety and environmental risks.

4.3.1.5 安全風險評控

我們通過動態的、正式的、結構化的和整體的過程，對安健環不可接受風險進行確認和評估，形成各部門重大安健環風險清單，並依據清單開展工作安全分析、有計劃工作觀察等活動。針對專項風險，我們按要求進行風險評估分類，並形成《風險評估報告》，以便推動降低風險的計劃和行動，實現對安健環原始風險的有效辨識和控制。

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Based on relevant laws and regulations concerning safety and environmental protection, safety management standards for various elements, and lists of major safety and environmental hazards, we organize safety and environmental inspections combining regular, special, seasonal, and daily inspections, covering multiple dimensions such as equipment maintenance, mechanical protection, isolation, and safety procedures. Additionally, we conduct flight checks on each production company at least once a year. After on-site inspection activities, the inspection team conducts data statistics and root cause analysis of the identified issues, proposing corrective and preventive measures.

Furthermore, the Group has developed detailed and comprehensive *Regulations for Safety Accident Handling Management* (《安全事故處理管理規定》). When safety incidents occur, comprehensive safety representatives organize or assist in analyzing and investigating the causes of the incidents, identifying responsibilities, formulating rectification plans, and supervising the implementation of rectification measures according to their authority. We have also established a comprehensive process for handling occupational injuries to ensure that employees receive treatment promptly after an injury. Within one week of an occupational injury, comprehensive safety representatives organize relevant personnel to analyze and investigate the accident causes and formulate rectification plans, and the relevant departments implement rectification measures based on the plans.

基於安健環相關法律法規、各要素安全技術管理標準、重大安健環危險源清單等標準，我們以定期、專項、季節性和日常相結合的方式組織開展安健環檢查，覆蓋設備維護、機械防護隔離、安全工作規程等多個維度。此外，我們每年對各生產公司進行不少於一次的飛行檢查。現場檢查活動結束後，檢查組將對問題進行數據統計和原因分析，提出整改和糾正措施要求。

此外，本集團制定了詳細完備的《安全事故處理管理規定》，當安全事件發生後，全面安全代表將根據權限組織或協助對全面安全事件原因進行分析調查，明確責任及制定整改方案，並監督整改措施落實。本集團也制定了完善的工傷處理流程，以確保員工在工傷後第一時間得到治療。工傷發生一週內，全面安全代表將組織相關人員對事故原因等進行分析調查，明確事故責任及制定整改方案，相關部門根據方案進行整改。

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4.3.2 Occupational disease protection

Based on work compliance and standardisation, Hengan strictly abides by national safety laws and regulations, and has established occupational health implementation standards through formulating the *Hengan Group Occupational Health Management* (《恒安集團職業健康管理辦法》) and the *Personal Protective Equipment (PPE) Management* (《個人防護裝備(PPE)管理辦法》). The Group conducts annual testing and evaluation of workplaces with occupational hazards, regularly entrusts third parties to conduct testing of occupational hazards for production companies, and follows up the implementation and rectification of the management of hidden occupational hazards. We strengthen occupational labour protection and take various control measures to eliminate and reduce the risk of occupational hazards:

- Install dust removal and exhaust devices for facilities generating dust and waste gases. Prioritize the elimination or reduction of noise sources for equipment exceeding noise targets. Controlling noise propagation is considered next, followed by the provision of protective equipment;
- Arrange annual occupational health examinations for employees and issue summary reports. Confirm whether relevant employees can continue to undertake work with occupational hazards and transfer suspected occupational disease patients away from occupational hazard environments;
- Regularly distribute various labor protection supplies according to the needs of each job position and supervise and educate employees on their correct use;
- Purchase group special occupational insurance for employees, including group accident insurance, critical illness insurance, additional group accident medical insurance, additional group voluntary supplementary medical insurance, and disease death insurance.

In the fast-paced work and life, mental health issues have gradually become important factors affecting employee health. To ensure that employees can work with a positive attitude and embrace life with enthusiasm, the company's labor union organizes periodic mental health management activities. Hospital experts are invited to conduct psychological decompression lectures for employees, aiming to strengthen employees' will and character through psychological guidance. In 2023, there were no cases of occupational diseases in Hengan International.

4.3.2 職業防護

恒安以工作合規化、規範化為基礎，嚴格遵守國家安全法律法規，通過制定《恒安集團職業健康管理辦法》和《個人防護裝備(PPE)管理辦法》建立職業健康執行標準。本集團每年對有職業病危害的工作場所進行檢測及評價，並定期委託第三方對生產公司進行職業病危害因素檢測，同時跟蹤職業危害隱患治理的實施和整改。我們強化職業勞動防護，採取各項控制措施消除和降低職業危害風險：

- 為產生粉塵和廢氣的設施安裝除塵排氣裝置，對噪音超目標設備優先考慮消除或降低噪聲源，其次考慮控制噪聲的傳播，最後考慮佩戴防護用品；
- 為員工安排年度職業健康體檢並出具總結報告，確認相關員工是否可以繼續承擔具有職業危害的工作，並將疑似職業病病人調離職業危害環境；
- 根據各崗位工作需要，定期發放各種勞保用品，並監督、教育其正確佩戴使用；
- 為員工購買團體特殊工種商業保險，投保事項包括：團體意外傷害保險、重大疾病保險、附加團體意外醫療保險、附加團體志願補貼醫療保險、疾病身故保險。

在快節奏的工作和生活中，心理健康疾病也逐漸成為影響員工健康的重要因素，為使員工們能用積極向上的態度開展工作，以飽滿的熱情迎接生活，本集團工會不定期組織心理健康管理活動，邀請醫院專家為員工開展心理解壓講座，通過對員工的心理疏導健全員工意志品格。2023年，恒安國際無職業病發生情況。

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4.3.3 Emergency response

The Group comprehensively reviews various emergency scenarios in the process of production and operation, and has compiled the *Comprehensive Emergency Response Plan for Production Safety Accidents (including Special Projects)* (《生產安全事故綜合應急預案(含專項)》) in accordance with the *Guidelines for Enterprises to Develop Emergency Response Plan for Work Place Accidents (GB/T 29639-2020)* (《生產經營單位安全生產事故應急預案編製導則》), clarifying the emergency response procedures for accidents such as hazardous chemicals, fire explosions and dust explosions, so as to minimise the harm of emergencies. We also regularly carry out emergency drills and first aid training in each production company, constantly improve safety awareness and protection awareness of employees, and continue to improve the emergency response capacity of all employees.

4.3.3 應急建設

本集團全面梳理生產運營過程中的各類應急場景，根據《生產經營單位安全生產事故應急預案編製導則》(GB/T 29639-2020)編製了《生產安全事故綜合應急預案(含專項)》，明確危險化學品、火災爆、粉塵爆炸等事故的應急處理流程，最大限度地降低突發事件的危害。我們也定期在各生產公司進行應急演練和急救訓練，不斷提高員工安全意識、防護意識，持續提升全體員工的應急處置能力。

• Automatic External Defibrillator (AED) Deployment and Training 自動體外除顫器(AED)配備與培訓

Automatic External Defibrillators (AEDs) play a crucial role in the race against time in cases of sudden cardiac arrest. The company has equipped its headquarters and production facilities in the Jinjiang region with AED emergency devices and designated safety officers to conduct monthly checks on the status of AED devices to ensure they are always ready for use. To ensure that employees are adequately prepared to respond to emergencies such as sudden cardiac arrest, the Group also invites personnel from the Jinjiang Emergency Medical Center to provide training on the Heimlich maneuver and cardiopulmonary resuscitation (CPR).

自動體外除顫器(AED)對爭分奪秒的心臟驟停急救具有關鍵性作用。本集團在總部及晉江區域生產公司配置AED急救設備，並設置安全專員每月對AED設備狀態進行檢查，保證隨時可以使用。為最大程度地確保員工能夠有效應對人員心臟驟停等突發情況，本集團還邀請晉江市急救中心人員到公司開展海姆立克急救法和心肺復甦等急救知識培訓。



Automated External Defibrillator (AED) Training
自動體外除顫器(AED)培訓

4.3.4 Concept advocating

Hengan International attaches great importance to enhancing employees' safety awareness in their daily work. We actively promote various safety-related activities within the Group to implement safety education and training, embody safety production concepts, and strengthen all employees' awareness of safety precautions and self-protection abilities.

4.3.4 理念倡導

恒安國際重視在工作日常中提升員工的安全意識，積極推進集團安全生產相關活動開展，通過落實各項安全教育與培訓，貫徹安全生產理念，強化全體員工的安全防範意識和自我保護能力。

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We clearly stipulate in the *Hengan Group Comprehensive Safety Training Management Regulations* (《恒安集團全面安全培訓管理規定》) that the initial safety training for safety production management personnel should not be less than 32 hours, with annual retraining not less than 12 school hours. New employees are required to undergo pre-job safety training for no less than 24 hours, pass an examination, and sign a job risk notification. In accordance with the training requirements, we regularly organize internal safety production knowledge training, fire safety training, emergency rescue training, etc., to improve the level of safety management within the Group. In 2023, employees participated in safety training for a total of 73,877 hours.

我們在《恒安集團全面安全培訓管理規定》中明確，安全生產管理人員初次安全培訓時間不得少於32學時，每年再培訓時間不得少於12學時；新員工崗前安全培訓時間不得少於24學時並通過考試，並須簽署崗位風險告知書。依據培訓規定的要求，我們定期組織集團內部安全生產知識培訓、消防培訓與應急救援等，提高集團安全管理水平。2023年，員工參與安全培訓共計73,877小時。

Special Comprehensive Safety Management Training for Safety Engineers, Specialists and Part-time Safety Officers

全面安全管理安全工程師、專員及兼職安全員專項培訓

In February 2023, the Group's Safety Office, together with the Warehousing and Logistics Division, organised the "comprehensive safety management special training for safety engineers, specialists and part-time safety officers of Hengan International", inviting experts from the Emergency Management Association, fire experts and environmental protection engineers to explain the dual prevention mechanism of safety risks and the prevention and control of occupational diseases to employees. Participating employees were also invited to visit Jiangxi Yongguan Technology Development Co., Ltd. to exchange and learn about the difficulties and bottlenecks of safety production management.

2023年2月，集團安全辦公室聯合倉儲物流分部組織策劃「恒安國際全面安全管理安全工程師、專員及兼職安全員專項培訓」，邀請应急管理協會專家、消防專家和環保工程師就安全風險雙重預防機制、職業病防控工作為員工進行講解，並組織參訓員工前往江西永冠科技發展有限公司參觀交流學習，就安全生產管理的難點、瓶頸等進行交流，互通有無、取長補短。



Special comprehensive safety management training for safety engineers, specialists and part-time safety officers of Hengan International
恒安集團全面安全管理安全工程師、專員及兼職安全員專項培訓

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Production Safety Month activities

安全生產月活動

To enhance the safety production awareness of all employees, the 22nd Production Safety Month was held with the theme of “Everyone Stresses Safety, Everyone Masters Emergency Response” in June 2023, covering all employees of the Group and 21 production companies across the country. Each production company has successively carried out activities, such as safety publicity, safety essay contest, safety knowledge competition, evacuation checkpoint competition, and first aid skills competition. In the first aid skills competition, we helped the contestants and spectators master first aid skills such as cardiopulmonary resuscitation and the Heimlich Maneuver in an entertaining and educational way. The Safety Month activities contributed to comprehensively popularising safety knowledge and forming an atmosphere of “Safety Production is of Utmost Importance; Everyone Cares about Safety as Safety Concerns Everyone”.

為提升全員安全生產意識，2023年6月，第22個安全生產月以「人人講安全，個個會應急」為主題召開，覆蓋本集團及全國21家生產公司的全體員工，各生產公司先後開展安全宣傳、安全徵文、安全知識競賽、逃生打卡競賽、急救技能比拚等活動。在急救技能比武活動中，我們以寓教於樂的方式幫助參賽選手和觀眾掌握心肺復甦和海姆立克急救法等急救技能。此次安全月活動的順利開展，有助於全面普及安全知識，形成「安全生產無小事，人人關心安全，安全關係人人」的氛圍。



First aid skills competition during the Production Safety Month
安全生產月急救技能比武



Safety knowledge competition
安全知識競賽

We also firmly establish the concept of safety production in the supply chain, signing safety agreements with contractors and providing safety production and operation standard training to continuously enhance contractors' safety awareness.

我們在供應鏈中同樣樹牢安全生產理念，對承包商進行安全協議簽訂及安全生產和作業規範培訓，不斷增強承包商的安全意識。

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Safety training briefing for stakeholders

相關方安全培訓交底

In 2023, Hengan (Hunan) Paper Industry Co., Ltd. carried out safety training respectively on the 18 red line clauses (life-saving rules) for stakeholders involved in the six projects that had commenced. To enforce training on safety and code of practice, the Company signed comprehensive safety agreements with the stakeholders of the newly commenced construction projects, such as the demolition of the steel-frame warehouse, insect control in the factory, and the maintenance of the desulphurisation towers.

2023年，湖南公司分別對已入廠的六期項目相關方進行18條紅線條款(保命法則)安全培訓，並與新入廠的鋼架庫拆除、廠區蚊蟲消殺、脫硫塔維修等施工項目全面簽訂安全協議，開展安全及作業規範培訓。



Forklift standard operation procedures training for logistics provider
物流商叉車作業規範培訓

5 DELIVERING CARE AND STABILITY FOR FAMILY AND NATION

As a leading enterprise of domestic family life products, Hengan International adheres to the corporate mission of “Growing with You for A Better Life”, follows the needs of the national strategy, and has been committed to public welfare and charitable undertakings such as health and education of young people, environmental protection and sustainable development, and national health for many years, covering the whole life line from children to the elderly, which demonstrates Hengan’s persistence to fulfil its social responsibility and serve the society and people’s livelihood in a practical manner.

5.1 Building the Foundation of Charity

Adhering to the concept of “Love Changing Lives”, Hengan set up the “Youth Volunteer Service Team” as a platform for employees to participate in social welfare activities in 2011, and established the Hengan Volunteer Association in 2017. Up to now, we have 812 employees and a total of 32 volunteer service teams who have taken the initiative to join voluntary activities and actively participated in various public welfare activities, such as blood donation, helping special groups, caring for left-behind children, flood rescue, environmental protection, etc., and supported the social public welfare undertakings with practical actions.

5 傳遞愛心，家國恒安

作為國內家庭生活用品領軍企業，恒安國際秉持「追求健康，你我一起成長」的企業使命，緊跟國家戰略需求，多年來致力於青少年健康與教育、環境保護與可持續發展、國民衛生健康等公益慈善事業，覆蓋孩童到老年人的全生命線幫扶，彰顯恒安實實在在履行社會責任、服務社會民生的堅持。

5.1 構築慈善基石

秉承著「愛•改變生活」的理念，恒安在2011年成立「青年志願者服務隊」作為員工參與社會公益活動的平台，並在2017年成立恒安志願者協會。發展至今，我們已有812名員工，共32支志願者服務隊主動加入志願活動，積極參與無償獻血、幫扶特殊群體、關愛留守兒童、抗洪搶險、環境保護等各類公益活動，用實際行動支持社會公益事業。

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On the 25th anniversary of the establishment of the enterprise, Hengan International donated RMB100 million to set up the Hengan Charity Fund, and donated another RMB200 million to it on the 30th anniversary of the establishment of the enterprise. Over the past 38 years of development, Hengan and its major shareholders have made cumulative donations of more than RMB2 billion to the fund pool. In 2023, we fully utilised the charitable fund to support a number of environmental protection and social responsibility projects, such as greenway improvement, disaster relief and relief for the poor, and care for the elderly. As at the end of the reporting period, Hengan International had made cumulative donations of RMB11.14 million to social welfare causes, and our 389 volunteers had accumulated 2,862 service hours.

Hengan's dedication to public welfare and its achievements were widely recognised by all sectors of the community, and it won a number of accolades in 2023, which inspired Hengan to make continuous efforts in community investment and public welfare.

在企業成立25週年之際，恒安國際捐贈人民幣1億元成立恒安慈善基金，並在企業成立三十週年之際再向其中捐贈人民幣2億元。發展38年以來，恒安及其主要股東已向基金池累計捐款人民幣超20億元。2023年，我們充分運用慈善基金支持綠道整治、救災濟困、關愛老人等多個環保和社會責任項目。截至報告期末，恒安國際為社會公益事業累計捐款人民幣1,114萬元，389名志願者累計服務小時數達2,862小時。

恒安為公益事業奉獻的態度和成果得到社會各界的廣泛認可，在2023年斬獲多項榮譽，激勵著恒安在社區投資與公益方面做出持續努力。



Special Contribution Award of the Red Cross Society of China
中國紅十字會特殊貢獻獎



China Red Cross Medal of Fraternity
中國紅十字博愛獎章



Fujian Provincial Red Cross Humanitarian Gold Medal
福建省紅十字人道金質獎章

5.2 Carrying out Charity Activities

5.2.1 Rural revitalisation

Hengan cares about the countryside. In active response to the national strategy of promoting rural revitalisation and agricultural modernisation, Hengan has led a number of villages in Quanzhou City to prosperity. In January 2023, Hengan International was awarded the title "Star Enterprise in Assisting Village Prosperity" under the "Ten Thousand Enterprises Prospering Ten Thousand Villages" campaign in Fujian Province by the Leading Group for Poverty Alleviation and Development Achievements Consolidation and Rural Revitalisation of the Fujian Provincial Committee of the Communist Party of China.

5.2 開展慈善活動

5.2.1 鄉村振興

恒安心系鄉村，積極響應國家推動鄉村振興和農業現代化戰略，帶領泉州市多個鄉村走向富裕。2023年1月，恒安國際被中共福建省委扶貧開發成果鞏固與鄉村振興工作領導小組授予福建省「『萬企興萬村』助村富民明星企業」稱號。

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Ten years ago, when learning about the poverty in Xinban Village, Hengan took the initiative to engage and offer help, and put forward the idea of “innovative thinking, planning according to the situation, and winning the battle against poverty by projects” to open up the way for villagers to prosperity. Over the years, Hengan has assigned front-line management personnel of the Group to provide agricultural skills training and planting technical guidance for the villagers of Xinban Village, offering hands-on teaching for the villagers to plant famous flowers and trees, helping Xinban Village form a unique new model of agricultural industrialisation. In the second year of assistance, the income of the villagers in Xinban Village increased by 35% per capita, and the collective income reached more than RMB60,000 thousand, an increase of 512%. In recent years, the improvement of villagers' lives is even more visible. Now in Xinban Village, there is a bridge named “Hengan”, which represents the villagers' respect for Hengan International, and also commemorates Hengan's good deeds to guard the “Stability for Family and Nation”.

5.2.2 Caring for children

Children are the future of the country and the hope of the nation. Hengan is committed to child protection, focusing on the needs of children's survival and development, caring for left-behind children in rural areas, children in difficult circumstances and other vulnerable groups, and visiting baby-sitting centers every time to promote the healthy growth and all-round development of children. 2023 is also the fifth year of Hengan's investment in the “Spring Buds Project”, and we will continue to bring spiritual and financial help to girls, and to help them grow up healthily.

十年前，在得知新坂村的貧困情況時，恒安主動要求掛鉤幫扶，提出「創新思維，因勢謀劃，用項目帶動打贏脫貧攻堅戰」的工作思路打通村民的致富路。多年來，恒安指派集團一線管理人員，為新坂村的村民提供農業技能培訓和種植技術指導，手把手教會村民種植名花名樹，助力新坂村形成獨具特色的農業產業化經營新模式。在幫扶的第二年，新坂村村民人均收入提升35%，集體收入達人民幣6萬元以上，增長512%。近年來，村民的生活改善更是肉眼可見。現在在新坂村裡，有一座名為「恒安」的橋，代表著村民們對恒安國際的敬意，也紀念著恒安用善舉守護「家國恒安」。

5.2.2 呵護兒童

兒童是國家的未來、民族的希望，恒安致力於兒童保護，聚焦兒童生存發展需要，關愛農村留守兒童、困境兒童等弱勢群體，每每前往育嬰院進行慰問，促進兒童健康成長與全面發展。2023年也是恒安投資「春蕾計劃」的第五年，我們繼續為女童帶去精神和經濟上的幫助，助力她們健康成長。

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Book sharing session of *Xi Jinping Walks into People's Homes* (《習近平走進百姓家》) and charity event themed “Spring with Warm Breeze, Stability for Family and Nation”

《習近平走進百姓家》讀書分享會暨「春風送暖·家國恒安」公益活動

On 2 March 2023, the book sharing session *Xi Jinping Walks into People's Homes* (《習近平走進百姓家》) and the “Spring with Warm Breeze, Stability for Family and Nation” public welfare activity jointly organised by the China Children and Teenagers' Fund, Hebei Province Women's Federation, and Hengan International were held in Tayuanzhuang Village, Zhengding County, Hebei Province. Hengan International and Tayuanzhuang Village reached on-site co-operation on the construction of a history museum, and paid visits to the families in need and presented care packages to girls in difficulty.

2023年3月2日，由中國兒童少年基金會、河北省婦聯、恒安國際共同舉辦的《習近平走進百姓家》讀書分享會暨「春風送暖·家國恒安」公益活動在河北正定縣塔元莊村舉行。恒安國際與塔元莊村現場達成史館共建合作，並入戶慰問困難家庭，向困難女童贈送關愛禮包。



A group photo of the book sharing session of *Xi Jinping Walks into People's Homes* (《習近平走進百姓家》) and charity event

“Stability for Family and Nation, Warmth for Eastern Fujian” — “Creating the Future” Growth Energy Pack for Girls

「家國恒安 情暖閩東」—「築未來」女童成長能量包

On 31 May 2023, the distribution of “Creating the Future” Growth Energy Pack for Girls was held at Shacheng Central Primary School in Fuding City, which was jointly organised by the China Children and Teenagers' Fund, Fujian Women's Federation, Ningde Women's Federation, and Hengan International, as part of the “Stability for Family and Nation, Warmth for Eastern Fujian” campaign. Hengan Group donated 1,000 “Creating the Future” Growth Energy Packs for Girls with a total value of RMB350,000 to the Ningde Women's Federation, which was meant to be special gifts and blessings for International Children's Day on 1 June for the girls.

2023年5月31日，中國兒童少年基金會、福建省婦聯、寧德市婦聯、恒安國際聯合組織的寧德市「家國恒安 情暖閩東」—「築未來」女童成長能量包發放活動在福鼎市沙埕中心小學舉行。恒安國際向寧德市婦聯捐贈了1,000個總價值人民幣35萬元的「築未來」女童成長能量包，為女童們送上特殊的「六一」國際兒童節禮物和節日祝福。



“Stability for Family and Nation, Warmth for Eastern Fujian” — “Creating the Future” Growth Energy Pack for Girls
「家國恒安 情暖閩東」—「築未來」女童成長能量包發放現場

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5.2.3 Respecting and loving the elderly

Actively responding to the aging of the population is not only an important national strategy, but also an important position for brands to fulfill their social responsibility. The Group's brand Elderjoy has been deeply engaged in the field of adult incontinence care for 24 years, caring for the elderly with high-quality products and services, and continuing to enhance the sense of security and happiness of the elderly through various public welfare activities over the years.

5.2.3 敬老愛老

積極應對人口老齡化不僅是重要的國家戰略，也是品牌踐行社會責任的重要陣地。集團旗下安而康深耕成人失禁護理領域24年，以優質的產品和服務關愛老年群體，多年來更是持續通過各類公益活動，以實際行動提升老年人的安全感與幸福感。

Short film of *This Time, Love Will Not Be Too Late* (《這次，愛不遺遲》)

《這次，愛不遺遲》短片

On 20 March 2023, the public welfare emotional short film of *This Time, Love Will Not Be Too Late* (《這次，愛不遺遲》) launched by Elderjoy was released, directly hitting the real plight of the elderly, and calling on the society to pay attention to and correctly understand "the unspeakable" of the disabled elderly. The cumulative exposure of the film reached 420 million, covering more than 56 million people, with the number of likes exceeding 100 thousand, and related topics listed on Weibo hot searches, successfully realising the emotional resonance and value consensus with users.

2023年3月20日，安而康推出的公益情感短片——《這次，愛不遺遲》上線，直擊老年人的真實困境，呼籲社會共同關注與正確認識失能老年群體的「難言之隱」。該短片累計曝光量高達4.2億，覆蓋人次超過5,600萬，點贊量突破10萬，相關話題登榜微博熱搜，成功實現與用戶的情緒共振與價值共識。



Promotional short film of *This Time, Love Will Not Be Too Late*
《這次，愛不遺遲》宣傳短片

Public welfare donation of Elderjoy

安而康公益捐贈

To practice help and love for the elderly, Elderjoy, together with the China Social Welfare Foundation, donated adult diapers with a total value of nearly RMB200,000 to 5 hospitals, nursing homes and 23 local villages and towns in need in Jiangxi and Jiangsu provinces, which were specifically for alleviating the plight of disabled elderly, adding protection to their lives. Meanwhile, the donation further interpreted the brand propositions with ingenuity and quality, responding to social needs with public welfare actions.

為將助老愛老落到實處，安而康攜手中國社會福利基金會，向江西與江蘇兩省有需要的5家醫院、養老院及23個當地村鎮，捐贈總價值近20萬的成人紙尿褲用品，專項用於緩解失能老人困境，為老人們增添了生活上的保障，進一步以匠心品質詮釋品牌主張，用公益行動響應社會需求。



Public welfare donation of Elderjoy
安而康公益捐贈

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5.2.4 Respect for female

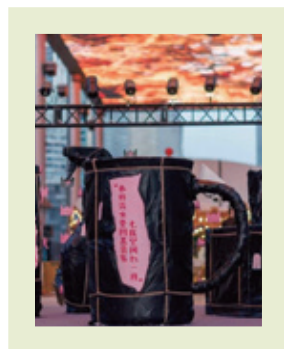
Hengan respects women's rights and interests and protects their physical health. Space 7, a brand of the Group, adheres to the brand attitude of "Freedom without Limits", and brings women a sense of physical and inner comfort through excellent product and service experience.

Space 7 hopes to put the brand's attitude of "Freedom without Limits" into practice and promote lifting limits on Chinese women. On the occasion of International Women's Day in 2023, the brand focused on the special phenomenon of Chinese women putting sanitary napkins in black bags, and launched the initiative of "Born Free, No Need for Black Bags", breaking the "menstrual shame" through Weibo topic discussions and helping women speak out. At the same time, Space 7 also extended the concept of "No Need for Black Bags" to offline, creating a special "Black Bag Space" exhibition at THE PLACE Beijing. The sculptures of daily necessities that broke the shackles of black bags appealed in the square that sanitary napkins "Do Not Need to be Hidden" like other daily necessities, and intuitively broke the public's "menstrual shame" in an artistic way. In addition, the brand offers transparent shopping bags at all major sales points, which are the closest places to consumers, encouraging more people to break the traditional constraints, leading to a change in attitudes.

5.2.4 尊重女性

恒安關注女性權益，守護女性生理健康。本集團旗下品牌七度空間，堅持「自在不設限」的品牌態度，通過優秀的產品與服務體驗，為女性帶來身體和內心的雙重自在感。

七度空間希望將「自在不設限」的品牌態度落到實處，推動中國女性面對的「限」更少一點。2023年國際三八婦女節之際，品牌聚焦國內女性購買衛生巾時用黑色袋子裝的特殊現象，發起「天生自在，無需黑袋」的倡議，通過微博話題討論打破「月經羞恥」，幫助女性發聲。同時，七度空間也將「無需黑袋」的觀念延伸到線下，在北京世貿天階打造了一場特別的「黑袋空間」展覽。一件件衝破黑袋束縛的日用品雕塑，在廣場上訴說著衛生巾與其他日用品一樣「無需隱藏」的道理，以富有藝術感的形式，直觀打破大眾的「月經羞恥」。此外，品牌在各大銷售點位配置透明購物袋，在離消費者最近的地方，讓更多人打破傳統束縛，促成觀念的改變。



"Black Bag Space"
exhibition
黑袋空間展



Sales point of
"Born Free, No
Need for Black
Bags"
「天生自在，無需
黑袋」銷售點

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5.2.5 Supporting disaster-struck areas

In the face of natural disasters, Hengan actively undertook its social responsibility and responded quickly to support the disaster area by combining its own business capacity to provide urgently needed sanitary products such as female sanitary napkins and children's diapers, to safeguard personal hygiene and health and resist the risk of diseases.

5.2.5 賑災救難

天災無情人有情，面對突發重大災情，恒安積極承擔社會責任，結合自身業務能力快速響應支援，為災區提供急需的女性衛生巾和兒童紙尿褲等衛生用品，保障個人衛生健康，抵禦疾病風險。

Rapidly supporting the Gansu earthquake-stricken area

火速馳援甘肅地震災區

On 18 December 2023, immediately after a 6.2-magnitude earthquake struck Jishishan County, Linxia Prefecture, Gansu Province, Hengan International, together with the China Women's Development Foundation, donated a total of 1.2 million Space 7 sanitary napkins and 210 thousand pieces of Anerle nappies to ensure the normal life of women and children in the affected areas.

2023年12月18日甘肅省臨夏州積石山縣發生6.2級地震，恒安國際第一時間攜手中國婦女發展基金會，共捐贈120萬片七度空間衛生巾和21萬片安兒樂紙尿褲，保障受災地區婦女兒童的正常生活。



Supporting Gansu to contribute to the well-being of the nation
馳援甘肅，大國守護

Supporting the earthquake-stricken areas in Syria

援助敘利亞地震災區

On 6 February 2023, when a 7.8-magnitude earthquake struck southern Turkey near the border with Syria, Hengan International responded to the emergency assistance initiative of the China Charity Federation and the Fujian Province Charity Federation by donating materials worth RMB2 million to women and children in the earthquake-stricken areas of Syria and Turkey, so as to help the post-disaster reconstruction of the two countries and protect the health of the people in Turkey and Syria.

2023年2月6日土耳其南部靠近敘利亞邊境地區發生7.8級大地震，恒安國際響應中華慈善總會、福建省慈善總會緊急援助倡議，向敘利亞、土耳其地震災區婦女兒童捐贈價值人民幣200萬元物資，助力兩國災後重建，守護土敘兩國人民的健康。

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5.2.6 Cultural preservation

Traditional culture is the spiritual lifeblood of the Chinese nation. Hengan is committed to cultural protection and promoting the inheritance and development of excellent traditional culture. The Group not only achieved a crossover with the Yongle Palace for co-branding to bring the mural culture into the public eye, but also joined hands with *National Treasure* to co-brand Sanxingdui IP, inheriting the ancient Shu culture.

In 2023, we still integrated cultural protection into brand development. On 18 May, International Museum Day, Hearttex, a subsidiary of the Group, together with Quanzhou Municipal Bureau of Culture, Radio, Television and Tourism, launched the paper towel of *Quanzhou in Illustrations*, presenting the five themes of A Hundred Scenes of Quanzhou, Twelve Hours in Quanzhou, Quanzhou Food Trip, Memory of the Maritime Silk Road, and Southern Fujian World Heritage, injecting more vitality and charm into Quanzhou, the famous historical and cultural city.

5.2.6 文化保護

傳統文化是中華民族的精神命脈，恒安致力於文化保護，推動優秀傳統文化傳承與發展，不僅與永樂宮跨界聯名，讓壁畫文化走進大眾視線，還曾聯手《國家寶藏》聯名三星堆IP，傳承古蜀文化。

2023年，我們仍將文化保護融入品牌發展，在5月18日世界博物館日，本集團旗下心相印攜手泉州市文化廣電和旅遊局，推出《插畫裡的泉州》紙巾，呈現泉州百景、泉州十二時辰、泉州美食行、海絲記憶、閩南世遺五大主題，為歷史文化名城泉州注入更多的活力和魅力。

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ENVIRONMENTAL KPIs

The environmental KPIs in the ESG Report cover 27 production companies and Weifang Thermal Power of Hengan International.

環境範疇KPIs

本報告環境範疇KPIs覆蓋恒安國際的27家生產公司和濰坊熱電。

ENVIRONMENTAL KPIs ¹ 環境範疇KPIs ¹	2023	2022	2021	Unit 單位
Waste gas emissions (Papermaking sector) 廢氣排放(造紙版塊)				
NO _x	175	153	127	tonnes 噸
SO ₂	63	55	38	tonnes 噸
Smoke and Dust 煙塵	15	16	16	tonnes 噸
Dust particles 粉塵顆粒	22	21	19	tonnes 噸
Waste water discharge² 廢水排放 ²				
Total waste water discharge 廢水排放總量	5,635,644	5,042,726	4,625,679	tonnes 噸
Waste water discharge (Papermaking sector) 廢水排放(造紙版塊)				
Intensity of waste water discharge 廢水排放密度	3.3	3.1	3.0	tonnes/tonnes of paper 噸/噸紙
COD emissions COD排放量	239.3	155	139	tonnes 噸
Intensity of COD emissions COD排放濃度	59.5	43.0	43.1	mg/L 毫克/公升
N-NH ₃ emissions N-NH ₃ 排放量	6.1	9.1	10.6	tonnes 噸
Intensity of N-NH ₃ emissions N-NH ₃ 排放濃度	1.5	2.5	3.3	mg/L 毫克/公升

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ENVIRONMENTAL KPIs ¹ 環境範疇KPIs ¹	2023	2022	2021	Unit 單位
Waste emissions³ 廢棄物排放 ³				
Hazardous waste emissions 有害廢棄物排放量	123	81	87	tonnes 噸
Hazardous waste emission intensity 有害廢棄物排放密度	0.05	0.04	0.04	kg/revenue in RMB10,000 千克/萬元人民幣 銷售額
Non-hazardous waste emissions 無害廢棄物排放量	118,739	106,515	112,011	tonnes 噸
Non-hazardous waste emission intensity 無害廢棄物排放密度	50.0	47.1	53.9	kg/revenue in RMB10,000 千克/萬元人民幣 銷售額
GHG emissions⁴ 溫室氣體排放 ⁴				
Direct emissions (Scope 1) 直接排放(範疇一)	585,056	581,532	547,925	tCO ₂ e 噸二氧化碳當量
Energy indirect emissions (Scope 2) 能源間接排放(範疇二)	987,536	934,270	804,328	tCO ₂ e 噸二氧化碳當量
Total GHG emissions 溫室氣體排放總量	1,572,592	1,515,802	1,352,253	tCO ₂ e 噸二氧化碳當量
GHG emission intensity 溫室氣體排放密度	0.66	0.67	0.65	tCO ₂ e/revenue in RMB10,000 噸二氧化碳當量/ 萬元人民幣銷售額
GHG emissions (Papermaking sector)⁵ 溫室氣體排放(造紙版塊) ⁵				
GHG emissions 溫室氣體排放量	1,310,121	1,076,237	913,707	tCO ₂ e 噸二氧化碳當量
GHG emission intensity 溫室氣體排放密度	1.09	0.99	1.00	tCO ₂ e/tonnes of paper 噸二氧化碳 當量/噸紙

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ENVIRONMENTAL KPIs ¹ 環境範疇KPIs ¹	2023	2022	2021	Unit 單位
Energy consumption⁶ 能源消耗 ⁶				
Total energy consumption 能耗總量	3,919,168	3,760,651	3,375,000	MWh 兆瓦時
Energy consumption intensity 能耗密度	1.6	1.7	1.6	MWh/revenue in RMB10,000 兆瓦時／萬元 人民幣銷售額
Direct energy consumption 直接能源消耗	2,205,561	2,109,050	1,974,687	MWh 兆瓦時
Natural gas 天然氣	109,032,108	89,474,684	81,502,433	m ³ 立方米
Anthracite 無煙煤	166,884	178,672	171,135	tonnes 噸
Liquefied natural gas 液化天然氣	3,651	\	\	tonnes 噸
Liquefied petroleum gas 液化石油氣	9	\	\	tonnes 噸
Indirect energy consumption 間接能源消耗	1,713,607	1,651,601	1,400,313	MWh 兆瓦時
Purchased electricity 外購電	115,571	100,747	89,892	10,000 kWh 萬度
Purchased steam and heat 外購蒸汽與熱	2,008,440	2,318,874	1,805,002	GJ 吉焦
Energy consumption (Papermaking sector)⁶ 能源消耗(造紙版塊) ⁶				
Total energy consumption 能耗總量	416,206	341,472	293,339	tce 噸標煤
Energy consumption intensity 能耗密度	0.35	0.31	0.32	tce/tonnes of paper 噸標煤／噸紙

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ENVIRONMENTAL KPIs ¹ 環境範疇KPIs ¹	2023	2022	2021	Unit 單位
Water consumption⁷ 水資源消耗 ⁷				
Total water consumption 總用水量	9,022,578	8,536,171	8,053,423	tonnes 噸
Including: 其中：				
Water consumption (Tap water) 用水量(自來水)	5,170,104	4,950,245	5,753,050	tonnes 噸
Water consumption (Reservoir water) 用水量(水庫水)	3,852,474	3,585,926	2,300,373	tonnes 噸
Water consumption intensity 用水密度	3.8	3.8	3.9	tonnes/revenue in RMB10,000 噸/萬元人民幣銷售額
Water consumption (Papermaking sector)⁷ 水資源消耗(造紙板塊) ⁷				
Water consumption 用水量	6,940,143	6,138,848	4,791,613	tonnes 噸
Water consumption intensity 用水密度	5.8	5.6	5.2	tonnes/tonnes of paper 噸/噸紙
Packaging material consumption 包裝材料消耗				
Total packaging material used 包裝材料使用量	135,552	113,457	103,378	tonnes 噸
Intensity of packaging material used 包裝材料使用密度	0.06	0.05	0.05	tonnes/revenue in RMB10,000 噸/萬元人民幣銷售額

Notes:

1. In order to meet the changing demands of consumers for product quality and functionality, in 2023, the Group upgraded and adjusted the production process. Additionally, due to the increasing market demand, the production output of companies has grown, especially in the papermaking sector. Papermaking sector is the main source of environmental KPIs data for the Group, leading to a steady increase in the overall environmental KPIs data of the Group and Papermaking sector;

備註：

1. 為了滿足消費者對產品質量和功能需求的變化，2023年本集團對造紙板塊生產工藝進行了升級調整；另外，由於市場需求增加，各公司產量有所增長，特別造紙板塊，而造紙板塊是恒安集團環境KPIs數據的主要來源，使得恒安集團和造紙板塊的環境KPIs數據整體呈現穩步上升趨勢；

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- Due to the production increase in 2023, product adjustment in some production companies, the waste water discharge in 2023 is higher than that in 2022, as well as the emissions of COD of papermaking sector in 2023. However, the wastewater discharge intensity, COD discharge concentration and N-NH₃ discharge concentration were far less than the standard under the *Discharge Standard of Water Pollutants for Pulp & Paper Industry (GB3544-2008)* (《製漿造紙工業水污染物排放標準》);
 - Hazardous waste of the Group includes mercuric tubes, used batteries, cartridges, waste oil (such as lubes, engine oil), used ink bottles, used additive bottles, used detergent bottles, waste white mineral oil barrels etc.; non-hazardous waste includes sludge, wetproof, cinder, production waste, domestic waste, gypsum, coal ash, etc.;
 - The main sources of GHG emissions from this Group include, Scope 1: direct emissions, including fossil fuels consumed during the production process, such as anthracite, natural gas, liquefied natural gas, liquefied petroleum gas etc. Scope 2: energy indirect emissions, including purchased electricity, purchased steam and heat. In 2023, We calculate the GHG emissions by carbon dioxide equivalent and updated our reference to the *GHG Protocol Corporate Accounting and Reporting Standard* (《溫室氣體核算體系：企業核算與報告標準》) issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), *Methodology and Reporting Guidelines for Greenhouse Gas Emission Accounting by Power Generation Enterprises in China* (《中國發電企業溫室氣體排放核算方法與報告指南(試行)》) and the *Guidelines for the Calculation and Reporting of Greenhouse Gas Emissions from Paper and Paper Products Manufacturers (Trial)* (《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》) issued by the National Development and Reform Commission;
 - Due to the fact that papermaking sector is the main source of GHG emissions for the Group, environmental KPIs related to energy and resources specifically for papermaking sector are disclosed separately here;
 - The total energy consumption of the Group is calculated based on the use of anthracite, natural gas, liquefied natural gas, liquefied petroleum gas, diesel fuel, purchased electricity, purchased steam and heat, in combination with the *“General Rules for Comprehensive Energy Consumption Calculation” (GB/T 2589-2020)* (《綜合能耗計算通則》);
 - Due to Heng'an (Hubei) Paper Co., Ltd. has started production and the papermaking increase in some production companies in 2023, the water consumption of papermaking sector in 2023 is higher than that in 2022, while the water consumption intensity of papermaking sector is still 80.8% lower than the national standard upper limit of water withdrawal per tonne of product specified in *Water Quotas Part 5: Paper Products (GB/T18916.5-2012)* (《取水定額第5部分：造紙產品》).
- 由於2023年產量增加，部分生產公司進行產品調整，2023年的廢水排放總量較2022年有所上升，2022年造紙板塊COD的排放量也有所增加，但本集團造紙板塊的廢水排放密度、COD排放濃度和N-NH₃排放濃度遠小於《製漿造紙工業水污染物排放標準》(GB 3544-2008)的排放標準；
 - 本集團有害廢棄物包括含汞燈管、廢電池、硒鼓、廢油(如潤滑油、機油)、廢油墨瓶、廢添加劑瓶、廢清洗劑瓶、廢白礦物油空桶等；無害廢棄物包括污泥、濕漿、爐渣、生產廢料、生活垃圾、石膏、粉煤灰等；
 - 本集團的溫室氣體排放主要排放來源包括：範疇一：直接排放，包括生產過程中使用的無煙煤、天然氣、液化天然氣、液化石油氣等；範疇二：能源間接排放，包括使用的外購電、外購蒸汽和外購熱。我們的溫室氣體核算按二氧化碳當量呈列。匯報期內，我們豐富了二氧化碳當量核算依據：按世界資源研究所(WRI)與世界可持續發展工商理事會(WBCSD)發佈的《溫室氣體核算體系：企業核算與報告標準》，同時參考《中國發電企業溫室氣體排放核算方法與報告指南(試行)》《造紙和紙製品生產企業溫室氣體排放核算方法與報告指南(試行)》等標準進行核算；
 - 由於造紙板塊是本集團溫室氣體排放的主要來源，故在此單獨披露造紙板塊的能源和資源相關的環境KPIs；
 - 本集團能源消耗總量根據無煙煤、天然氣、液化天然氣、液化石油氣、柴油、外購電、外購蒸汽、外購熱等的使用量，參照《綜合能耗計算通則》(GB/T 2589-2020)等標準進行計算；
 - 由於2023年恒安(湖北)紙業有限公司投產以及原有造紙公司產能增加，因此造紙板塊2023年用水量較2022年有所上升，但2023年造紙板塊用水密度仍比《取水定額第5部分：造紙產品》(GB/T18916.5-2012)中規定的每噸產品取水量的國家標準上限低80.8%。

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SOCIAL KPIs

The social KPIs in the ESG Report covers the entire Hengan International.

社會範疇KPIs

本報告社會範疇KPIs覆蓋恒安集團。

SOCIAL KPIs ¹ 社會範疇KPIs ¹	2023	2022	2021	Unit 單位
Employee Overview 員工概況				
Total workforce 總僱員	23,000	23,000	23,000	Person 人
By gender 按性別劃分				
Male 男性	44%	42%	41%	
Female 女性	56%	58%	59%	
By age group 按年齡劃分				
Under 30 30歲以下	24%	22%	24%	
30-49 30-49歲	71%	72%	71%	
50 and above 50歲及以上	5%	6%	5%	
By employee type 按僱傭類型劃分				
Full-time 全職	99.996%	99.996%	100%	
Part-time 兼職	0.004%	0.004%	0	

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SOCIAL KPIs ¹ 社會範疇KPIs ¹	2023	2022	2021	Unit 單位
By region ¹ 按地區劃分 ¹				
Northeast region of China 東北區域	4.4%	5.0%	5%	
Fujian region of China 福江區域	29.0%	28.4%	31%	
Huguang region of China 湖廣區域	21.2%	19.6%	19%	
North region of China 華北區域	4.8%	5.0%	5%	
East region of China 華東區域	12.3%	13.5%	13%	
Luyu region of China 魯豫區域	11.0%	11.4%	11%	
Northwest region of China 西北區域	5.1%	5.1%	5%	
Southwest region of China 西南區域	12.1%	11.9%	11%	
Hongkong and overseas 香港及海外區域	0.1%	0.1%	/	
Proportion of female by job title 各職級女性佔比				
General manager and above 總經理級及以上	14%	12%	16%	
Manager 經理級	31%	30%	37%	
Functional staff 職能員工	39%	40%	40%	
Junior staff 基層普工	91%	92%	92%	

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SOCIAL KPIs ¹ 社會範疇KPIs ¹	2023	2022	2021	Unit 單位
Employee turnover rate ² 員工流失率 ²				
By gender 按性別劃分				
Male 男性	38%	33%	24%	
Female 女性	32%	29%	22%	
By age group 按年齡劃分				
Under 30 30歲以下	62%	63%	35%	
30-49 30-49歲	25%	21%	18%	
Aged 50 and above 50歲及以上	37%	28%	27%	
By region ¹ 按地區劃分 ¹				
Northeast region of China 東北區域	24%	20%	19%	
Fujiang region of China 福江區域	36%	34%	23%	
Huguang region of China 湖廣區域	39%	31%	24%	
North region of China 華北區域	29%	26%	17%	
East region of China 華東區域	41%	35%	24%	
Luyu region of China 魯豫區域	26%	22%	21%	
Northwest region of China 西北區域	33%	37%	23%	
Southwest region of China 西南區域	33%	32%	25%	
Hongkong and overseas 香港及海外區域	0	0	/	

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SOCIAL KPIs ¹ 社會範疇KPIs ¹	2023	2022	2021	Unit 單位
Development and Training 發展與培訓				
Ratio of employees trained ³ 僱員受訓比例 ³				
By gender 按性別劃分				
Male 男性	86%	92%	80%	
Female 女性	67%	77%	51%	
By job title 按職級劃分				
General manager and above 總經理級及以上	54%	52%	42%	
Manager 經理級	75%	85%	61%	
Functional staff 職能員工	83%	94%	68%	
Junior staff 基層普工	61%	66%	58%	
Average training hours of employees 僱員平均培訓時數	11	12	10	Hour 小時
By gender 按性別劃分				
Male 男性	14	14	15	Hour 小時
Female 女性	8	10	7	Hour 小時
By job title 按職級劃分				
General manager and above 總經理級及以上	6	6	4	Hour 小時
Manager 經理級	17	13	9	Hour 小時
Functional staff 職能員工	12	13	11	Hour 小時
Junior staff 基層普工	7	9	9	Hour 小時

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SOCIAL KPIs¹ 社會範疇KPIs ¹	2023	2022	2021	Unit 單位
Health and Safety 健康與安全				
Incidence of occupational diseases 職業病發生率	0	0	0	%
Number of work injuries 因工受傷人次	67	69	51	Occurrence 人次
Number of days lost due to work injury 因工傷損失工作日數	2,817	2,883	3,033	Day 天
Number of work-related fatalities 因工亡故人數	0	0	0	Person 人
Supply Chain Management 供應鏈管理				
Total number of raw and auxiliary materials suppliers 原輔材料供應商總數	612	624	663	Supplier 家
By country 按國家劃分				
China 中國	581	592	624	Supplier 家
America 美國	3	5	5	Supplier 家
India 印度	2	3	3	Supplier 家
Others 其他地區	26	24	31	Supplier 家
Product Responsibility 產品責任				
Percentage of recall for safety and health reasons 因安全與健康須回收百分比	0	0	0	
Anti-corruption 反貪污				
Number of concluded legal cases regarding corrupt practices brought against the Group's employees during the reporting period 於匯報期內對本集團僱員提出並已審結的貪污訴訟案件的數目	0	4	2	Case 起
Community Investment 社區投資				
Hengan International's charitable and other donations 恒安國際慈善及其他捐款	1,114	6,600	2,100	RMB10,000 萬元人民幣
Volunteer hours 志願者小時數	2,862	2,782	1,196	Hour 小時

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Notes:

1. The northeast region of China includes: Liaoning Province, Jilin Province, Heilongjiang Province; The fujiang region of China includes: Fujian Province, Jiangxi Province; The huguang region of China includes: Guangdong Province, Guangxi Zhuang Autonomous Region, Hainan Province, Hunan Province, Hubei Province; The north region of China includes: Beijing, Tianjin, Hebei Province, Shanxi Province, Inner Mongolia Autonomous Region; The east region of China includes: Shanghai, Zhejiang Province, Jiangsu Province, Anhui Province; The luyu region of China includes: Shandong Province, Henan Province; The northwest region of China includes: Shaanxi Province, Gansu Province, Qinghai Province, Xinjiang Uygur Autonomous Region, Ningxia Hui Autonomous Region; The southwest region of China including: Sichuan Province, Chongqing, Yunnan Province, Guizhou Province, Tibet Autonomous Region;
2. The calculation method of the Group's employee turnover rate is Employees in the specified category leaving employment during the reporting year/Total number of employees in the specified category at the end of the reporting year (excluding the turnover during the probation period);
3. The calculation method of the Group's employee training ratio is the number of employees in the specified category who took part in training/the total number of employees in the specified category.

註：

1. 東北地區包括：遼寧省、吉林省、黑龍江省；福江地區包括：福建省、江西省；湖廣區域包括：廣東省、廣西壯族自治區、海南省、湖南省、湖北省；華北區域包括：北京市、天津市、河北省、山西省、內蒙古自治區；華東區域包括：上海市、浙江省、江蘇省、安徽省；魯豫區域包括：山東省、河南省；西北區域包括：陝西省、甘肅省、青海省、新疆維吾爾族自治區、寧夏回族自治區；西南地區包括：四川省、重慶市、雲南省、貴州省、西藏自治區；
2. 本集團流失率計算方法為該類別全年流失員工人數／該類別年末員工總數（不包含試用期流失）；
3. 本集團僱員受訓比例計算方法為該類別受訓員工人數／該類別員工總數。

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GRI STANDARDS INDEX

GRI索引表

GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
	2-1 Organization details 組織詳細情況	ABOUT HENGAN — About the Group 走進恒安 — 集團簡介
	2-2 Entities included in the organization's sustainability reporting 納入組織可持續發展報告的實體	ABOUT THE REPORT — Scope of the Report 報告概覽 — 報告範圍
	2-3 Reporting period, frequency and contact point 報告期、報告頻率和聯繫人	ABOUT THE REPORT — Scope of the Report & READERS FEEDBACK FORM 報告概覽 — 報告範圍讀者反饋表
	2-4 Restatements of information 信息重述	No significant changes 無重大變化
	2-5 External assurance 外部鑑證	/
	2-6 Activities, value chain and other business relationships 活動、價值鏈和其他業務關係	ABOUT THE REPORT — Scope of the Report 報告概覽 — 報告範圍
	2-7 Employees 員工	CARING FOR EMPLOYEES AND GROWING TOGETHER — Equal and Regulated Employment SOCIAL KPIs 關愛員工·共同成長 — 平等規範僱傭 社會範疇KPIs
GRI 2: General Disclosures 2021 GRI 2 : 一般披露 2021	2-8 Workers who are not employees 員工之外的工作者	/
	2-9 Governance structure and composition 管治架構和組成	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Practice Efficient Governance 責任管治·合規運營 — 踐行高效治理 RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development Governance 責任管治·合規運營 — 落實可持續管治
	2-10 Nomination and selection of the highest governance body 最高管治機構的提名和遴選	/
	2-11 Chair of the highest governance body 最高管治機構的主席	/
	2-12 Role of the highest governance body in overseeing the management of impacts 在管理影響方面·最高管治機構的監督作用	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development Governance 責任管治·合規運營 — 落實可持續管治

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2-13	Delegation of responsibility for managing impacts 為管理影響的責任授權	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development 責任管治，合規運營 — 落實可持續管治
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的作用	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development 責任管治，合規運營 — 落實可持續管治
2-15	Conflicts of interest 利益衝突	/
2-16	Communication of critical concerns 重要關切問題的溝通	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development 責任管治，合規運營 — 落實可持續管治
2-17	Collective knowledge of the highest governance body 最高管治機構的共同知識	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development 責任管治，合規運營 — 落實可持續管治
2-18	Evaluation of the performance of the highest governance body 對最高管治機構的績效評估	/
2-19	Remuneration policies 薪酬政策	/
2-20	Process to determine remuneration 確定薪酬的程序	/
2-21	Annual total compensation ratio 年度總薪酬比率	/
2-22	Statement on sustainable development strategy 關於可持續發展戰略的聲明	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Implementing Sustainable Development 責任管治，合規運營 — 落實可持續管治
2-23	Policy commitments 政策承諾	CARING FOR EMPLOYEES AND GROWING TOGETHER — Equal and Regulated Employment 關愛員工，共同成長 — 平等規範僱傭
2-24	Embedding policy commitments 融合政策承諾	CARING FOR EMPLOYEES AND GROWING TOGETHER — Equal and Regulated Employment 關愛員工，共同成長 — 平等規範僱傭

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	2-25 Processes to remediate negative impacts 補救負面影響的程序	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治·合規運營 – 遵守商業道德
	2-26 Mechanisms for seeking advice and raising concerns 尋求建議和提出關切的機制	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治·合規運營 – 遵守商業道德
	2-27 Compliance with laws and regulations 遵守法律法規	No significant violations 無重大違規事件
	2-28 Membership associations 協會的成員資格	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Promoting Innovative Practices 精益研發·卓越品質 – 促進創新實踐
	2-29 Approach to stakeholder engagement 利益相關方參與的方法	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Implementing Sustainable Development 責任管治·合規運營 – 落實可持續管治
	2-30 Collective bargaining agreements 集體談判協議	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工·共同成長 – 平等規範僱傭
GRI 3: Material Topics 2021 GRI 3: 實質性議題 2021	3-1 Process to determine material topics 確定實質性議題的過程	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Implementing Sustainable Development 責任管治·合規運營 – 落實可持續管治
	3-2 List of material topics 實質性議題清單	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Implementing Sustainable Development 責任管治·合規運營 – 落實可持續管治
	3-3 Management of material topics 實質性議題的管理	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Implementing Sustainable Development 責任管治·合規運營 – 落實可持續管治

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GRI 201: Economic Performance 2016 GRI 201: 經濟績效 2016	201-1 Direct economic value generated and distributed 直接產生和分配的經濟價值	/
	201-2 Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇	Refer to Climate-Related Disclosures Report 參見氣候相關披露報告
	201-3 Defined benefit plan obligations and other retirement plans 固定福利計劃義務和其他退休計劃	/
	201-4 Financial assistance received from government 政府給予的財政補貼	/
GRI 202: Market Presence 2016 GRI 202: 市場表現 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage 按性別的標準起薪水平工資與當地最低工資之比	/
	202-2 Proportion of senior management hired from the local community 從當地社區僱傭高管的比例	/
GRI 203: Indirect Economic Impacts 2016 GRI 203: 間接經濟影響 2016	203-1 Infrastructure investments and services supported 基礎設施投資和支持性服務	/
	203-2 Significant indirect economic impacts 重大間接經濟影響	/
GRI 204: Procurement Practices 2016 GRI 204: 採購實踐 2016	204-1 Proportion of spending on local suppliers 向當地供應商採購的支出比例	/
GRI 205: Anti-corruption 2016 GRI 205: 反腐敗 2016	205-1 Operations assessed for risks related to corruption 已進行腐敗風險評估的運營點	/
	205-2 Communication and training about anti-corruption policies and procedures 反腐敗政策和程序的傳達及培訓	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Adhering to Business Ethics 責任管治，合規運營 — 遵守商業道德
	205-3 Confirmed incidents of corruption and actions taken 經確認的腐敗事件和採取的行動	/
GRI 206: Anti-competitive Behavior 2016 GRI 206: 反競爭行為 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices 針對反競爭行為、反托拉斯和反壟斷實踐的法律訴訟	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION — Adhering to Business Ethics 責任管治，合規運營 — 遵守商業道德

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GRI 207: Tax 2019 GRI 207 : 稅務 2019	207-1 Approach to tax 稅務方針	/
	207-2 Tax governance, control, and risk management 稅務治理、控制及風險管理	/
	207-3 Stakeholder engagement and management of concerns related to tax 與稅務關切相關的利益相關方參與及管理	/
	207-4 Country-by-country reporting 國別報告	/
GRI 301: Materials 2016 GRI 301 : 物料 2016	301-1 Materials used by weight or volume 所用物料的重量或體積	ENVIRONMENTAL KPIs 環境範疇KPIs
	301-2 Recycled input materials used 所用循環利用的進料	/
	301-3 Reclaimed products and their packaging materials 再生產品及其包裝材料	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態·低碳生產 – 優化資源使用
GRI 302: Energy 2016 GRI 302 : 能源 2016	302-1 Energy consumption within the organization 組織內部的能源消耗量	ENVIRONMENTAL KPIs 環境範疇KPIs
	302-2 Energy consumption outside of the organization 組織外部的能源消耗量	Refer to Climate-related Disclosures Report 參見氣候相關披露報告
	302-3 Energy intensity 能源強度	ENVIRONMENTAL KPIs 環境範疇KPIs
	302-4 Reduction of energy consumption 降低能源消耗量	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Climate Change Response 守護生態·低碳生產 – 應對氣候變化
	302-5 Reductions in energy requirements of products and services 降低產品和服務的能源需求量	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Climate Change Response 守護生態·低碳生產 – 應對氣候變化

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GRI 303: Water and Effluents 2018 GRI 303: 水資源和污水2018	303-1 Interactions with water as a shared resource 組織與水作為共有資源的相互影響	/
	303-2 Management of water discharge-related impacts 管理與排水相關的影響	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態，低碳生產 – 規範達標排放
	303-3 Water withdrawal 取水	ENVIRONMENTAL KPIs 環境範疇KPIs
	303-4 Water Discharge 排水	ENVIRONMENTAL KPIs 環境範疇KPIs
	303-5 Water Consumption 耗水	ENVIRONMENTAL KPIs 環境範疇KPIs
GRI 304: Biodiversity 2016 GRI 304: 生物多樣性2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 組織在位於或鄰近保護區和保護區外的生物多樣性豐富區域擁有、租賃、管理的運營點	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY 守護生態，低碳生產 – 推進生態保護
	304-2 Significant impacts of activities, products, and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY 守護生態，低碳生產 – 推進生態保護
	304-3 Habitats protected or restored 受保護或經修復的棲息地	/
	304-4 IUCN Red List species and national conservation list Species with habitats in areas affected by operations 受運營影響的棲息地中已被列入世界自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY 守護生態，低碳生產 – 推進生態保護

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GRI 305: Emissions 2016 GRI 305 : 排放 2016	305-1 Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	ENVIRONMENTAL KPIs 環境範疇KPIs
	305-2 Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體排放	ENVIRONMENTAL KPIs 環境範疇KPIs
	305-3 Other indirect (Scope 3) GHG emissions 其他間接(範圍3)溫室氣體排放	Climate-related Disclosures Report 氣候相關披露報告
	305-4 GHG emissions intensity 溫室氣體排放強度	ENVIRONMENTAL KPIs 環境範疇KPIs
	305-5 Reduction of GHG emissions 溫室氣體減排量	ENVIRONMENTAL KPIs 環境範疇KPIs
	305-6 Emissions of ozone-depleting substances (ODS) 臭氧消耗物質(ODS)的排放	/
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x)和其他重大氣體排放	ENVIRONMENTAL KPIs 環境範疇KPIs
GRI 306: Waste 2020 GRI 306 : 廢棄物 2020	306-1 Waste generation and significant waste-related impacts 廢棄物的產生及廢棄物相關重大影響	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標 排放
	306-2 Management of significant waste-related impacts 廢棄物相關重大影響的管理	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標 排放
	306-3 Waste generated 產生的廢棄物	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標 排放
	306-4 Waste diverted from disposal 從處置中轉移的廢棄物	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標 排放
	306-5 Waste directed to disposal 進入處置的廢棄物	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標 排放

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GRI 308: Supplier Environmental Assessment 2016 GRI 308: 供應商環境評估2016	308-1 New suppliers that were screened using environmental criteria 使用環境評價維度篩選的新供應商	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發，卓越品質 – 打造負責任採購
	308-2 Negative environmental impacts in the supply chain and actions taken 供應鏈的負面環境影響以及採取的行動	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發，卓越品質 – 打造負責任採購
GRI 401: Employment 2016 GRI 401: 僱傭 2016	401-1 New employee hires and employee turnover 新進員工僱傭率和員工流動率	SOCIAL KPIs 社會範疇KPIs
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工(不包括臨時或兼職員工)的福利	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
	401-3 Parental leave 育兒假	CARING FOR EMPLOYEES AND GROWING TOGETHER 關愛員工，共同成長 – 平等規範僱傭
GRI 402: Labor/Management Relations 2016 GRI 402: 勞資關係 2016	402-1 Minimum notice periods regarding operational changes 有關運營變更的最短通知期	The Group strictly abides by relevant laws and regulations 本集團嚴格遵守相關法律法規

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GRI Standards Number GRI標準	Disclosure Title 披露項	Report Section(s) 章節名稱
GRI 403: Occupational Health and Safety 2018 GRI 403: 職業健康與安全2018	403-1 Occupational health and safety management system 職業健康安全管理體系	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-2 Hazard identification, risk assessment, and incident investigation 危害識別、風險評估和事故調查	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-3 Occupational health services 職業健康服務	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-4 Worker participation, consultation, and communication on occupational health and safety 職業健康安全事務：工作者的參與、意見徵詢和溝通	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-5 Worker training on occupational health and safety 工作者職業健康安全培訓	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-6 Promotion of worker health 促進工作者健康	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減緩與業務關係直接相關的職業健康安全影響	CARING FOR EMPLOYEES AND GROWING TOGETHER 關愛員工·共同成長 – 規範安全生產
	403-8 Workers covered by an occupational health and safety management system 職業健康安全管理體系覆蓋的工作者	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產
	403-9 Work-related injuries 工傷	SOCIAL KPIs 社會範疇KPIs
	403-10 Work-related ill health 工作相關的健康問題	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工·共同成長 – 規範安全生產

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GRI 404: Training and Education 2016 GRI 404 : 培訓與教育2016	404-1 Average hours of training per year per employee 每名員工每年接受培訓的平均小時數	SOCIAL KPIs 社會範疇KPIs
	404-2 Programs for upgrading employee skills and transition assistance programs 員工技能提升方案和過渡援助方案	CARING FOR EMPLOYEES AND GROWING TOGETHER – Cultivating Outstanding Talent 關愛員工，共同成長 – 培養優秀人才
	404-3 Percentage of employees receiving regular performance and career development reviews 接受定期績效和職業發展考核的員工百分比	CARING FOR EMPLOYEES AND GROWING TOGETHER – Cultivating Outstanding Talent 關愛員工，共同成長 – 培養優秀人才
GRI 405: Diversity and Equal Opportunity 2016 GRI 405 : 多元化與平等機會2016	405-1 Diversity of governance bodies and employees 管治機構與員工的多元化	CARING FOR EMPLOYEES AND GROWING TOGETHER – Practice Efficient Governance 責任管治，合規運營 – 踐行高效治理
	405-2 Ratio of basic salary and remuneration of women to men 男女基本工資和報酬的比例	/
GRI 406: Non-discrimination 2016 GRI 406 : 反歧視2016	406-1 Incidents of discrimination and corrective actions taken 歧視事件及採取的糾正行動	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 407 : 結社自由與集體談判2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 結社自由與集體談判權利可能面臨風險的運營點和供應商	CARING FOR EMPLOYEES AND GROWING TOGETHER 關愛員工，共同成長 – 平等規範僱傭
GRI 408: Child Labor GRI 408 : 童工2016	408-1 Operations and suppliers at significant risk for incidents of child labor 具有重大童工事件風險的運營點和供應商	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING 精益研發，卓越品質 – 打造責任採購
GRI 409: Forced or Compulsory Labor 2016 GRI 409 : 強迫或強制勞動2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 具有強迫或強制勞動事件重大風險的運營點和供應商	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING 精益研發，卓越品質 – 打造責任採購

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GRI 410: Security Practices 2016 GRI 410: 安保實踐 2016	410-1 Security personnel trained in human rights policies or procedures 接受過人權政策或程序的培訓的安保人員	/
GRI 411: Rights of Indigenous Peoples 2016 GRI 411: 原住民權利 2016	411-1 Incidents of violations involving rights of indigenous peoples 涉及侵犯原住民權利的事件	/
GRI 413: Local Communities 2016 GRI 413: 當地社區 2016	413-1 Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的運營點	DELIVERING CARE AND STABILITY FOR FAMILY AND NATION — Carrying out Charity Activities 傳遞愛心，家國恒安 — 開展慈善活動
	413-2 Operations with significant actual and potential negative impacts on local communities 對當地社區有實際或潛在重大負面影響的運營點	/
GRI 414: Supplier Social Assessment 2016 GRI 414: 供應商社會評估 2016	414-1 New suppliers that were screened using social criteria 使用社會標準篩選的新供應商	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING — Responsible Procurement 精益研發，卓越品質 — 打造責任採購
	414-2 Negative social impacts in the supply chain and actions taken 供應鏈對社會的負面影響以及採取的行動	/
GRI 415: Public Policy 2016 GRI 415: 公共政策 2016	415-1 Political contributions 政治捐助	/

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GRI 416: Customer Health and Safety 2016 GRI 416: 客戶健康與安全2016	416-1 Assessment of the health and safety impacts of product and service categories 評估產品和服務類別的健康與安全影響	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發，卓越品質 – 保障產品質量
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 涉及產品和服務的健康與安全影響的違規事件	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發，卓越品質 – 保障產品質量
GRI 417: Marketing and Labeling 2016 GRI 417: 營銷與標識2016	417-1 Requirements for product and service information and labeling 對產品和服務信息與標識的要求	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發，卓越品質 – 保障產品質量
	417-2 Incidents of non-compliance concerning product and service information and labeling 涉及產品和服務信息與標識的違規事件	During the reporting period, the Group did not have corresponding violations 報告期內本集團未發生相關違規事件
	417-3 Incidents of non-compliance concerning marketing communications 涉及營銷傳播的違規事件	During the reporting period, the Group did not have corresponding violations 報告期內本集團未發生相關違規事件
GRI 418: Customer Privacy 2016 GRI 418: 客戶隱私 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data 涉及侵犯客戶隱私和丟失客戶資料的經證實的投訴	During the reporting period, the Group did not have corresponding violations 報告期內本集團未發生相關違規事件

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ESG REPORTING GUIDE INDEX

ESG報告指引索引表

KPIs 層面	Description 描述	Report Section(s) 章節名稱
A1	Emissions 排放物	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Environmental Management 守護生態·低碳生產 – 夯實環境管理
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	ENVIRONMENTAL KPIs 環境範疇KPIs
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接(範圍1)及能源間接(範圍2)溫室氣體排放量及密度。	ENVIRONMENTAL KPIs 環境範疇KPIs
A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生有害廢棄物總量及密度。	ENVIRONMENTAL KPIs 環境範疇KPIs
A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及密度。	ENVIRONMENTAL KPIs 環境範疇KPIs
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Climate Change Response 守護生態·低碳生產
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Monitoring Compliant Emission 守護生態·低碳生產 – 規範達標排放
A2	Use of Resource 資源使用	
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態·低碳生產 – 優化資源使用
A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及/或間接能源總耗量及密度。	ENVIRONMENTAL KPIs 環境範疇KPIs

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KPIs 層面	Description 描述	Report Section(s) 章節名稱
A2.2	Water consumption in total and intensity. 總耗水量及密度。	ENVIRONMENTAL KPIs 環境範疇KPIs
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態，低碳生產 – 優化資源 使用
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態，低碳生產 – 優化資源 使用
A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位估量。	ENVIRONMENTAL KPIs 環境範疇KPIs
A3	The Environment and Natural Resources 環境及天然資源	
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態，低碳生產 – 優化資源 使用
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Optimising Resource Use 守護生態，低碳生產 – 優化資源 使用
A4	Climate Change 氣候變化	
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Climate Change Response 守護生態，低碳生產 – 應對氣候 變化
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	LOW-CARBON PRODUCTION TO PROTECT THE ECOLOGY – Climate Change Response 守護生態，低碳生產 – 應對氣候 變化

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環境、社會及管治報告

KPIs 層面	Description 描述	Report Section(s) 章節名稱
B1	Employment 僱傭	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	SOCIAL KPIs 社會範疇KPIs
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	SOCIAL KPIs 社會範疇KPIs
B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工，共同成長 – 規範安全生產
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	SOCIAL KPIs 社會範疇KPIs
B2.2	Lost days due to work injury. 因工傷損失工作日數。	SOCIAL KPIs 社會範疇KPIs
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Standardised and Safe Production 關愛員工，共同成長 – 規範安全生產

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KPIs 層面	Description 描述	Report Section(s) 章節名稱
B3	Development and Training 發展及培訓	
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Cultivating Outstanding Talent 關愛員工，共同成長 – 培養優秀人才
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	SOCIAL KPIs 社會範疇KPIs
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	SOCIAL KPIs 社會範疇KPIs
B4	Labour Standards 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	CARING FOR EMPLOYEES AND GROWING TOGETHER – Equal and Regulated Employment 關愛員工，共同成長 – 平等規範僱傭
B5	Supply Chain Management 供應鏈管理	
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發，卓越品質 – 打造責任採購

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KPIs 層面	Description 描述	Report Section(s) 章節名稱
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發·卓越品質 – 打造責任 採購
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目以及相關執行及監察方法。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發·卓越品質 – 打造責任 採購
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發·卓越品質 – 打造責任 採購
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Responsible Procurement 精益研發·卓越品質 – 打造責任 採購
B6	Product Responsibility 產品責任	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發·卓越品質 – 保障產品 質量
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發·卓越品質 – 保障產品 質量

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KPIs 層面	Description 描述	Report Section(s) 章節名稱
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發，卓越品質 – 保障產品質量
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發，卓越品質 – 保障產品質量
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Ensuring Product Quality 精益研發，卓越品質 – 保障產品質量
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	LEAN RESEARCH & DEVELOPMENT AND EXCELLENT MANUFACTURING – Focus on Customer Feedback 精益研發，卓越品質 – 關注客戶體驗
B7	Anti-corruption 反貪污	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治，合規運營 – 遵守商業道德
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治，合規運營 – 遵守商業道德

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KPIs 層面	Description 描述	Report Section(s) 章節名稱
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治，合規運營 – 遵守商業道德
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	RESPONSIBLE GOVERNANCE AND COMPLIANT OPERATION – Adhering to Business Ethics 責任管治，合規運營 – 遵守商業道德
B8	Community Investment 社區投資	
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	DELIVERING CARE AND STABILITY FOR FAMILY AND NATION – Carrying out Charity Activities 傳遞愛心，家國恒安 – 開展慈善活動
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	DELIVERING CARE AND STABILITY FOR FAMILY AND NATION – Carrying out Charity Activities 傳遞愛心，家國恒安 – 開展慈善活動
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	DELIVERING CARE AND STABILITY FOR FAMILY AND NATION – Carrying out Charity Activities 傳遞愛心，家國恒安 – 開展慈善活動

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READERS FEEDBACK FORM

Thank you for reading the "Hengan 2023 Environmental, Social and Governance Report". In order to provide more valuable information to the Group's stakeholders and improve the ability and level of social responsibilities, Hengan sincerely invites you to put forward comments or suggestions about this report.

You can fill out the feedback form and send the form in any of the following ways:

E-mail address: martinli@hengan.com.hk

Mailing address: Unit 2101D, 21st Floor, Admiralty Centre, Tower 1,
18 Harcourt Road, Hong Kong

1. How would you rate the Group's 2023 ESG Report?

Excellent Good Fair Poor Terrible

2. How would you rate the social and environmental responsibilities of Hengan?

Social Responsibility Excellent Good Fair Poor Terrible

Environmental responsibility Excellent Good Fair Poor Terrible

3. Please rate the effectiveness of this Report in reflecting the social and environmental impact the Group has brought about through its social responsibility practices.

Excellent Good Fair
 Poor Terrible

4. How would you rate the clarity, accuracy and completeness of the information, data and indicators disclosed in this Report?

Clarity Excellent Good Fair Poor Terrible

Accuracy Excellent Good Fair Poor Terrible

Completeness Excellent Good Fair Poor Terrible

5. Do you think the contents and formatting of this Report are easy to read?

Yes Neutral No

6. Feel free to share any comments or suggestions you may have on the Group and this Report:

讀者反饋表

感謝您閱讀《恒安國際2023年環境、社會及管治報告》，為更好地向利益相關方提供有價值的信息，提高履行社會責任的能力和水平，恒安誠摯邀請您對本報告提出寶貴意見和建議。

您可填寫反饋表，並通過以下任一方式反饋：

電子郵件： martinli@hengan.com.hk

郵寄地址： 香港金鐘夏慤道18號海富中心第一座
21樓2101D室

1. 您對本ESG報告的總體評價：

好 較好 一般 較差 差

2. 您對恒安履行環境和社會的管理責任的評價：

社會責任 好 較好 一般 較差 差

環境責任 好 較好 一般 較差 差

3. 您認為本報告能否反映恒安的社會責任實踐對環境和社會的影響？

能很好反映 能較好反映 能一般反映
 不太能反映 不能反映

4. 您認為本報告披露的信息、數據、指標的清晰度、準確度和完整性如何？

清晰度 好 較好 一般 較差 差

準確度 好 較好 一般 較差 差

完整性 好 較好 一般 較差 差

5. 您認為本報告的內容安排和版式設計是否方便閱讀？

是 一般 否

6. 您對本集團工作和本報告的其他意見和建議：



恒安國際集團有限公司
HENGAN INTERNATIONAL GROUP CO., LTD