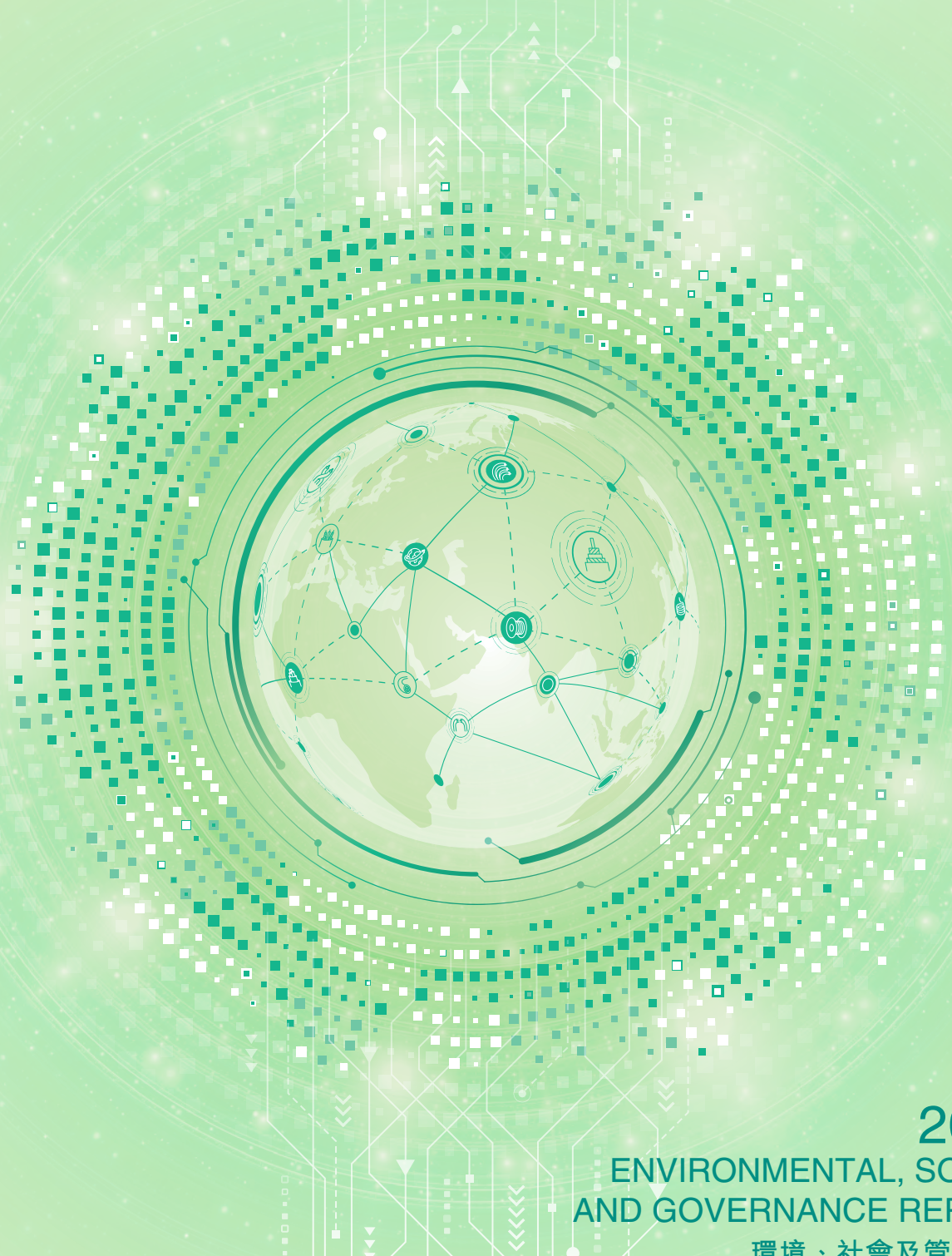


恒  
*Perennial*  
都

PERENNIAL INTERNATIONAL LIMITED  
恒都集團有限公司  
(Stock code 股份代號: 00725)



2023  
ENVIRONMENTAL, SOCIAL  
AND GOVERNANCE REPORT  
環境、社會及管治報告

# CONTENTS 目錄

<b>About this Report</b>	關於本報告	2
<b>Scope of the Report</b>	報告範圍	2
<b>Reporting Principles</b>	報告原則	2
<b>Board Statement</b>	董事會聲明	3
<b>Stakeholder Engagement</b>	持份者參與	6
<b>Materiality Analysis</b>	重要性分析	7
<b>Feedback</b>	意見	9
<b>A. Environment</b>	<b>A.環境</b>	10
1. Emissions	排放	12
2. Use of Resource	資源使用	19
3. Environment and Natural Resources	環境與自然資源	23
4. Climate Change	氣候變化	27
<b>B. Social.</b>	<b>B.社會</b>	28
1. Employment	僱傭	28
2. Health and Safety	健康與安全	33
3. Development and Training	發展及培訓	37
4. Labour Standards	勞工準則	39
5. Supply Chain Management	供應鏈管理	40
6. Product Responsibility	產品責任	42
7. Anti-Corruption	反貪污	46
8. Community Investment	社區投資	48
9. Major Recognitions and Awards	主要榮譽與獎項	48
<b>HKEX Environmental, Social and Governance Reporting Guide Index</b>	香港聯交所《環境、社會及管治報告指引》內容索引	49



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

### About this Report

#### Scope of the Report

This is the Environmental, Social, and Governance (“ESG”) Report of Perennial International Limited (the “Company”, and collectively with its subsidiaries referred as the “Group”), highlighting ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix C2 of the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited.

The Group engages in the manufacturing and trading of high-quality power cord sets, cables and solid wires, wire harnesses and plastic resins as well as the selling of these products to multinational electrical appliances and electronic product manufacturers. This ESG report covers the Group’s overall environmental and social performances of its major business operations<sup>1</sup> in Hong Kong, Shenzhen of the People’s Republic of China (the “PRC”) and Vietnam from 1 January 2023 to 31 December 2023 (the “Reporting Period”), unless otherwise stated. The Report is published in both English and Traditional Chinese versions. In case of discrepancies the English version shall prevail.

#### Reporting Principles

The Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 to the Listing Rules of the Stock Exchange (the “Guide”). The contents covered herein are in compliance with the provision of “Comply or Explain” as well as four reporting principles of materiality, quantitative, balance and consistency required in the Guide.

### 關於本報告

#### 報告範圍

本報告為恒都集團有限公司(「本公司」，連同其附屬公司統稱為「本集團」)的環境、社會及管治(「ESG」)報告，重點闡述其ESG績效，披露經參考載於香港聯合交易所有限公司上市規則附錄C2及指引之ESG報告指引。

本集團專門製造及營銷優質電源線組合、導線、組合線束及塑膠皮料，並外銷至著名跨國電器及電子產品生產商。除另有說明外，本ESG報告涵蓋於二零二三年一月一日至二零二三年十二月三十一日(「報告期間」)本集團在中華人民共和國(「中國」)香港、深圳及越南的主要業務營運的整體環境及社會績效。本報告以英文及繁體中文版本刊發。如有歧異，概以英文版本為準。

#### 報告原則

本報告乃根據聯交所上市規則附錄C2所載「環境、社會及管治報告指引」(「指引」)而編製。本報告所載內容遵守指引規定的「不遵守就解釋」條文以及重要性、量化、平衡及一致性四項報告原則。

<sup>1</sup> Heyuan factory is excluded from the reporting scope because it ceased production and was leased out during the Reporting Period.

<sup>1</sup> 河源工廠因於報告期內已停產並出租，所以不計入報告範疇。

## Reporting Principles (Continued)

This report follows the ESG reporting guide and applies the following principles:

*Materiality* – Materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, procedures, and results of the engagement which are presented in the section “Stakeholder Engagement and Materiality” in the Report.

*Quantitative* – Key performance indicators (“KPIs”) have been established and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

*Balance* – The Report presents the Group’s performance during the Reporting Period in an impartial manner, avoiding choices, omissions or presentation formats that may unduly influence readers’ decisions or judgements.

*Consistency* – Consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

## Board Statement

Throughout the year, we have made steady progress and implemented significant transformations by giving utmost importance to Environmental, Social, and Governance (ESG) concerns, as we aim for sustainable and long-lasting development.

Our commitment to ESG goes beyond being a strategic objective, it is deeply rooted in our corporate philosophy. As a leading innovation consultancy focused on manufacturing and trading high-quality power cord sets, cables solid wires and so on, we are dedicated to generating positive influences through cutting-edge products, nurturing our workforce, and preserving the environment, all while pursuing our business expansion.

## 報告原則(續)

本報告依循ESG報告指引，應用以下原則：

*重要性*—我們已進行重要性評估，以識別對投資者及其他持份者有重大影響的重大環境及社會事宜，重大持份者、參與過程及結果於本報告「持份者參與及重要性」一節呈列。

*量化*—我們已建立關鍵績效指標（「關鍵績效指標」），並可予計量及適用於在適當情況下作出有效比較；有關所用標準、方法、假設及／或計算工具以及所用轉換因素來源的資料已於適用情況下披露。

*平衡*—本報告公正地呈列本集團於報告期間的表現，避免任何可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

*一致性*—採用一致的統計方法及關鍵績效指標的呈列方式，使相關數據日後可作有意義的比較。

## 董事會聲明

年內，我們以可持續及持久發展為目標，高度重視環境、社會及管治(ESG)問題，取得穩步進展及實行重大轉型。

我們對ESG的承諾不僅是一項策略目標，而且深植於我們的企業理念。作為一家專注於製造及營銷優質電源線組合、導線等產品的領先創新諮詢公司，我們致力於透過尖端產品產生積極影響，培養員工隊伍，保護環境，同時不斷拓展業務。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告(續)

### Board Statement (Continued)

The Board of Directors (the “Board”) is accountable for overseeing and assessing ESG risks and performance within the Group. They are also responsible for developing and reviewing ESG policies to effectively prioritize and manage significant ESG matters. Additionally, the Board monitors the advancement of ESG goals and reviews the information disclosed in the ESG report to ensure compliance with the Listing Rules and Guidance provided by The Stock Exchange of Hong Kong Limited.

As part of the Group’s commitment to ESG management objectives and strategies, policies and measures are effectively coordinated and implemented throughout the organization’s premises and departments in their daily operations. Major customers regularly conduct social responsibility assessments on the Group’s production bases. These assessments provide recommendations that the Group utilizes to enhance its internal management, demonstrating its ongoing dedication to corporate social responsibility.

For the sake of responding to stakeholder concerns, the Group conducts internal and external stakeholder engagement regularly to identify and assess the materiality of each ESG issue to the Group and its stakeholders. The Group develops and implements ESG measures according to the materiality of the ESG issues assessed and reports them in the ESG report.

Moving forward, the Group is committed to enhancing sustainability performance and further incorporate sustainability into its core strategy. This Report sets out the sustainability practices and approaches of the Group in response to stakeholder concerns and expectations.

### The Group’s Future Development and Commitments

The Group commits to upholding a high standard of corporate governance, strictly following the code of ethics, advocating environmental protection and community services, and promoting social responsibility practices. Furthermore, it also embeds social responsibility into its operation and management to facilitate sustainability in economy, society and the environment.

With these principles in mind, the Group strives for long-term sustainable growth with its shareholders. While committed to maximise profits, the Group also strives to reduce its negative impacts on the environment, its workforce, business partners, and the community. Through the establishment of management systems and implementation of various measures in terms of environmental protection, protection of labour rights and interests, product quality and social welfare, the Group aims to create value for all its stakeholders.

### 董事會聲明(續)

董事會(「董事會」)負責監督及評估本集團內部的ESG風險和表現。彼等亦負責制訂及審核ESG政策，以有效地優先考慮及管理重大的ESG事宜。此外，董事會監管ESG目標的推進情況，及審核ESG報告所披露的信息，以確保符合上市規則及香港聯合交易所有限公司所提供的指引。

作為本集團對ESG管理的方針和策略承諾的一部分，政策和措施在整個組織的各營運點及各部門的日常營運中得到有效統籌和執行。主要客戶定期對本集團的生產基地進行社會責任評估。該等評估提供的建議被本集團用於加強其內部管理，體現本集團對企業社會責任的不懈追求。

為回應持份者的關注，本集團定期進行內部及外部持份者的參與，以識別及評估各ESG事宜對本集團及其持份者的重要性。本集團依循已評估的ESG事宜的重要性訂立並落實ESG措施，並於ESG報告中作出相關匯報。

展望未來，本集團致力於提升可持續發展表現，並進一步將可持續發展納入其核心戰略。本報告載列本集團的可持續發展常規及方針，以回應持份者的關注及期望。

### 本集團的未來發展及承諾

本集團致力維持高水平的企業管治，嚴格遵守道德守則，倡導環境保護及社區服務，並推動社會責任實踐。此外，其亦將社會責任融入營運及管理，以促進經濟、社會及環境的可持續發展。

本著此等原則，本集團旨在為股東創造長期可持續增長，並致力在營利最大化的同時，減少對周邊環境、勞工、商業夥伴和社群等所帶來的負面影響。本集團透過建立針對環境保護、勞工權益保障、產品品質、社會公益等事宜的管理體系和實行措施，為各持份者創造更多價值。

## Board Statement (Continued) Sustainability Governance

As mentioned above, the Board has overall responsibility for the Group's sustainability strategy and reporting. The sustainability plan of the Group is developed based on results of ESG Reports, which is reviewed on an annual basis and adjusted as needed to align with the long-term business strategy of the Group.

The management team of the Group has also been delegated the responsibility of assessing and managing ESG-related issues. If any ESG issues are identified, the management team shall meet with the Board to discuss possible solutions through bottom-up approach. These measures shall ensure the sustainable and responsible growth and operation of the Group.

## 董事會聲明(續)

### 可持續發展管治

如上所述，董事會對本集團的可持續發展策略及報告負整體責任。本集團的可持續發展計劃乃根據 ESG 報告的結果而制訂，且每年進行檢討並於需要時作出調整以符合本集團的長期業務策略。

本集團的管理團隊亦獲授權負責評估及管理 ESG 相關事宜。如識別出任何 ESG 問題，管理團隊應與董事會開會，通過自下而上的方式討論可能的解決方案。該等措施將確保本集團的可持續及負責任增長及營運。



## Stakeholder Engagement

The Group highly values feedback and opinions from stakeholders who are impacted by its operational activities, including customers, employees, and suppliers. We actively engage with stakeholders through diverse channels to foster a shared understanding of the ESG vision and expectations. By doing so, we strive to achieve the sustainable development of the Group.

During the Reporting Period, the Group appointed an independent consultancy to conduct stakeholder communication activities and materiality analysis, including management interviews, and external and internal stakeholders' surveys, to understand stakeholders' awareness and vision of ESG. The Group has not only identified key stakeholder groups that have concerns about issues with a potential significant impact on our business or those who could be significantly affected by our operations, but also maintains regular communication with them through various channels. These communication channels are illustrated in the table below:

Stakeholder groups	Communication channels
Shareholders	<ul style="list-style-type: none"> <li>Regular announcement</li> <li>Annual general meetings</li> </ul>
Government	<ul style="list-style-type: none"> <li>Appointments</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>Regular communications (by means of telephone, site visits, and business dinners)</li> </ul>
Employees	<ul style="list-style-type: none"> <li>After-sales service</li> <li>Work appraisal system</li> <li>Suggestion boxes</li> <li>Direct email communication with management staff</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Continuous follow-up and evaluation</li> <li>Regular communications (by means of telephone, site visits and business dinners)</li> </ul>
Charity Partners	<ul style="list-style-type: none"> <li>Active engagement</li> </ul>

## 持份者參與

本集團高度重視受其營運活動影響的持份者(包括客戶、員工和供應商)的回饋和意見。我們透過不同渠道積極與持份者溝通，以促進對ESG願景和期望的共同理解。通過這樣做，我們致力實現本集團的可持續發展。

於報告期內，本集團委任獨立顧問公司進行持份者溝通活動和重要性分析，包括管理層訪談以及外部和內部持份者調查，以了解持份者對ESG的認識和願景。本集團不僅已確定對我們的業務有潛在重大影響或可能受到我們的營運重大影響的關鍵持份者組別，亦通過多種渠道與彼等保持定期溝通。該等溝通渠道如下表所示：

持份者組別	溝通渠道
股東	<ul style="list-style-type: none"> <li>定期公告</li> <li>年度股東大會</li> </ul>
政府 客戶	<ul style="list-style-type: none"> <li>主動約見</li> <li>顧客滿意度調查</li> <li>定期溝通(電話聯絡、實地走訪及工作聚餐)</li> </ul>
員工	<ul style="list-style-type: none"> <li>售後服務</li> <li>工作評估制度</li> <li>意見箱</li> <li>與管理人員直接電郵聯繫</li> </ul>
供應商	<ul style="list-style-type: none"> <li>持續跟進和評估</li> <li>定期溝通(電話聯絡、實地走訪及工作聚餐)</li> </ul>
公益夥伴	<ul style="list-style-type: none"> <li>主動聯繫</li> </ul>

## Materiality Analysis

In order to identify the ESG issues that are material to the Group in establishing appropriate ESG strategies for ESG management and determining the direction of the Report, the Group has commissioned an independent consultancy firm to conduct a materiality assessment in the form of an online questionnaire. Our key stakeholder groups (e.g. board of directors, employees, customers, and suppliers) were invited to fill in the questionnaires and score the identified twenty-two relative ESG topics in accordance with their importance to the Group's business operations and the stakeholders themselves respectively.

## 重要性分析

為識別對本集團而言至關重要的ESG議題，以便為ESG管理制定適當的ESG策略，以及界定本報告方向，本集團已委託一間獨立顧問公司以線上問卷的形式進行重要性評估。我們邀請關鍵持份者組別（例如董事會、員工、客戶及供應商）填寫問卷，評估二十二項已識別的ESG議題與本集團業務營運及持份者本身的重要性，並據此分別進行評分。



Materiality Matrix 重要性矩陣





Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## Materiality Analysis (Continued)

Through analysing the results of the questionnaires, the Company identified twenty-two relevant issues that are categorized into three level of importance:

Level of Importance	ESG issues
High Importance issues	15 Quality control of production material 11 Occupational safety and health 20 Prevention of bribery, extortion, fraud and money laundering 3 Waste management 2 Wastewater management 14 Environmental and social risks of the supply chain 18 Customer complaint handling mechanism 4 Energy conservation 5 Water conservation
Medium Importance issues	1 Management of air pollutants and greenhouse gas emission 12 Employee development and training 10 Anti-discrimination, equal and diversified employment environment 19 Protecting the interests of customers and business partners 13 Labour practices 16 Customers' health and safety 9 Employment and labour system 6 Efficiency in the use of other resources 17 Product-recall mechanism 21 Needs and interests of the community 7 Impact of management operation on the environment and natural resources 22 Community investment
Low Importance issues	8 Strengthening climate adaptability & resilience

## 重要性分析(續)

通過分析問卷調查結果，本公司在二十二項相關議題中，按三種重要性程度分類如下：

重要性程度	ESG議題
高度重要議題	15 生產物料的品質控制 11 職業安全及健康 20 防止賄賂、勒索、欺詐及洗黑錢 3 廢棄物管理 2 廢水管理 14 供應鏈的環境及社會風險 18 客戶投訴應對機制 4 節約能源 5 節約用水
中度重要議題	1 管理空氣污染物及溫室氣體排放 12 員工發展及培訓 10 反歧視、平等及多元化僱傭環境 19 保障客戶及業務合作夥伴的利益 13 勞工準則 16 客戶的健康與安全 9 僱傭及勞工制度 6 其他資源的使用效益 17 產品召回機制 21 社區需要及利益 7 管理營運對環境及天然資源造成的影響 22 社區投資
一般重要議題	8 加強氣候應變能力及韌性

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## Materiality Analysis (Continued)

The results of the materiality assessment were presented to the Board and were validated and approved. The Group strives to maintain open communication with its stakeholders regarding the identified aspects and remains committed to enhancing its ESG performance. Additionally, the Group seeks to strengthen its management of ESG-related risks for future business development. In line with its sustainability vision, the business will persist in operating with strong ethical standards and delivering sustainable returns to stakeholders.

## Feedback

We greatly appreciate your valuable input on this report. Your feedback plays a crucial role in realizing our vision for a sustainable future. We encourage you to share your comments through any of the following channels:

Address: Units 2003-2006, 20/F, Greenfield Tower  
Concordia Plaza, 1 Science Museum Road,  
Tsim Sha Tsui, Kowloon, Hong Kong

Telephone: +852 3524 4800

Email: [info@perennialcable.com](mailto:info@perennialcable.com)

## 重要性分析(續)

重要性評估的結果已提交予董事會，並已獲驗證及批准。本集團努力就已確定方向與其持份者保持開放溝通，並繼續致力於提高其ESG績效。此外，本集團亦將加強對ESG相關風險的管理，以促進未來業務發展。基於其可持續發展願景，本集團將堅持以嚴格的道德標準營運，為持份者帶來可持續的回報。

## 意見

我們非常感謝閣下對本報告提出寶貴意見。閣下的意見對我們達致可持續未來的願景至關重要。我們鼓勵閣下通過以下任何渠道分享閣下的意見：

地址：香港九龍尖沙咀科學館道1號康宏廣場南座20樓2003-2006室

電話：+852 3524 4800

電郵：[info@perennialcable.com](mailto:info@perennialcable.com)

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

## A. Environment

The Group strives to make contributions to environmental protection to achieve sustainable development. We strictly comply with relevant laws and regulations of in the PRC, Hong Kong, and Vietnam during the Reporting Period. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>Environmental Protection Law of the PRC</li> <li>Air Pollution Prevention and Control Law of the PRC</li> <li>Water Pollution Prevention Law of the PRC</li> <li>Law of the PRC on Prevention and Control of Pollution by Environmental Noise</li> </ul>	<ul style="list-style-type: none"> <li>Air Pollution Control Ordinance</li> <li>Waste Disposal Ordinance</li> <li>Noise Control Ordinance</li> </ul>	<ul style="list-style-type: none"> <li>Law on Environmental Protection</li> <li>National Technical Regulation on Ambient Air Quality</li> <li>National Technical Regulation on Industrial Emission of Inorganic Substance and Dust</li> <li>Decree on Management of Waste and Discarded Materials</li> <li>Decree on the Drainage and Treatment of Wastewater</li> </ul>

During the Reporting Period, the Group maintained compliance with all relevant laws and regulations, with no instances of non-compliance reported. Each production base within the Group has developed its own set of Environmental Procedures, serving as comprehensive guidelines for departments to follow. These procedures address key aspects such as energy conservation, resource efficiency, proper waste disposal, and environmental pollution prevention and control. Furthermore, the responsibilities of Group personnel are clearly defined within these procedures, ensuring effective implementation. The Group is committed to continuously reviewing and evaluating its environmental management plans, procedures, targets, and indicators. In cases where uncertainties arise, prompt corrective and preventive measures are taken to address any concerns and uphold environmental standards.

In addition, pursuant to the Provisions of Carbon Emissions Management of the Shenzhen Special Economic Zone and Interim Measures of Shenzhen Municipality for the Administration of Carbon Emission Permits Trading, the Group's production base in Shenzhen has joined the Shenzhen carbon emission trading market.

## A. 環境

本集團致力為環境保護作出貢獻，以實現可持續發展。於報告期內，我們嚴格遵守中國、香港及越南的相關法律法規。該等包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> <li>《中國環境保護法》</li> <li>《中國大氣污染防治法》</li> <li>《中國水污染防治法》</li> <li>《中國環境噪聲污染防治法》</li> </ul>	<ul style="list-style-type: none"> <li>《空氣污染管制條例》</li> <li>《廢物處置條例》</li> <li>《噪音管制條例》</li> </ul>	<ul style="list-style-type: none"> <li>《環境保護法》</li> <li>《國家環境空氣質量技術規定》</li> <li>《國家無機物和粉塵工業排放技術規定》</li> <li>《廢物和廢棄物管理法令》</li> <li>《廢水排放和處理法令》</li> </ul>

於報告期內，本集團遵守了所有相關法律法規，並無出現任何違規事件。本集團內的各生產基地均已制訂其自己的《環境程序》，作為各部門遵守的綜合指引。該等程序涉及節約能源、提高資源效率、妥善處理廢棄物以及防治環境污染等關鍵方向。此外，該等程序亦明確規定本集團人員的職責，確保其有效實行。本集團致力於不斷檢視及評估其環境管理方案、程序、目標及指標。當出現不確定因素時，本集團會及時採取糾正及預防措施，以解決任何問題及維護環境標準。

另外，本集團設於深圳的生產基地已根據《深圳經濟特區碳排放管理若干規定》及《深圳市碳排放權交易管理暫行辦法》，加入深圳碳排放權交易市場。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告(續)

### A. Environment (Continued)

The Group's environmental targets, steps taken, and environmental performance indicators are as follows:

Environmental Objectives	Environmental Protection Steps Taken	Specific Environmental Performance Indicators <sup>2</sup>
Reduction of Greenhouse Gas ("GHG") Emission	<ul style="list-style-type: none"> <li>Installed exhaust treatment device to reduce air pollutants</li> <li>Replaced with LED lighting gradually</li> </ul>	<ul style="list-style-type: none"> <li>Reduce GHG emissions (Scope 1 and Scope 2 inclusive) per unit of total sales volume by 30% when compared to 2021<sup>3</sup> by 2030</li> </ul>
Increase of energy efficiency	<ul style="list-style-type: none"> <li>Utilized residual heat from air compressors to supply hot water for dormitories in PRC factories</li> <li>Adopted devices with energy saving functions</li> <li>Turned off unnecessary electrical equipment</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the intensity of electricity by 30% by 2030 compared to 2021</li> </ul>
Improvement of water efficiency	<ul style="list-style-type: none"> <li>Equipped with water re-utilization basin to collect and reuse the production water from workshops in PRC production sites</li> <li>Established a wastewater treatment plant in Vietnam to avoid water pollution</li> <li>Used the recycled water for cooling process</li> <li>Checked the plumbing system for leaks regularly</li> <li>Assessed the effectiveness of water reduction regularly based on monthly water usage schedule</li> </ul>	<ul style="list-style-type: none"> <li>Reduce water use intensity by 20% compared to 2021 by 2030</li> </ul>

### A. 環境(續)

本集團的環境目標、所採取的措施及環境績效指標如下：

環境類目標	所採取的環境保護措施	具體環境績效指標 <sup>2</sup>
減少溫室氣體(「溫室氣體」)排放	<ul style="list-style-type: none"> <li>安裝廢氣處理裝置，減少空氣污染物</li> <li>逐步更換為LED照明</li> </ul>	<ul style="list-style-type: none"> <li>到2030年，總銷量的溫室氣體排放(包括範疇1及範疇2)每單位與2021<sup>3</sup>年相比減少30%</li> </ul>
增加能源效益	<ul style="list-style-type: none"> <li>使用空壓機餘熱為於中國工廠的宿舍供應熱水</li> <li>採用具有節能功能的設備</li> <li>關閉不必要的電力設備</li> </ul>	<ul style="list-style-type: none"> <li>到2030年，用電強度與2021年相比降低30%</li> </ul>
提升用水效益	<ul style="list-style-type: none"> <li>建有循環水池，收集於中國生產的車間的生產用水並重新利用</li> <li>於越南建立廢水處理廠，避免水污染</li> <li>將循環水用於冷卻工序</li> <li>定期檢查管道系統是否漏水</li> <li>根據每月用水計畫定期評估節水效果</li> </ul>	<ul style="list-style-type: none"> <li>到2030年，用水強度與2021年相比降低20%</li> </ul>

<sup>2</sup> The Group may consider reevaluating its 10-year target if increased figures are sustained for the next Reporting Period.

<sup>3</sup> 2021 represents the Reporting Period of the baseline year.

<sup>2</sup> 如增加的數字在下個報告期持續，本集團可能考慮重新評估其10年目標。

<sup>3</sup> 2021年指基準年的報告期間。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

Environmental Objectives	Environmental Protection Steps Taken	Specific Environmental Performance Indicators <sup>2</sup>
Reduction of waste	<ul style="list-style-type: none"> <li>Recycled and reused the used plastic resins for wires in certain products in PRC production sites</li> <li>Reused PVC during injection moulding process in Vietnam production sites</li> <li>Set up electronic system to reduce paper usage</li> <li>Adopted double-sided printing and printing with single-sided used paper</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the intensity of hazardous waste by 50% by 2030 compared to 2021</li> <li>Reduce the intensity of non-hazardous waste by 20% by 2030 compared to 2021</li> </ul>

### 1. Emissions

#### Air Emission

During the Reporting Period, liquefied petroleum gas ("LPG") was consumed for canteen operations, while petrol and diesel were consumed for Group-owned vehicles, namely forklift trucks and motor vehicles, which contributed to the emission of nitrogen oxides ("NO<sub>x</sub>"), sulphur oxides ("SO<sub>x</sub>"), and particulate matters ("PM") emissions during the Reporting Period.

Type of Air Emission	Unit	2023	2022
NO <sub>x</sub>	kg	400	1,735
SO <sub>x</sub>		2	1
PM		35	147

Note: Emission factors for calculations on environmental parameters throughout this report were disclosed under Appendix C2 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise.

## A. 環境(續)

環境類目標	所採取的環境保護措施	具體環境績效指標 <sup>2</sup>
減少廢棄物	<ul style="list-style-type: none"> <li>回收及再用於中國生產的若干產品中的用過的塑膠皮料</li> <li>越南生產車間在注塑過程中重複使用聚氯乙烯</li> <li>建立電子系統，減少紙張使用量</li> <li>採用雙面印刷及使用單面廢紙印刷</li> </ul>	<ul style="list-style-type: none"> <li>到2030年，有害廢棄物的強度與2021年相比降低50%</li> <li>到2030年，無害廢棄物的強度與2021年相比降低20%</li> </ul>

### 1. 排放

#### 廢氣排放

於報告期內，液化石油氣(「液化石油氣」)用於食堂營運，而汽油及柴油用於集團自有車輛(即叉車及汽車)，於報告期內導致排放氮氧化物(「氮氧化物」)、硫氧化物(「硫氧化物」)及顆粒(「顆粒」)排放物。

廢氣排放類別	單位	二零二三年	二零二二年
氮氧化物	公斤	400	1,735
硫氧化物		2	1
顆粒		35	147

附註：除另有說明外，本報告中計算環境參數使用的排放系數乃根據主板上市規則附錄C2及其參考文件披露。

## A. Environment (Continued)

### 1. Emissions (Continued)

#### Greenhouse Gas Emissions

The primary contributor to the Group's emissions is the electricity consumption associated with its daily production site operations. To address this, please refer to the "Energy Consumption" section for details on the implemented measures aimed at reducing electricity usage and mitigating emissions. Furthermore, the Group is actively working to minimize air and GHG emissions by installing emission reduction devices on specific machinery. For instance, welding smoke purifiers are utilized during the soldering process, while filters are installed to manage exhaust gases generated from the extrusion process. These measures are undertaken to lessen environmental impacts and promote sustainable practices.

During the Reporting Period, 2,786 tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e") GHG (mainly carbon dioxide, methane and nitrous oxide) were emitted from the Group's operations. This is a 19% decrease from last year, which is mainly due to reduced electricity consumption by the Group during the Reporting Period.

The Group's GHG emission intensity (Scope 1 and Scope 2 inclusive) in 2021 was 426 kgCO<sub>2</sub>e per tonne of output, which means the Group has recorded a 20% increase in that from the baseline year for this Reporting Period. Based on these results, the Group may consider re-evaluating its 10-year target for emissions intensity reduction, if these increased emissions figures are sustained for the next Reporting Period.

## A. 環境(續)

### 1. 排放(續)

#### 溫室氣體排放

本集團排放的主要來源與其日常生產現場營運的用電量相關。為解決此問題，請參閱「能源消耗」部分，以了解為減少用電量及降低排放而實行的措施之詳情。此外，本集團透過在特定機器上安裝減排裝置，積極致力於最大限度減少廢氣及溫室氣體的排放。例如，在焊接過程中使用焊接煙霧淨化器，在擠壓過程中安裝過濾器以控制產生的廢氣。採取該等措施是為了減少對環境的影響，促進可持續發展。

於報告期內，本集團營運排放2,786噸二氧化碳當量(「噸二氧化碳當量」)的溫室氣體(主要為二氧化碳、甲烷及氧化亞氮)。較去年減少19%，主要是由於報告期內本集團用電量減少。

本集團二零二一年溫室氣體排放密度(包括範圍一及範圍二)為每噸產量426公斤二氧化碳當量，即本集團於本報告期內其較基準年增加20%。基於此等結果，如該等增加排放的數字在下個報告期持續，本集團可能考慮重新評估其10年排放密度減少目標。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

### 1. Emissions (Continued)

#### Greenhouse Gas Emissions (Continued)

The Group's GHG emissions in the Reporting Period are as below:

GHG Emission Category	Unit	2023	2022	2021
<b>Scope 1: Direct Emissions</b>				187
LPG	tCO <sub>2</sub> e	9	8	
Diesel		119	114	
Petrol		355	5	
Refrigerants and extinguishing agents		5	17	
<b>Scope 2: Indirect Emissions</b>				4,779
Purchased electricity	tCO <sub>2</sub> e	2,220	3,228	
<b>Scope 3: Other Indirect Emissions</b>				N/A
Paper waste disposal	tCO <sub>2</sub> e	6	7	
Electricity used for freshwater treatment by government		48	34	
Electricity used for sewage treatment by government		24	16	
<b>Total</b>		2,786	3,429	4,966
<b>The intensity of indirect Emissions (Scope 1 and 2 inclusive)</b>	kgCO <sub>2</sub> e/tonne of output	498	592	426
<b>Overall GHG intensity</b>	kgCO <sub>2</sub> e/tonne of output	513	602	-

Notes:

- Scope 1 involves Diesel, LPG, mobile combustion of diesel and petrol as well as refrigerants and extinguishing agents.
- Scope 2 includes emissions resulting from the purchased electricity consumed within the Group.
- Scope 3 covers Paper waste disposal, Electricity used for freshwater treatment by government, and Electricity used for sewage treatment by government.
- The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the Sixth Assessment Report(AR6) for FY2023 while AR5 for FY2022, the sustainability or annual reports from CLP Power Hong Kong Limited, Drainage Service Department and Water Service Department, the Ministry of Ecology and Environment of the People's Republic of China and the Carbon Footprint Ltd's GHG Factors for International Grid Electricity (ROW) 2022.

## A. 環境(續)

### 1. 排放(續)

#### 溫室氣體排放(續)

本集團於報告期內的溫室氣體排放如下：

溫室氣體排放類別	單位	二零二三年	二零二二年	二零二一年
<b>範圍一：直接排放</b>				187
液化石油氣	噸二氧化碳當量	9	8	
柴油		119	114	
汽油		355	5	
製冷劑及滅火劑		5	17	
<b>範圍二：間接排放</b>				4,779
外購電力	噸二氧化碳當量	2,220	3,228	
<b>範圍三：其他間接排放</b>				不適用
廢紙棄置	噸二氧化碳當量	6	7	
政府用於淡水處理的電力		48	34	
政府污水處理用電		24	16	
<b>總計</b>		2,786	3,429	4,966
<b>間接排放密度 (包括範圍一及範圍二)</b>	公斤二氧化碳當量/噸產量	498	592	426
<b>整體溫室氣體密度</b>	公斤二氧化碳當量/噸產量	513	602	-

附註：

- 範圍一涉及柴油、液化石油氣、柴油及汽油的移動燃燒以及製冷劑及滅火劑。
- 範圍二包括本集團內部消耗的外購電力所產生的排放量。
- 範圍三包括廢紙棄置、政府用於淡水處理的電力及政府污水處理用電。
- 計算乃根據附錄二：環境關鍵績效指標匯報指引、IPCC 2006年國家溫室氣體清單指南、二零二三年第六次評估報告（第六次評估報告）及二零二二年第五次評估報告、中華電力有限公司、渠務署及水務署、中華人民共和國生態環境部的可持續發展或年度報告，以及Carbon Footprint Ltd的二零二二年國際電網電力（ROW）溫室氣體係數。

## A. Environment (Continued)

### 1. Emissions (Continued)

#### **Hazardous and non-hazardous waste**

We are fully aware of the importance of waste management. The Group's wastes are identified and classified into hazardous waste and non-hazardous waste. The Group's waste management practices strictly abide by waste disposal-related rules and regulations.

Our waste collection system includes the implementation of designated waste collection bins. Additionally, employee training is provided to enhance their ability to identify and differentiate various types of waste as well as properly sort and store waste in designated locations. This allows to promote effective waste management and facilitates appropriate disposal practices.

#### **(i) Hazardous Waste**

The Group generated most of its hazardous waste from disposal of waste mineral oil and these wastes were collected by authorised waste disposal agencies for disposal or further processing. In addition, we closely monitor the entire waste collection process and take necessary measures to uphold the standards. This includes evaluating the performance of authorized waste disposal agencies and renewing their contracts as needed. By doing so, we ensure that all waste management activities align with the required guidelines and regulations.

During the Reporting Period, the Group generated 8,973 kg of solid hazardous waste from its production sites, warehouses, and offices, which were stored and disposed of accordingly by authorised waste disposal agencies.

The overall intensity of hazardous waste generated was 1.65 kg per tonne of output.

## A. 環境(續)

### 1. 排放(續)

#### **有害及無害廢棄物**

我們充分認識到廢棄物管理的重要性。本集團的廢棄物經過識別及分類，分為有害廢棄物及無害廢棄物。本集團的廢棄物管理措施嚴格遵守與廢棄物棄置相關規則及法規。

我們的廢棄物收集系統包括使用指定的廢棄物收集箱。此外，我們為員工提供培訓，以提高彼等識別及區分各類廢棄物，以及將廢棄物正確分類並存放在指定地點的能力。這有助於促進有效的廢棄物管理，及有助於採取適當的棄置措施。

#### **(i) 有害廢棄物**

本集團產生的大部分有害廢棄物來自廢礦物油的棄置，及該等廢棄物由獲授權的廢棄物處置機構收集處置或進一步處理。此外，我們對整個廢棄物收集過程進行密切監控，並採取必要措施維護標準。這包括評估獲授權的廢棄物處置機構的表現，並根據需要與其續約。通過這樣做，我們確保所有廢棄物管理活動均符合規定的指引及法規。

於報告期內，本集團在生產現場、貨倉及辦公室產生8,973公斤固體有害廢棄物，由認可的廢棄物處理機構儲存及相應回收。

所產生的有害廢棄物整體密度為每噸產量1.65公斤。



Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

### 1. Emissions (Continued)

#### Hazardous and non-hazardous waste (Continued)

##### (i) Hazardous Waste (Continued)

The amount of hazardous waste generated by the Group during the Reporting Period is as below:

Hazardous waste	Unit	2023	2022	2021
Hardware Waste (e.g. Computer, Printing Cartridges)	kg	0	458	
Lighting Waste (e.g. Fluorescent Lamps)		165	350	
Metallic Waste Packaging Containing Hazardous Materials		170	50	
Waste with Infectious Agent		30	30	
Waste mineral oil		8,600 <sup>4</sup>	0	
Paint and paint residue		0	10	
Lead Scraps		5	8	
Waste Batteries		0	2	
Plastic Chemical Containers Containing Hazardous Materials		3	2	
<b>Total</b>		<b>8,973</b>	<b>1,210</b>	<b>11,300</b>
<b>Overall Hazardous Waste Intensity</b>	kg/tonne of output	<b>1.65</b>	<b>0.21</b>	<b>0.96</b>

Note: The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs.

##### (ii) Non-hazardous Waste

Non-hazardous waste from the were either collected by authorised waste disposal agencies for recycling, disposal, or further processing, or collected for reuse within the Group's production sites. In order to reduce non-hazardous waste, we implemented a set of measures including:

- Used plastic resins for wires are broken up for recycling and reused in certain products with lower quality requirements (such as plug socket covers) in the Group's PRC production sites;
- Used PVC is also crushed and reused during the injection moulding process in the Group's Vietnam production sites;
- Waste plastic pellets that are generated from the injection moulding process are reused to ensure the efficient use of raw materials; and

<sup>4</sup> The significant increase of waste mineral oil as the oil was replaced and disposed of in 2023 per the laws and regulations.

## A. 環境(續)

### 1. 排放(續)

#### 有害及無害廢棄物(續)

##### (i) 有害廢棄物(續)

於報告期內，本集團產生的有害廢棄物數量如下：

有害廢棄物	單位	二零二三年	二零二二年	二零二一年
硬件廢物(例如電腦、打印墨盒)	公斤	0	458	
照明廢棄物(例如熒光燈)		165	350	
含有害物質的金屬廢料包裝		170	50	
帶有傳染性物質的廢物		30	30	
廢礦物油		8,600 <sup>4</sup>	0	
油漆和油漆殘留物		0	10	
鉛屑		5	8	
廢電池		0	2	
含有害物質的塑膠化學品容器		3	2	
<b>總計</b>		<b>8,973</b>	<b>1,210</b>	<b>11,300</b>
<b>整體有害廢棄物密度</b>	公斤/噸產量	<b>1.65</b>	<b>0.21</b>	<b>0.96</b>

附註：計算乃根據附錄二：環境關鍵績效指標報告指引。

##### (ii) 無害廢棄物

無害廢棄物乃由認可的廢棄物處理機構收集以進行回收、棄置或作進一步處理，或收集以在本集團的生產現場重用。為了減少無害廢棄物，我們實行了一系列措施包括：

- 用過的塑膠皮料會在本集團的中國生產現場打碎再造，並於一些品質標準要求不高的產品中(如插頭所用的護腳套)再次使用；
- 用過的聚氯乙烯(PVC)塑料亦會在本集團的越南生產現場打碎在注塑過程中重用；
- 將注塑過程中產生的廢膠粒重用，確保原材料使用效益得以提高；及

<sup>4</sup> 由於礦物油已於二零二三年根據法律法規進行了替換及處理，故廢礦物油大幅增加。

## A. Environment (Continued)

### 1. Emissions (Continued)

#### Hazardous and non-hazardous waste (Continued)

##### (ii) Non-hazardous Waste (Continued)

- Training in relation to the production process to employees and junior management staff is provided to ensure that the use of raw materials is strictly controlled.

Paper is used for daily office operations such as documents printing. As such, we minimize paper usage to conserve the natural resources by the following measures:

- Recycling paper are encouraged among employees to reduce paper waste disposal at landfills;
- Double-sided printing and printing with single-sided used paper are adopted for non-formal and non-confidential documents; and
- Using electronic document for document issuance and notification to promote a paperless office environment.

During the Reporting Period, the Group had generated 176,500 kg of non-hazardous waste from its production sites, warehouses, and office, which were stored into categories of "recyclable" and "non-recyclable", then handled and recycled (as appropriate) by authorised waste disposal agencies. In addition, some of the non-hazardous waste is also reused in production plants.

## A. 環境(續)

### 1. 排放(續)

#### 有害及無害廢棄物(續)

##### (ii) 無害廢棄物(續)

- 為員工及基層管理人員提供生產過程相關的培訓，確保原材料使用量得到嚴格的控制。

日常辦公室運作使用紙張，例如文件打印。因此，我們透過以下措施盡量減少紙張用量，以保護自然資源：

- 鼓勵員工使用回收紙張，以減少堆填區的廢紙棄置；
- 採用雙面打印以及單面舊紙打印非正式及非機密文件；及
- 使用電子文檔發佈文件及通知，促進無紙化辦公環境。

於報告期內，本集團在生產現場、貨倉及辦公室產生176,500公斤無害廢棄物，按「可回收」及「不可回收」分類存放，其後由認可的廢棄物處理機構處理及回收(如適用)。此外，部分無害廢棄物亦會於生產廠房內重用。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

### 1. Emissions (Continued)

#### Hazardous and non-hazardous waste (Continued)

##### (ii) Non-hazardous Waste (Continued)

The amount of non-hazardous generated by the Group during the Reporting Period is as below:

Type of non-hazardous waste	Unit	2023	2022	2021
Reusable/Recyclable Plastic	kg	69,900	67,800	191,700
Domestic/Office Waste		51,900	30,800	-
Other Paper Waste (Non-office paper, such as newspaper, cardboard, etc.)		15,400	22,200	35,200
Non-Reusable Plastic		9,400	11,900	-
Waste Wire		13,300	10,400	54,200
Scrap Copper		16,600	5,600	20,800
<b>Total</b>		<b>176,500</b>	<b>148,700</b>	<b>301,900</b>
<b>Overall Non-hazardous Waste Intensity</b>	kg/tonne of output	<b>32.5</b>	<b>26.1</b>	<b>25.9</b>

Note: The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs.

Through the above measures, the Group set long-term targets to reduce its hazardous and non-hazardous waste generation intensity. See below for the detail breakdown of the Group's progress towards its waste generation intensity reduction target:

Type of Waste	2021 Figures	Reduction Target by		% Change
		2030	2023 Figures	
Hazardous Waste Generation Intensity	0.96 kg per tonne of output	-50%	1.65 kg per tonne of output	71.9%
Non-Hazardous Waste Generation Intensity	25.90 kg per tonne of output	-20%	32.48 kg per tonne of output	25.4%

Based on these results, the Group may consider re-evaluating its 10-year target for hazardous and non-hazardous waste generation intensity reduction, if these reduced hazardous and non-hazardous waste figures are sustained for the next Reporting Period.

## A. 環境(續)

### 1. 排放(續)

#### 有害及無害廢棄物(續)

##### (ii) 無害廢棄物(續)

於報告期內，本集團產生的無害廢棄物數量如下：

有害廢棄物類別	單位	二零二三年	二零二二年	二零二一年
可利用/可回收塑膠	公斤	69,900	67,800	191,700
生活/辦公室廢物		51,900	30,800	-
其他廢紙(非辦公用紙，如報紙、硬紙板等)		15,400	22,200	35,200
不可利用塑膠		9,400	11,900	-
廢電線		13,300	10,400	54,200
廢銅		16,600	5,600	20,800
<b>總計</b>		<b>176,500</b>	<b>148,700</b>	<b>301,900</b>
<b>整體無害廢棄物密度</b>	公斤/噸產量	<b>32.5</b>	<b>26.1</b>	<b>25.9</b>

附註：計算乃根據附錄二：環境關鍵績效指標報告指引。

透過上述措施，本集團制訂降低有害和無害廢棄物產生密度的長期目標。請參閱下文本集團在廢棄物產生密度降低目標方面的進展詳情：

廢棄物類別	二零二一年 數字	二零二零年 減排目標		%變動
		二零二一年 數字	二零二三年 數字	
有害廢棄物產生密度	每噸產量 0.96公斤	-50%	每噸產量 1.65公斤	71.9%
無害廢棄物產生密度	每噸產量 25.90公斤	-20%	每噸產量 32.48公斤	25.4%

基於此等結果，如該等減少有害及無害廢棄物數字在下個報告期持續，本集團可能考慮重新評估其10年有害及無害廢棄物產生密度減少目標。

## A. Environment (Continued)

### 2. Use of Resource

Raw materials used in the Group's production mainly include copper wires, rubber and plastics, packaging materials, and municipal water. The Group strives to improve its resource consumption efficiency without compromising on strict compliance with international quality standards for its products. Based on this principle, the Group is committed to protecting the environment by enhancing operational efficiency to reduce energy and water consumption.

#### Energy Consumption

The Group strives to increase overall energy efficiency and reduce its dependence on direct and indirect energy. Its efforts in this respect include the following energy conservation measures for indoor temperature regulation, lighting, and heating:

- Unnecessary electrical equipment is turned off;
- Devices with energy saving functions are adopted;
- The Group's factories in China are designed based on the principle of "north-south orientation" to facilitate air circulation in the factory, thus reducing the demand for indoor air conditioning;
- Natural ventilation was adopted during the construction of the factory in Vietnam for air circulation. Currently, electric fans are mostly used instead of air conditioning;
- Energy-saving lamps are used for indoor lighting in the factories in China, while 100W LED lamps are used for outdoor lighting;
- Fluorescent bulbs are gradually replaced by LED;
- LED lamps are also used in the factory in Vietnam to reduce electricity consumption;
- Windows are installed at the production area of the Vietnam factory to bring more natural light, reducing the demand for lamps;
- Factories in China utilise residual heat from air compressors to supply hot water for dormitories; and
- During the construction of Vietnam factory, priority was given to purchase the latest equipment with higher energy efficiency to reduce unnecessary energy consumption in the production process.

## A. 環境(續)

### 2. 資源使用

本集團生產所用的原材料主要包括銅線、橡膠及塑料、包裝物料及市政用水。本集團在不影響產品符合嚴格國際品質標準的前提下，致力提升資源使用的效益。基於此原則，本集團致力透過提高營運效益以減少能源及水消耗來保護環境。

#### 能源消耗

本集團致力提升整體能源效益，減少對直接及間接能源的依賴。其中，透過以下在室內溫度調節、照明、供熱等方面節省能源消耗：

- 關閉不必要的電力設備；
- 採用具有節能功能的設備；
- 本集團中國廠房以「南北對向」的原則興建，令廠房內空氣流通，減少對室內空調的需求；
- 越南廠房在興建時採用通風設計，讓廠房保持室內空氣流通，現時主要以風扇代替室內空調；
- 中國廠房使用節能燈管作室內照明，而室外路燈使用100W LED燈；
- 螢光燈逐漸被LED取代；
- 越南廠房亦有使用LED燈以節省用電；
- 越南廠房安裝了透光的窗戶，將自然光引入室內作照明之用，減少室內燈管的使用；
- 中國工廠使用空壓機餘熱為宿舍供應熱水；及
- 越南廠房建廠時優先引入較高能源效益的新型號設備，從而減少生產過程中不必要的能源消耗。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

### 2. Use of Resource (Continued)

#### Energy Consumption (Continued)

A total of 6,062,000 Kilowatt-hour (“kWh”) of energy was consumed by the Group for its operations during the Reporting Period. Electricity was the major source of energy for the Group, which was used for powering production machinery and providing energy to its dormitories. In addition, the Group also consumed diesel and petrol to power forklift trucks and motor vehicles, as well as LPG in its staff canteen.

The intensity was 1,115 kWh of energy consumption per tonne of output. The Group’s energy use intensity in 2021 was 709 kWh per tonne of output, which means the Group has recorded a 57% increase in energy use intensity from the baseline year for this Reporting Period. Based on these results, the Group may consider re-evaluating its 10-year target for water use intensity reduction, if these increased water consumption figures are sustained for the next Reporting Period.

See below for the detailed breakdown of 2023 energy consumption, as well as comparisons with previous years.

Resources	Unit	2023	2022	2021
<b>Type of Energy Consumption</b>	kWh			
<b>Direct Energy Consumption</b>		1,888,200	481,600	772,000
Diesel		446,000	427,300	-
LPG		36,600	38,800	-
Petrol		1,405,600	15,500	-
<b>Indirect Energy Consumption</b>		4,173,800	5,839,000	7,496,000
Electricity Consumption		4,173,800	5,839,000	7,496,000
<b>Total</b>		6,062,000	6,320,600	8,268,000
<b>Overall Energy Use Intensity</b>	kWh/ tonne of output	1,115	1,109	709

Note: The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs.

## A. 環境(續)

### 2. 資源使用(續)

#### 能源消耗(續)

於報告期內，本集團的營運共消耗能源6,062,000 千瓦時(「千瓦時」)。電力是本集團的主要能源來源，為生產機器提供動力，並為其宿舍提供能源。此外，本集團亦消耗柴油及汽油驅動叉車及汽載，並在員工食堂使用液化石油氣。

密度為每噸產量能源消耗1,115 千瓦時。本集團二零二一年能源使用密度為每噸產量709 千瓦時，即本集團於本報告期內能源使用密度較基準年增加57%。基於此等結果，如該等用水密度增加的數字在下個報告期持續，本集團可能考慮重新評估其10年用水密度減少目標。

請參閱下文二零二三年能源消耗明細以及與過往年度的比較。

資源	單位	二零二三年	二零二二年	二零二一年
<b>能源消耗類別</b>	千瓦時			
<b>直接能源消耗</b>		1,888,200	481,600	772,000
柴油		446,000	427,300	-
液化石油氣		36,600	38,800	-
汽油		1,405,600	15,500	-
<b>間接能源消耗</b>		4,173,800	5,839,000	7,496,000
電力消耗		4,173,800	5,839,000	7,496,000
<b>總計</b>		6,062,000	6,320,600	8,268,000
<b>整體能源使用密度</b>	千瓦時/ 噸產量	1,115	1,109	709

附註：計算乃根據附錄二：環境關鍵績效指標報告指引。

## A. Environment (Continued)

### 2. Use of Resource (Continued)

#### Water Consumption

The Group abides by the rules and regulations in relation to water pollution control, and the Group has had no problem in sourcing water that is fit for purpose during the Reporting Period.

The Group has implemented various measures to reduce its water consumption as follows:

- Production sites in the PRC are equipped with water re-utilization basin to collect and reuse the production water from workshops, saving approximately 10,000 m<sup>3</sup> of water annually;
- Construction of a wastewater treatment plant in Vietnam to avoid water pollution;
- Recycled water is used for cooling process at the production site in Vietnam to reduce water consumption for production;
- Water pipes are continuously inspected and repaired whenever leakages are identified, so as to reduce unnecessary waste of water resources caused by pipe breakage and equipment damage;
- Various water conservation projects outside of the production process have also been implemented, such as installing an automatic spraying device in the garden of the Vietnam factory to reduce water usage;
- The effectiveness of water reduction is assessed regularly based on the monthly water usage schedule; and
- Awareness of water saving increased due to promotional materials.

The Group's water use intensity in 2021 was 7.3 m<sup>3</sup> per tonne of output, which means the Group has recorded a 182% increase in water use intensity from the baseline year for this Reporting Period. Based on these results, the Group may consider re-evaluating its 10-year target for water use intensity reduction, if these increased water consumption figures are sustained for the next Reporting Period.

## A. 環境(續)

### 2. 資源使用(續)

#### 耗水

本集團遵守有關水污染防治的規則及法規，本集團於報告期內在求取適用水源方面並無任何問題。

本集團已採取多項措施減少耗水量如下：

- 中國生產現場建有循環水池，收集車間的生產用水並重新利用，全年可節水約10,000立方米；
- 在越南建造廢水處理廠以避免水污染；
- 為減少生產所需的用水，越南生產現場利用循環用水進行所需的冷卻工序；
- 我們亦持續檢查水管並在發現洩漏進行維修，減低因管道破裂和設備損壞而減少不必要的水資源浪費；
- 在生產過程以外，我們亦有落實各項節省用水工程，例如，越南廠房於其園內設置自動噴淋裝備，以達到節省用水效果；
- 根據每月用水計畫定期評估節水效果；及
- 宣傳物料提高了節水意識。

本集團二零二一年用水密度為每噸產量7.3立方米，即本集團於本報告期內用水密度較基準年增加182%。基於此等結果，如該等耗水增加的數字在下個報告期持續，本集團可能考慮重新評估其10年用水密度減少目標。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## A. Environment (Continued)

### 2. Use of Resource (Continued)

#### Water Consumption (Continued)

The total water consumption of the Group is as below:

	Unit	2023	2022	2021
Water Consumption	m <sup>3</sup>	111,900	80,782	84,462
Water Use Intensity	m <sup>3</sup> /tonne of output	20.6	14.2	7.3

Notes: The calculations are based on Appendix 2: Reporting Guidance on Environmental KPIs.

The Group will continue to review the amount of resource consumption and explore more energy and water-saving products in order to efficiently use energy and water. Also, we will regularly review the amount of electricity and water usage.

#### Packaging Materials

To further reduce waste generation, the Group recycles and reuses some packaging materials such as nylon packaging or cable ties, with the Vietnam production site achieving a recycling rate of nearly 69% during the Reporting Period.

During the Reporting Period, the Group consumed a total of 325.3 tonnes of packaging materials for product packaging and protection, which mainly comprised paper, wood, and plastic-based materials. The intensity was 59.9 kg of packaging material per tonne of output.

See below for the detailed breakdown of 2023 packaging material consumption, as well as comparisons with previous years.

Type of packaging materials used	Unit	2023	2022	2021
Paper-Based	kg	199,500	138,900	396,600
Wood-Based		114,900	64,700	-
Plastic-Based		10,900	6,300	27,400
<b>Total</b>		<b>325,300</b>	<b>209,900</b>	<b>424,000</b>
<b>The intensity of packaging material used</b>	kg/tonne of output	<b>59.9</b>	<b>36.8</b>	<b>-</b>

## A. 環境(續)

### 2. 資源使用(續)

#### 耗水(續)

本集團總耗水量如下：

	單位	二零二三年	二零二二年	二零二一年
耗水	立方米	111,900	80,782	84,462
用水密度	立方米／噸產量	20.6	14.2	7.3

附註：計算乃根據附錄二：環境關鍵績效指標報告指引。

本集團將繼續檢討資源消耗量，及探索更多節能節水產品，以有效利用能源及水。此外，我們將定期檢查用電及用水量。

#### 包裝材料

為進一步減少廢棄物產生，本集團對尼龍包裝或紮帶等部分包裝材料進行回收再利用，越南生產現場於報告期內實現近69%的回收率。

於報告期內，本集團共消耗325.3噸包裝材料用於產品包裝及保護，主要為紙類、木材類和塑膠類材料。密度為每噸產量包裝材料59.9公斤。

請參閱下文二零二三年包裝材料消耗明細以及與過往年度的比較。

所用包裝材料類別	單位	二零二三年	二零二二年	二零二一年
紙類	公斤	199,500	138,900	396,600
木材類		114,900	64,700	-
塑膠類		10,900	6,300	27,400
<b>總計</b>		<b>325,300</b>	<b>209,900</b>	<b>424,000</b>
<b>整體包裝材料使用密度</b>	公斤／噸產量	<b>59.9</b>	<b>36.8</b>	<b>-</b>

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

**A. Environment (Continued)**

**3. Environment and Natural Resources**

In order to minimise the direct impact of its operations on the environment, the Group has implemented the Environmental Pollution Prevention and Control Procedures and the Occupational Health, Safety and Environmental Policy in the PRC and Vietnam respectively to control wastewater, exhaust gases, noise, and waste generated during its operations. This can ensure that the Group's environmental performance is in compliance with the environmental protection regulations of the PRC and Vietnam. In addition, the environmental management systems of the Group's production sites in the PRC and Vietnam have been accredited with ISO 14001 certification.

**A. 環境(續)**

**3. 環境與自然資源**

為減少營運對環境造成直接影響，本集團在中國及越南分別落實了《環境污染防治控制程序》及《職業健康安全與環境政策》，以控制營運過程中產生的廢水、廢氣、噪音及廢棄物，使本集團的環境表現符合中國及越南環保法規的規定。此外，本集團在中國及越南的生產現場的環境管理系統已獲得ISO 14001認證。



**ISO 14001: 2015 Certificate in PRC**  
**ISO 14001 : 2015中國證書**



**ISO 14001: 2015 Certificate in Vietnam**  
**ISO 14001 : 2015越南證書**



**A. Environment (Continued)****3. Environment and Natural Resources (Continued)  
Significant Impacts of Activities on the Environment**

To minimize the wastewater impacts, the Group has formulated a series of measures to monitor and reduce the sewage discharge to ensure sewage discharge from its production sites meets local discharge standards.

**A. 環境(續)****3. 環境與自然資源(續)****活動對環境的重大影響**

為減低廢水的影響，本集團已制訂一系列措施監測及減少污水排放，確保生產現場污水排放值符合當地的排放標準。

**Wastewater Treatment Projects**

The Group has appointed a qualified engineering company to build wastewater treatment projects in accordance with the first-class standard of Guangdong Province's Discharge Limits of Water Pollutants to meet discharge standards. Toilet sewage will be treated first in the septic tank, and then discharged to the municipal sewage network. The Group monitors every step of the regular cleaning of the septic tank performed by the contractor to prevent secondary pollution caused by the sewage. During the Reporting Period, the Group arranged sewage inspections for its production sites in the PRC and Vietnam. The results met the local emission requirements, including that of the Emission Standards for Pollutants from Urban Sewage Treatment Plants. The Group actively formulated sewage treatment measures to identify the root causes and improve sewage standards. The Group has installed solid filters in the existing canteen sewage treatment system to reduce the oil content in the sewage. For domestic wastewater, it will be first treated by a septic tank and chlorine is applied to reduce E. Coli content in the sewage. In addition, the Group had established a wastewater treatment system in the Vietnam production site in 2020, which helped to improve the treatment of domestic wastewater to ensure that local discharge standards in Vietnam are met.

To minimize the wastewater impacts, the Group has formulated a series of measures to monitor and reduce the sewage discharge to ensure sewage discharge from its production sites meets local discharge standards.

**污水治理工程**

本集團已委託合資格的工程公司依照廣東省《水污染物排放限值》一級標準完成污水治理工程，以滿足排放標準。廁所污水會先經化糞池處理，再排往市政管網。本集團監察承包方在定期清理化糞池時的工作，以防止污水造成二次污染。於報告期內，本集團為中國及越南生產現場安排污水檢驗。結果均達到當地的排放標準，包括《城鎮污水處理廠污染物排放標準》的要求。本集團積極制訂污水處理措施，以識別出主要成因及改善污水狀況。本集團於現有食堂排污系統中安裝了固體過濾器以減少污水中油脂含量。而生活污水會先經化糞池進行初步處理，並應用氯減低污水大腸桿菌含量。此外，本集團在二零二零年於越南生產現場建設廢水處理系統，以更妥善處理生活廢水，確保能滿足越南當地的排放標準。

為將污水的影響降至最低，本集團已制訂一系列措施以監控及減少污水排放，確保其生產現場的污水排放符合當地的排放標準。

## A. Environment (Continued)

### 3. Environment and Natural Resources (Continued) Significant Impacts of Activities on the Environment (Continued)

We also strive to remove oil fumes from the canteen, as well as dust and small amounts of harmful gas from the plastic workshop in order to reduce air pollutants.

## A. 環境(續)

### 3. 環境與自然資源(續) 活動對環境的重大影響(續)

為減少空氣污染物，本集團亦致力於處理食堂油煙、塑膠部車間粉塵及少量有害氣體。

#### Grease and Smoke Filtering Systems

We also strive to remove oil fumes from the canteen, as well as dust and small amounts of harmful gas from the plastic workshop in order to reduce air pollutants.

The Group installed a grease and smoke filtering system in the canteen and various air filtering equipment, such as dust collectors, in the workshop. Relevant components such as filters are regularly replaced to ensure their pollutant removal efficiency. Furthermore, the Group regularly examines input materials such as plastics, rubber and organic materials. Materials which fail to meet standards will be improved in order to meet the requirements of the relevant regulations. During the Reporting Period, the Group engaged third party agencies to conduct inspections of exhaust at its PRC and Vietnam production sites, and the inspection results were found to meet the emissions standards required by national regulations of the PRC and Vietnam.

The Group actively reduced noise emissions from machinery at its production sites during the Reporting Period by implementing targeted measures to minimize noise impacts and create a quieter working environment.



#### 油煙淨化系統

我們亦致力於去除食堂的油煙以及塑膠車間的灰塵及少量有害氣體，以減少空氣污染。

本集團於食堂安裝油煙淨化系統，以及於工作車間安裝粉塵回收裝置等各類廢氣過濾設備。定期更換過濾器相關部件，確保其污染物去除效率。此外，本集團定期檢查塑膠、橡膠和有機材料等輸入材料。如材料不符合標準，我們會進行改善，以符合滿足相關法規的要求。於報告期內，本集團委託第三方機構為中國及越南生產現場進行空氣排放物檢驗，而且檢驗結果已達到中國及越南國家法規要求的排放標準。

於報告期內，本集團透過實施有針對性的措施，積極減少其生產現場的機械噪音排放，從而最大限度地降低噪音影響，創造更安靜的工作環境。

**A. Environment (Continued)****3. Environment and Natural Resources (Continued)  
Significant Impacts of Activities on the Environment  
(Continued)**

The Group actively reduced noise emissions from machinery at its production sites during the Reporting Period by implementing targeted measures to minimize noise impacts and create a quieter working environment.

**A. 環境(續)****3. 環境與自然資源(續)  
活動對環境的重大影響(續)**

在報告期內，本集團透過實行有針對性的措施，積極減少生產現場的機器噪音排放，最大限度地降低噪音影響，及創造更安靜的工作環境。

**Noise Mitigation and Monitoring**

To ensure the well-being of its workers, the Group mandates the use of earplugs for all employees engaged in noisy work activities. This precautionary measure is implemented to effectively mitigate the potential impact of noise on their health and protect their overall well-being. The Group regularly monitors the noise level of the main operational areas in its PRC production sites per the Emission Standard for Industrial Enterprises Noise at Boundary of China. No cases of noise levels exceeding required limits have been discovered, nor has there been any impact on the communities in the vicinity of the production sites. The Vietnam production site is in an industrial area and does not have any adverse impact on communities. Further, only some processes in the Vietnam production sites emit noise and the overall noise level complies with local standards.

**噪音緩解與監測**

為確保員工的健康，本集團規定所有從事噪音工序的員工均須使用耳塞。實行這項預防措施是為了有效減輕噪音對員工健康的潛在影響，保護員工的整體健康。本集團中國生產現場根據中國《工業企業廠界噪聲標準》的規定，定期檢測主要場所的噪音水平。現時未有發現噪音水平超出規定，或對生產現場附近的社區構成影響。而越南生產現場位於工業區，未有對任何社區人士帶來不利影響。此外，越南生產現場只有部分工序產生噪音，整體噪音水平均符合當地標準。

## Environmental, Social and Governance Report (Continued) 環境、社會及管治報告(續)

### A. Environment (Continued)

#### 4. Climate Change

Climate change influences extreme weather by causing severe typhoons and rainstorms. We regularly assess and manage the risks of climate change to us. On this ground, the Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks identified and the potential financial impacts affecting the Group are shown below:

Type of Risk	Description of the Risk	Potential Financial Impact
Chronic risk	The gradual transformation of the natural environment caused by climate change has made changes in precipitation patterns and extreme variability in weather patterns	Throughout the transition period, the Group anticipates higher procurement expenses associated with the adoption of new and alternative technologies, as well as additional costs related to the implementation and deployment of new practices and processes.
Policy & legal risk	The Group expends time and resources to address the implications of climate change, including adapting to policy and regulatory changes.	The implementation of more stringent environmental laws, heightened requirements for climate disclosures, and the introduction of a carbon pricing system result in increased operating costs for the Group.
Reputation Risk	In the event that the Group fails to address climate change effectively, including implementing a carbon reduction policy to mitigate the rate of temperature increase, the market's perception and goodwill towards the Group may be negatively impacted.	The concerns of stakeholders regarding climate-related issues within the Group have the potential to negatively impact investor sentiment, affecting the Group's stock price and market capitalization. This, in turn, may increase liquidity risk.

### A. 環境(續)

#### 4. 氣候變化

氣候變化會造成嚴重的颱風及暴雨，影響極端天氣。本集團定期評估及管理氣候變化對我們帶來的風險。因此，本集團已識別相關的氣候相關風險並評估其潛在的財務影響。已識別的氣候風險以及影響本集團的潛在財務影響如下所示：

風險類別	對風險的描述	潛在財務影響
長期性風險	因氣候變化而導致的自然環境逐漸轉變，使降水模式及極端多變的天氣模式發生變化	於整個過渡時期，本集團預計與採用新技術及替代技術有關的採購費用會增加，與實行及部署新做法及流程相關的費用亦會增加。
政策及法律風險	本集團花費時間及資源應對氣候變化的影響，包括適應政策及法規的變化。	實施更嚴格的環境法、對氣候披露更高的要求及碳定價系統的引入增加本集團的經營成本。
聲譽風險	如本集團無法有效應對氣候變化，包括實施碳減排政策以減緩氣溫上升速度，則市場對本集團的看法及好感可能會受到負面影響。	持份者對本集團內部氣候相關議題的擔憂對投資者情緒產生潛在負面影響，影響本集團的股票價格及市值，從而可能增加流動性風險。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

## A. Environment (Continued)

### 4. Climate Change (Continued)

The Group has implemented various measures to mitigate the impacts of climate change, such as more severe and frequent tropical storms, heavy rainfalls, and floodings. The Group has formulated a series of action plans and emergency response measures to address extreme weather conditions and raise its capacity to adapt to climate change. These include proactive updates on approaching storms, strengthening building structures, reinforcing vulnerable areas, conducting regular window checks, monitoring flood warnings, relocating equipment and valuables from flood-prone areas. We also allocate funds for implementing mitigation measures as well as purchase insurance coverage and provide employees with disaster prevention training and work from home plans. These efforts demonstrate the Group's commitment to addressing climate-related risks and ensuring the safety and resilience of their operations. Furthermore, the Group has adopted various energy-saving and carbon reduction initiatives in order to contribute to the mitigation of climate change risks.

## B. Social

### 1. Employment

The Group acknowledges the crucial role of its employees in driving its future growth and accomplishments. With a strong emphasis on fair employment practices, employee well-being, and safety, the Group is fully committed to enhancing employment fairness as well as occupational safety and health management. By prioritizing these aspects, the Group strives to cultivate a secure and nurturing work environment that safeguards the welfare of its employees.

## A. 環境(續)

### 4. 氣候變化(續)

本集團已實行各種措施以減輕氣候變化的影響，例如更嚴重及頻繁的熱帶風暴、強降雨和洪水。本集團已制訂一系列行動計劃及應急措施，應對極端天氣情況，提高適應氣候變化的能力。當中包括主動更新暴風雨來臨的資訊、鞏固建築結構、加固易受影響的區域、定期檢查窗戶、監測洪水警報、將設備和貴重物品搬離易受洪水影響的區域。本集團亦撥款用於實施緩減措施，以及購買保險，並為員工提供防災培訓及在家辦公計畫。這些努力表明本集團致力於應對與氣候相關的風險，並確保其營運的安全性和抗災能力。此外，本集團已採納多項節能減碳措施，為降低氣候變化風險出一分力。

## B. 社會

### 1. 僱傭

本集團深明僱員對其未來增長和成就相當關鍵。本集團十分重視公平僱傭慣例、僱員福利及安全，並全力以赴提高僱傭平等以及職業安全及健康管理。本集團通過優先考慮有關方面，致力培育安全及關愛的工作環境，保障僱員的福祉。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)**B. Social (Continued)****1. Employment (Continued)**

The Group has complied strictly with the relevant laws and regulations in the PRC, Hong Kong, and Vietnam to ensure employees' interests are protected. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>Labour Law of the PRC</li> <li>Labour Contract Law of the PRC</li> <li>Regulations on Paid Annual Leave for Employees</li> <li>Law of the PRC on the Protection of Women's Rights and Interests</li> <li>Special Rules on the Labour Protection of Female Employees</li> </ul>	<ul style="list-style-type: none"> <li>Employment Ordinance (Cap. 57)</li> <li>Inland Revenue Ordinance (Cap. 112)</li> <li>Sex Discrimination Ordinance (Cap. 480)</li> <li>Mandatory Provident Fund Schemes Ordinance (Cap. 485)</li> <li>Personal Data (Privacy) Ordinance (Cap. 486)</li> <li>Disability Discrimination Ordinance (Cap. 487)</li> <li>Family Status Discrimination Ordinance (Cap. 527)</li> <li>Race Discrimination Ordinance (Cap. 602)</li> <li>Minimum Wage Ordinance (Cap. 608)</li> </ul>	<ul style="list-style-type: none"> <li>Employment Law</li> <li>Labor Code</li> <li>Social Insurance Law</li> <li>Health Insurance Law</li> <li>Criminal Code</li> </ul>

**Fair Employment and Promotion**

The Group has formulated a people-first human resource management policy to protect the welfare of employees and provide them with fair promotion and training opportunities. At the same time, the Group strengthens cohesion among employees and understands their views through various communication channels so as to facilitate long-term development. The Group did not note any cases of material non-compliance in relation to employment during the Reporting Period.

The Group complies strictly with all applicable laws and regulations in relation to recruitments, pursuant to which the Group is to select, recruit and promote its employees at all levels in a fair and open manner based on their knowledge, integrity, ability and experience in either public recruitment or internal promotion. When an employee presents their resignation, the human resources department will arrange an interview with them to understand their motives and identify issues in relation to management and employee turnover rates.

**B. 社會(續)****1. 僱傭(續)**

本集團已嚴格遵守中國、香港及越南的相關法律法規，確保員工利益受到保障。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> <li>《中國勞動法》</li> <li>《中國勞動合同法》</li> <li>《職工帶薪年休假條例》</li> <li>《中國婦女權益保障法》</li> <li>《女職工勞動保護特別規定》</li> </ul>	<ul style="list-style-type: none"> <li>《僱傭條例》(第57章)</li> <li>《稅務條例》(第112章)</li> <li>《性別歧視條例》(第480章)</li> <li>《強制性公積金計劃條例》(第485章)</li> <li>《個人資料(私隱)條例》(第486章)</li> <li>《殘疾歧視條例》(第487章)</li> <li>《家庭崗位歧視條例》(第527章)</li> <li>《種族歧視條例》(第602章)</li> <li>《最低工資條例》(第608章)</li> </ul>	<ul style="list-style-type: none"> <li>《勞工法》</li> <li>《勞動法》</li> <li>《社會保險法》</li> <li>《健康保險法》</li> <li>《刑法》</li> </ul>

**公平僱傭及晉升**

本集團已制訂以人為本的人力資源管理政策，保障員工的福利，為員工提供公平的晉升及培訓發展機會。同時，本集團透過各種溝通渠道凝聚員工及了解其意見，以推動長期發展。於報告期內，本集團未發現與僱傭有關的重大違規情況。

本集團嚴格遵守有關招聘的所有適用法律法規，據此，本集團根據員工的知識、誠信、能力及經驗在公開招聘或內部晉升以公平公開方式選拔、招聘及晉升各級員工。當員工提出辭職時，人力資源部門將安排面談，了解其動機並找出與管理及僱員離職率有關的問題。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

## B. Social (Continued)

### 1. Employment (Continued)

#### Employee Benefits

During the Reporting Period, there were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination. In addition, the Group was not aware of any violation cases relating to compensation, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the operations of the Group during the Reporting Period.

The Group abides by all applicable employment and labour-related laws of the PRC, Hong Kong, and Vietnam. The Group's employees are remunerated in accordance with their performance, qualification, work experience and prevailing industry practice. To establish a framework for employee remuneration and welfare for more effective and systematic management of human resources, the Group has implemented a remuneration system for production line workers where their wages are calculated on a piece-rate basis, allowing them to earn more from extra work. The Group also focuses on employee welfare and offers benefits such as bonuses, annual leave, travel subsidies, meals, lunch subsidies, accommodation and workwear. Overtime work on workdays, rest days and statutory holidays is compensated with 1.5 to 3 times of the basic hourly wage rate as appropriate. Standard employee wages paid by the Group are not lower than local statutory minimum wage standards, and wages are subject to adjustment from time to time in accordance with wage regulations, corporate profits, and personal performance.

Various types of leave, including annual leaves, sick leaves, maternity leaves, paternity leaves and jury services leave, are also provided. The Group safeguards employees' entitlement to statutory benefits. The Group participates in the mandatory provident fund ("MPF") for employees in accordance with the MPF in Hong Kong, the state-managed retirement benefit scheme managed by the PRC government, and the social insurance state pension scheme provided by the Vietnam government respectively, and have paid the relevant contributions accordingly. The Group has also maintained employee compensation insurance for all its employees.

## B. 社會(續)

### 1. 僱傭(續)

#### 僱員福利

於報告期內，有關薪酬及解聘、招聘及晉升、工時、休息時間、平等機會、多元化及反歧視之政策並無重大變動。此外，於報告期內，本集團概不知悉對本集團營運有重大影響與薪酬、招聘及晉升、工時、假期、平等機會、多元化、反歧視以及其他福利及待遇的違規事件。

本集團遵守中國、香港及越南所有適用的僱傭及勞工相關法律。本集團僱員的薪酬根據員工的表現、資歷、工作經驗及現行業內慣例而釐定。為建立員工薪酬與福利水平框架的基準，從而更有效和有系統地管理人力資源。在生產線員工工資方面，本集團實行多勞多得計件薪酬制度，使彼等能夠從額外工作中獲得更多收入。本集團亦注重員工福利，提供花紅、年假、出勤補貼、伙食、午餐補貼、住宿及工作服等福利。如員工在工作日、休息日及法定假日加班，我們將會根據情況發放基本時薪1.5至3倍的工資。本集團的僱員標準工資均不低於當地法定最低工資標準，工資會根據工資法規、企業利潤及個人表現不時調整。

我們亦提供各類假期，包括年假、病假、產假、待產假及陪審員服務假期。本集團保障僱員享有法定福利之權利。本集團分別根據香港的強制性公積金(「強積金」)為員工參與強積金計劃、中國政府管理的國家管理退休福利計劃及越南政府提供的社會保險國家退休金計劃，並已相應支付相關供款。本集團亦為所有僱員購買僱員補償保險。

## B. Social (Continued)

### 1. Employment (Continued)

#### Employee Benefits (Continued)

To mitigate the impact of COVID-19 on its employees, the Group did not adjust the salary of its internal staff during the Reporting Period. If any employee gets infected or needs to be quarantined, the Group arranges for full pay sick leave for the affected employee. During the Reporting Period, the Group did not dismiss any employees due to COVID-19.

There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination during the Reporting Period.

#### Employee Communication

The Group values the voices of its employees. Various communication channels and mechanisms, including suggestion boxes, have been established to encourage employees to express their views and suggestions on the Group's development, business aspects and day-to-day operations. Through the adoption of an incentive mechanism to award employees for suggestions or proposals which are considered to be constructive or adopted by relevant departments, employees are motivated to actively express their views. The Group also respects the right to collective bargaining agreement in accordance with the requirements of relevant local laws of its operations. The Group has established a representative labour union in Vietnam with which the Group's management actively maintains effective communication to discuss matters relating to employee welfare and benefits.

Furthermore, the Group is focused on helping its employees maintain a work-life balance and are committed to fostering a positive working environment to boost morale and develop a sense of belonging. With loosening COVID-19 restrictions, the Group has organised the following recreational events and activities to relieve work stress:

- Mid-Autumn Festival celebrations through mooncake gifts and lucky draws; and
- Annual Outstanding Employee Award at annual gala to recognise contributions of outstanding employees.

## B. 社會(續)

### 1. 僱傭(續)

#### 僱員福利(續)

為減輕COVID-19對員工的影響，本集團於報告期內未調整內部員工薪酬。倘任何員工受感染或需要隔離，本集團會為受影響員工安排全薪病假。於報告期內，本集團並無因COVID-19而辭退任何僱員。

於報告期內，有關薪酬及解聘、招聘及晉升、工時、休息時間、平等機會、多元化及反歧視之政策並無重大變動。

#### 員工溝通

本集團非常重視員工的聲音。我們已建立不同的溝通渠道和機制，包括設立意見收集箱等，鼓勵員工自由地對集團發展以及各業務環節和日常工作發表意見和建議。我們亦已訂立獎勵機制，如果員工的建議或提案獲得公司審定為有建設性，或被相關部門採納，我們將予以表彰嘉許，藉此促進員工積極發表意見。本集團亦按照營運當地相關法律要求，尊重員工集體談判協議的權力。為此，本集團於越南設有具代表性的工會，本集團管理層積極與工會保持有效溝通，商討與員工福利待遇相關的事宜。

此外，本集團關注員工的工作生活平衡，並致力締造一個良好愉快的工作環境，以加強員工的士氣及對公司的歸屬感。隨著COVID-19限制措施放寬，本集團組織了以下康樂活動以緩解工作壓力：

- 以月餅禮物和幸運抽獎慶祝中秋節；及
- 在年度晚會頒發年度優秀員工表彰獎，表揚傑出員工的貢獻。



Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 1. Employment (Continued)

#### Equal Opportunity and Anti-Discrimination

The Group promotes equal opportunity and is committed to building an equal and diverse working environment. In considering recruitment and promotion of employees, the Group does not practice any discrimination or unfair dismissal based on age, gender, race, religion, marriage status, parental status, sexual orientation, disability or any other individual differences unrelated to work.

The Group has complied with relevant regulations such as the Employment Ordinance of Hong Kong, and the Labour Law of the People's Republic of China. There was no violation during the reporting period.

The number of employees of the Group by different categories is as below:

Category	2023	2022	2021
<b>By Gender</b>			
Male	253	246	296
Female	477	544	624
<b>By Employment Type</b>			
Full-time	730	701	—
Part-time	0	89	—
<b>By Employee Category</b>			
Senior Management	12	10	8
Middle Management	114	110	134
Frontline and Other Employees	604	670	778
<b>By Age Group</b>			
18 – 25	70	45	—
26 – 35	228	260	—
36 – 45	187	281	—
46 – 55	205	176	—
Above 56	40	28	—
<b>By Region</b>			
Hong Kong	38	36	38
PRC	420	445	522
Vietnam	271	308	359
USA	1	1	1

Note: The calculations for 2023 are based on Appendix 3: Reporting Guidance on Social KPIs.

## B. 社會(續)

### 1. 僱傭(續)

#### 平等機會及反歧視

本集團提倡平等機會，致力營造平等及多元化的工作環境。在招聘及晉升員工時，本集團不會因年齡、性別、種族、宗教信仰、婚姻狀況、生育狀況、性取向、殘疾或其他任何與工作無關的個人差異而作出差別待遇及不合理的僱傭。

本集團已遵守香港僱傭條例以及中華人民共和國勞動法等相關規定。報告期內概無違反有關規定。

本集團按不同類別劃分的僱員數目如下：

類別	二零二三年	二零二二年	二零二一年
<b>按性別劃分</b>			
男	253	246	296
女	477	544	624
<b>按僱傭類別劃分</b>			
全職	730	701	—
兼職	0	89	—
<b>按僱員類別劃分</b>			
高級管理層	12	10	8
中級管理層	114	110	134
前線及其他僱員	604	670	778
<b>按年齡組別劃分</b>			
18-25歲	70	45	—
26-35歲	228	260	—
36-45歲	187	281	—
46-55歲	205	176	—
56歲以上	40	28	—
<b>按地區劃分</b>			
香港	38	36	38
中國	420	445	522
越南	271	308	359
美國	1	1	1

附註：二零二三年的計算以附錄三：社會關鍵績效指標匯報指引為基礎。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)**B. Social (Continued)****1. Employment (Continued)****Equal Opportunity and Anti-Discrimination (Continued)**

The employee turnover rate of the Group by different categories is as below:

Category	2023 %	2022 %	2021 %
<b>By Gender</b>			
Male	56.5	51.3	25.3
Female	59.8	37.5	36.5
<b>By Age Group</b>			
18 – 25	154.3	95.2	–
26 – 35	44.7	66.2	–
36 – 45	59.9	26.6	–
46 – 55	49.8	21.5	–
Above 56	10.0	14.1	–
<b>By Region</b>			
Hong Kong	2.6	10.8	10.5
PRC	94.5	32.6	22.4
Vietnam	11.1	58.8	50.7
USA	0	0	0

Note: The calculations for 2023 are based on Appendix 3: Reporting Guidance on Social KPIs.

**2. Health and Safety**

Employee health and safety is crucial to a productive workplace. The Group is committed to providing a safe working environment for employees, and has accordingly formulated policies, objectives, management systems, and operating procedures regarding occupational safety.

**B. 社會(續)****1. 僱傭(續)****平等機會及反歧視(續)**

本集團按不同類別劃分的僱員流出率如下：

類別	二零二三年 百分比	二零二二年 百分比	二零二一年 百分比
<b>按性別劃分</b>			
男	56.5	51.3	25.3
女	59.8	37.5	36.5
<b>按年齡組別劃分</b>			
18-25歲	154.3	95.2	–
26-35歲	44.7	66.2	–
36-45歲	59.9	26.6	–
46-55歲	49.8	21.5	–
56歲以上	10.0	14.1	–
<b>按地區劃分</b>			
香港	2.6	10.8	10.5
中國	94.5	32.6	22.4
越南	11.1	58.8	50.7
美國	0	0	0

附註：二零二三年的計算以附錄三：社會關鍵績效指標匯報指引為基礎。

**2. 健康與安全**

員工的健康與安全對建立一個具生產力的工作間尤其重要。本集團致力為員工提供一個安全的工作環境，制訂了職業安全政策、目標、管理制度和操作規程。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 2. Health and Safety (Continued)

During the Reporting Period, the Group has complied with occupational health-related laws and regulations in the PRC, Hong Kong, and Vietnam to avoid any health risks from being imposed on its employees. These include, but are not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>• Labour Law of the PRC</li> <li>• Labour Contract Law of the PRC</li> <li>• Work Safety Law of the PRC</li> <li>• PRC Law on The Prevention and Control of Occupational Diseases</li> <li>• Regulations of Guangdong Province on Production Safety</li> </ul>	<ul style="list-style-type: none"> <li>• Employees' Compensation Ordinance (Cap. 282)</li> <li>• Occupational Safety and Health Ordinance (Cap. 509)</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Safety and Health Law</li> <li>• Labor Safety and Hygiene Law</li> </ul>

There were no major changes in management practice in relation to occupational health and safety during the Reporting Period.

The Group has established a comprehensive production safety accountability system and management framework with internal rules on production safety management which specify the responsibilities of the production safety committees, departments at various levels and safety production management personnel of production sites in the PRC and Vietnam. Furthermore, the Group has set up a working group on work safety and health management comprising qualified and experienced staff from various departments, responsible for supervising the work environment and health conditions in the production sites and the safety compliance of staff. The Group conducts regular production safety accountability assessments for production site workers and conducts comprehensive safety training for its employees during quarterly safety production meetings.

## B. 社會(續)

### 2. 健康與安全(續)

於報告期內，本集團已遵守中國、香港及越南的職業健康相關法律法規，以避免對僱員造成任何健康風險。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> <li>•《中國勞動法》</li> <li>•《中國勞動合同法》</li> <li>•《中國安全生產法》</li> <li>•《中國職業病防治法》</li> </ul>	<ul style="list-style-type: none"> <li>•《僱員補償條例》(第282章)</li> <li>•《職業安全及健康條例》(第509章)</li> </ul>	<ul style="list-style-type: none"> <li>•《職業安全衛生法》</li> <li>•《勞工安全衛生法》</li> </ul>
<ul style="list-style-type: none"> <li>•《廣東省安全生產條例》</li> </ul>		

於報告期內有關職業健康及安全的管理常規並無重大變動。

本集團已建立完善的安全生產責任體系及管理架構，透過編制生產安全管理相關的內部規章，清楚列明中國及越南生產現場的安全生產委員會、各級部門和安全管理人員的職責。另外，本集團亦設立了工作安全及衛生管理工作小組，由各部門具豐富相關資歷及經驗的員工出任，負責監管生產現場的工作環境衛生情況及員工安全的合規情況。本集團亦會定期對生產現場工作人員作出安全生產責任考核，並於季度安全生產例會中對員工進行全面的安全培訓。

## B. Social (Continued)

### 2. Health and Safety (Continued)

On the other hand, the Group's production process involves the use of hazardous chemicals and oil products. To safeguard the safety of its employees in the working area, the Group has implemented procedures for handling hazardous chemicals and oil products to prevent any leakage of hazardous chemicals and oil products during the procurement, transportation, storage, use, and disposal processes. In addition, employees responsible for the handling of hazardous chemicals are required to be trained in the knowledge of managing the storage of hazardous substances, and must be accompanied by safety management personnel in handling hazardous chemicals.

Additionally, the Group has formulated a series of measures to respond to and control emergencies including fires, tropical storms and heavy rainfall, and leakage of hazardous substances. Under the production safety accountability system, the Group has established different emergency response teams including a fire services team to provide first response to any incident promptly under secure conditions, in order to keep employees safe and minimise any impact on operations. At the same time, the Group regularly provides trainings such as firefighting training, first aid and rescue training, chemical accident response training to relevant teams to ensure they have sufficient skills to deal with emergencies. In addition, the Group conducts annual emergency training and fire drills for its employees and communicate safety issues through bulletin boards to enhance their safety awareness and ability to handle incidents handling capabilities, in order to reduce the possibility of incident occurrence and impact.

Finally, the Group shows equal concern for the physical well-being of its employees. To ensure the health and safety of its employees in the workplace, the Group continuously monitors and reviews work injuries, conduct regular checks and rectify potential hazards. The Group also arranges annual body checks for all its employees in Vietnam.

## B. 社會(續)

### 2. 健康與安全(續)

另一方面，本集團於生產過程中涉及到化學危險品及油品的使用。為了保障工作間的員工安全，本集團落實了化學危險品及油品相關的管理程序，以防止在採購、運輸、儲存、使用、報廢化學危險品及油品過程中出現任何洩漏。另外，負責管理化學危險品的人員必須接受有關危險品的儲存管理常識的培訓，而處理化學危險品時亦須由安全管理人員陪同。

本集團亦制訂了一系列應對及控制緊急事故的措施，涵蓋火災、颱風暴雨、危險品洩漏等事故的應變方案。本集團在安全生產責任體系下成立了不同的應變小組，包括消防隊等，在事故發生後及安全的情況下第一時間作出反應，保障員工的安全及盡力減少對營運的影響。同時，本集團定期為相關小組安排各種培訓，如消防培訓、急救及救援訓練、化學品事故應對培訓等，確保他們有足夠技能應對事故。另外，本集團每年都會為員工提供應急訓練及火災演習，並透過宣傳欄與員工溝通安全要項，加強員工的安全意識及事故處理能力，從而減低事故發生的機會及影響。

最後，本集團同樣關顧員工的身體健康。為確保員工在工作場所的健康和安全，本集團會持續監察及檢討工傷情況、進行例行檢查和隱患整改。在越南，本集團為全體員工每年安排一次身體檢查。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 2. Health and Safety (Continued)

During the Reporting Year, despite the gradual recovery of economic stability from the COVID-19 outbreak, the Group remained vigilant in its efforts to safeguard employee health and safety. The Group has formulated various preventive measures to provide a sanitary and safe working environment. These measures include:

- During the more severe periods of the COVID-19 outbreak, self-test kits were provided for all employees and were required to be tested three times a week, so that management could make timely arrangements and provide assistance to staff who tested positive;
- Employees were supplied with protective equipment such as thermometers, face masks and sanitizers;
- Body temperature checks were conducted for employees, large work conferences were minimised, and all employees were required stay in the premises of the Group during lunchtime, to avoid the risk of being infected;
- Employees travelling to and returning from high-risk areas or overseas were required to undergo internal health declaration and respective quarantine to mitigate the risk of transmission;
- A pandemic control working group was set up in the PRC, and a documentation system was developed to effectively and comprehensively monitor the pandemic situation; and
- To ensure a sanitary and safe working environment in the Vietnam production site, the Group conducted thorough disinfection of the factory floor and sterilisation of incoming materials.

The occupational health and safety data is as follows:

Occupational Health and Safety Data	2023	2022	2021
Work-related fatality	0	0	0
Fatality rate	0.0%	0.0%	0.0%
Work injury cases > 3 days	3	6	–
Work injury cases ≤ 3 days	1	3	–
Lost days due to work injury	113	101	–

## B. 社會(續)

### 2. 健康與安全(續)

於報告年內，儘管經濟從COVID-19疫情逐步恢復穩定，本集團依然沒有絲毫鬆懈，致力保障員工的健康和安全。本集團已制訂各種防疫措施，以提供一個衛生安全的工作環境。該等措施包括：

- 在COVID-19疫情比較嚴重的期間，我們為全體員工提供病毒檢測包，並要求員工每週進行三次檢測，以便管理層及時作出安排，並為檢測呈陽性的員工提供協助；
- 我們為員工預備防疫用品如溫度計、口罩及消毒液；
- 我們亦為員工進行體溫監測，減少大型工作會議和要求全體員工中午須留本集團處所內進食，避免受感染的風險；
- 要求往返高危地區或境外的員工進行內部健康申報及相應的隔離，以減少傳播風險；
- 我們在中國成立防疫小組及制訂防疫文件制度，以有效及全面地監控防疫情況；及
- 為確保越南生產現場有一個衛生安全的工作環境，本集團為廠房及進廠貨物進行全面消毒。

職業健康及安全數據如下：

職業健康及安全數據	二零二三年	二零二二年	二零二一年
工作相關死亡事故	0	0	0
死亡率	0.0%	0.0%	0.0%
>3天工傷事故	3	6	–
≤3天工傷事故	1	3	–
因工傷而損失工作日數	113	101	–

## B. Social (Continued)

### 2. Health and Safety (Continued)

During the Reporting Period, the Company did not receive any complaints or lawsuits regarding violations of health and safety-related laws, and there was no work-related death in the past three years.

### 3. Development and Training

The Group places high importance on its employees as valuable assets and makes significant investments in their growth and development to maximize their potential and contribute to the Group's success. To achieve this, the Group organizes tailored annual training programs based on the specific developmental needs of each department, focusing on enhancing the professional skills of its employees. Regular performance evaluations are conducted through an employee evaluation system, which identifies outstanding individuals and provides them with promotion opportunities to support their career advancement. By nurturing talent and creating avenues for self-improvement, the Group not only fosters employee motivation but also enhances overall work performance, ultimately driving the Group's long-term growth and success.

The Group offers internal and external training opportunities for its employees to allow them to gain the expertise and skills needed for work. New employees are required to attend induction training to familiarize themselves with information such as the Group's background, rules and systems, employee code of conduct, job duties, product identification, quality policy, restriction of hazardous substances ("RoHS"), and occupational safety. Besides induction training, the Group prepares customised annual internal and external training programs for different departments so that employees can discharge their job duties, while enhancing their familiarity with the Company's code of conduct and risks associated with their respective job duties. For example, qualified organisations are invited to provide training to production operators on production expertise of plugs and sockets, and to employees on other ancillary skills such as warehousing, maintenance, technology and quality management, to enhance the professional skills of employees further. The Group also provides courses covering topics such as basic ISO knowledge, site management, firefighting and first aid to satisfy the functional and technical needs of various departments. The effectiveness of training implemented by various departments is evaluated by the Administration Department for review of current training programs.

## B. 社會(續)

### 2. 健康與安全(續)

於報告期內，本公司並無收到任何關於違反健康安全相關法律的投訴及訴訟，於過去三年亦無發生工作相關死亡事故的個案。

### 3. 發展及培訓

本集團珍視僱員為寶貴資產，並對其成長和發展作出重大投資，使彼等能對集團的成功作出最大貢獻。為達此目的，本集團按照各部門的特定發展需要制訂年度培訓計劃，專注提升員工的專業技能。透過僱員評估制度，本集團定期檢討員工表現，並為表現優異的員工提供晉升機會，以助員工的職業發展和讓他們發揮所長。通過培育人才和提供自我提升的渠道，本集團不僅能激勵僱員，亦提升整體工作表現，最終達致本集團長期增長和成功。

本集團給予員工內部及外間的培訓機會，讓他們取得工作上所需的專業知識和技能。所有新入職的員工都必須通過入職培訓，以瞭解本集團背景、規章制度、員工守則、工作崗位、製品辨識、質量政策、危害性物質限制指令(「RoHS」)、職業安全等內容。除了提供入職培訓外，本集團亦為各部門量身訂造年度內部及外面的培訓計劃，以應付其工作崗位的職責，同時提升員工對本公司守則及相關工作崗位風險的熟悉度。例如公司會邀請合資格的專責機構為生產操作員進行有關插件、插頭等生產專業知識的培訓，以及教導員工其他輔助工作知識如倉庫、維修、技術、品質管理等，進一步提高員工的專業技能。本集團亦會安排如ISO基礎知識、現場管理、消防及急救培訓等課程，以滿足每個部門不同的職能和技術上的需要。各部門落實的培訓成效則交由行政部負責，從而檢討現時的培訓計劃。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 3. Development and Training (Continued)

During the Reporting Period, 526 employees, or 72% of all employees, received training as arranged by the Group, and the average training hours that each employee received (inclusive of those who did not receive training) was 18 hours.

The percentage of employees trained by different categories of the Group are as below:

Category	2023	2022	2021
<b>By Gender</b>			
Male	34.6	83.8	86.1
Female	65.4	92.5	93.6
<b>By Employee Category</b>			
Senior Management	1.1	0.0	25.0
Middle Management	20.2	14.7	92.5
Frontline and Other Employees	78.0	94.9	91.6
<b>Overall<sup>5</sup></b>	72.1	89.8	–

Note: The calculations for 2023 are based on Appendix 3: Reporting Guidance on Social KPIs.

The average hours of training completed by each employee of the Group are as below:

Category	2023	2022	2021
<b>By Gender</b>			
Male	17.4	22.0	9.9
Female	17.9	20.6	7.9
<b>By Employee Category</b>			
Senior Management	16.7	0.0	5.0
Middle Management	24.1	6.5	3.8
Frontline and Other Employees	16.6	22.2	9.4
<b>Overall</b>	17.7	21.1	–

Note: The calculations for 2023 are based on Appendix 3: Reporting Guidance on Social KPIs.

<sup>5</sup> Overall represents the total employees trained divided by the total employees.

## B. 社會(續)

### 3.發展及培訓(續)

於報告期內，526名僱員(或全體僱員的72%)接受本集團安排的培訓，而每名僱員接受的平均培訓時數(包括並無接受培訓者)為18小時。

按本集團不同類別劃分受訓僱員所佔百分比如下：

類別	二零二三年	二零二二年	二零二一年
<b>按性別劃分</b>			
男	34.6	83.8	86.1
女	65.4	92.5	93.6
<b>按僱員類別劃分</b>			
高級管理層	1.1	0.0	25.0
中級管理層	20.2	14.7	92.5
前線及其他僱員	78.0	94.9	91.6
<b>總體<sup>5</sup></b>	72.1	89.8	–

附註：二零二三年的計算以附錄三：社會關鍵績效指標匯報指引為基礎。

本集團各僱員完成培訓的平均時數如下：

類別	二零二三年	二零二二年	二零二一年
<b>按性別劃分</b>			
男	17.4	22.0	9.9
女	17.9	20.6	7.9
<b>按僱員類別劃分</b>			
高級管理層	16.7	0.0	5.0
中級管理層	24.1	6.5	3.8
前線及其他僱員	16.6	22.2	9.4
<b>總體</b>	17.7	21.1	–

附註：二零二三年的計算以附錄三：社會關鍵績效指標匯報指引為基礎。

<sup>5</sup> 總體指受訓僱員總數除以僱員總數。

## B. Social (Continued)

### 4. Labour Standards

The Group has strictly complied all labour standard laws and regulations to prevent child and forced labour. See below for a list of labour standard-related laws and regulations of the respective regions where the Group operates:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>• PRC Law on Protection of Minors</li> <li>• Provisions on the Prohibition of Using Child Labour</li> <li>• Regulations on the Special Protection of Minor Workers</li> </ul>	<ul style="list-style-type: none"> <li>• The Employment of Children Regulations under the Employment Ordinance (Cap. 57B)</li> </ul>	<ul style="list-style-type: none"> <li>• Child Protection Law</li> <li>• Labor Code</li> <li>• Criminal Code</li> </ul>

The Group has also formulated a Policy on Preventing Child Labor and Policy on Preventing Forced Labour to avoid the employment of forced labour and child labour. Verification of identification and age of applicants are required during the recruitment process. Applicants who have not reached the local statutory working age will not be employed. In addition, the Group conducts regular checks to ensure that there is no child labour nor forced labour in its operations.

The Group does not tolerate any forced labour and encourages employees to report violations. The Group has established procedures to handle and follow up on violations involving child labour and forced labour. If any case of non-compliance is discovered, the Group will immediately terminate employment and further investigate to avoid recurrence.

During the reporting period, there was no child labour or forced labour in the Group's business operation.

## B. 社會(續)

### 4. 勞工準則

本集團嚴格遵守所有勞工準則法律法規，以防止童工及強迫勞工。下表載列本集團營運所在相應地區的勞工準則相關法律及法規：

中國	香港	越南
<ul style="list-style-type: none"> <li>•《中國未成年人保護法》</li> <li>•《禁止使用童工規定》</li> <li>•《未成年工特殊保護規定》</li> </ul>	<ul style="list-style-type: none"> <li>•《僱傭條例下之僱用兒童規例》(第57B章)</li> </ul>	<ul style="list-style-type: none"> <li>•《保護兒童法》</li> <li>•《勞動法》</li> <li>•《刑法》</li> </ul>

另外，本集團制定了《防聘用童工政策》及《防勞動強逼政策》來避免僱用強迫勞工及童工。在招聘員工的過程中，我們必須核實應徵者的身份和年齡，年齡低於當地合法工作年齡的應徵者該一律不會被錄取。此外，本集團定期檢查以確保其營運並無童工或強迫勞工。

為了杜絕一切有機會發生的童工及強迫勞工的情況，本集團設有既定程序處理及跟進相關違規事件，並且鼓勵員工舉報。如發現任何不合規情況，本集團將立即終止僱用並進一步調查，以免再次發生。

於報告期內，本集團業務營運並無僱用童工或強迫勞工。



Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 5. Supply Chain Management

During the Reporting Period, the Group engaged with 184 suppliers mainly from the PRC, Hong Kong and Vietnam to source raw materials, equipment, and services such as environmental monitoring, industrial catering, and courier services.

The number of suppliers of the Group by region as at 31 December 2023 is as below:

Region	2023	2022	2021
Hong Kong	54	2	73
PRC	92	115	206
Vietnam	14	78	7
Other Regions	24	0	5
<b>Total</b>	<b>184</b>	<b>195</b>	<b>301</b>

Note: The calculations are based on Appendix 3: Reporting Guidance on Social KPIs.

The Group has formulated the Procurement Procedures to regulate the procurement process and ensure that its suppliers are capable of maintaining information that meets standards, in order to satisfy the Group's procurement needs. The Group conducts evaluation and selection of new suppliers based on their production capacity, corporate history, product quality, prices, quality, and environmental management systems. The Group also requires its suppliers to complete trade safety investigations as required by local customs. The Group conducts simplified monthly assessments for its existing suppliers and conducts site inspection where necessary, with suppliers receiving an unsatisfactory assessment result required to submit solutions for improvement. For underperforming suppliers who show no signs of improvement, the Group's general manager will consider on a case-by-case basis whether to reassess or revoke their status as an approved supplier.

## B. 社會(續)

### 5. 供應鏈管理

於報告期內，本集團已與主要來自中國、香港及越南的184家供應商合作，以採購原材料、設備及環境監測、工業餐飲及配送服務等服務。

按地區劃分本集團於二零二三年十二月三十一日之供應商數目如下：

按地區劃分	二零二三年	二零二二年	二零二一年
香港	54	2	73
中國	92	115	206
越南	14	78	7
其他地區	24	0	5
<b>總計</b>	<b>184</b>	<b>195</b>	<b>301</b>

附註：計算以附錄三：社會關鍵績效指標匯報指引為基礎。

本集團透過制定《採購程序》以規範採購流程，確保其供應商能夠持續供應符合規範的資料，以滿足本集團的採購需求。本集團根據供應商的生產能力、公司歷史、產品品質、價格、質量和環境管理體系來審查和選擇新的供應商。本集團亦要求供應商按照當地海關要求完成貿易安全調查。本集團會對現有供應商進行每月一次簡單的評估，在必要時會派審查員對供應商進行現場審核。考核結果為「差」的供應商須提交改進方案。針對表現不佳且沒有改善跡象的供應商，本集團總經理會就個別情況決定是否重新評定或取消其合格供應商資格。

## B. Social (Continued)

### 5. Supply Chain Management (Continued)

Besides compliance, material quality, and service quality of suppliers, the Group also monitors their environmental and social performance. In order to mitigate environmental and social risks of its supply chain, the Group conducts reviews of supplier performance in the aspects of environmental performance, labour rights and health and safety regularly to ensure that their operations and activities do not cause significant disruptions on the environment and society. To maintain the environmental performance of the Group's supply chain, suppliers are required to strictly comply with environmental protection requirements, and carry out investigations or assessments on the environmental management of designated suppliers per ISO 14001 Environmental Management System. The Group's environmental requirements for suppliers are as follows:

- Provision of environmentally-friendly products which do not have an adverse impact on the environment;
- Proper handling of all gaseous, liquid and solid waste generated during production;
- Application of clean production technology;
- Minimal application of hazardous raw materials during production;
- Minimal use of packaging materials;
- Minimal exhaust emission and noise pollution by transportation vehicles or during production; and
- Compliance with relevant requirements of the Group.

In order to monitor the compliance of suppliers, the Group conducts environmental audits on designated suppliers. If the supplier fails to meet environmental requirements, the Group would instruct such supplier to make rectifications. If necessary, the Group will arrange meetings with the management of suppliers for follow-up actions. The supplier will be disqualified if the offences are considered serious.

## B. 社會(續)

### 5. 供應鏈管理(續)

除了供應商的合規性、材料質量和服務質量，本集團還重視他們的環境及社會表現。本集團定期審視供應商於環境保護、勞工權益及健康和 safety 等方面的表現，確保運營活動不會對環境及社會造成重大干擾，從而減低供應鏈中的環境及社會風險。為維持集團供應鏈的環境績效，供應商須嚴格遵守環境保護要求，並根據ISO 14001環境管理體系的要求對指定供應商的環境管理進行調查或評估。本集團對供應商的環境要求如下：

- 提供更環保的產品，不會對環境造成負面影響；
- 正確處理生產過程中產生的各種氣體、液體和固體廢物；
- 採用清潔生產技術；
- 生產過程中盡量避免使用危險原材料；
- 盡量少用包裝材料；
- 盡量減少運輸車輛或生產過程的廢氣排放和噪音污染；及
- 遵守本集團的相關規定。

為了監督供應商的合規性，本集團對指定供應商進行環境審查。若供應商不符合環境保護要求，本集團將提出糾正措施，按嚴重程度安排雙方管理層召開對策會議，如有嚴重違規，會取消該供應商資格。

## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

## B. Social (Continued)

### 5. Supply Chain Management (Continued)

#### Green Procurement

In its commitment to green procurement, the Group has implemented several key practices to support sustainable purchasing. Our purchasing department carefully assesses the necessity of purchasing new products, taking into account the potential environmental impact. Additionally, the product life cycle is thoroughly considered to ensure that the chosen products have a minimal ecological footprint. The Group also places importance on suppliers' efforts in environmental protection, actively seeking partners who prioritize eco-friendly practices. To enhance the decision-making process, the purchasing department diligently collects information about the environmental attributes of various products. Through these efforts, the Group's purchasing department conducts extensive research and selects environmentally friendly materials, contributing to its overarching sustainability goals.

### 6. Product Responsibility

In terms of regulating product promotion and responsible sales, the Group strictly abides by the relevant laws and regulations. See below for a list of relevant laws and regulations of the respective regions where the Group operate.

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>• Criminal Law of the PRC</li> <li>• Advertising Law of the PRC</li> <li>• Cyber Security Law of the PRC</li> <li>• Provisions on Protecting the Personal Information of Telecommunications and Internet Users</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Data (Privacy) Ordinance (Cap. 486)</li> <li>• Office of the Privacy Commission for Personal Data, Hong Kong</li> <li>• Trade Marks Ordinance (Cap. 559)</li> <li>• Patents Ordinance (Cap. 514)</li> <li>• Copyright Ordinance (Cap. 528)</li> </ul>	<ul style="list-style-type: none"> <li>• Product Quality Law</li> <li>• Consumer Protection Law</li> <li>• Commercial Law</li> <li>• Advertising Law</li> <li>• Standards and Technical Regulations Law</li> <li>• Cyber Information Security Law</li> <li>• Criminal Code</li> </ul>

In terms of the health and safety, advertising, labelling and privacy matters and remedies of the products and services provided, there was no material non-compliance with relevant laws and regulations that would have a significant impact on the Group during the Reporting Period. In addition, there had been no products sold or shipped subject to recalls for safety and health reasons during the Reporting Period.

## B. 社會(續)

### 5. 供應鏈管理(續)

#### 綠色採購

本集團一直實施多項關鍵措施支持可持續採購，實現對綠色採購的承諾。我們的採購部門審慎評核採購新產品的必要性，其中會考慮潛在的環境影響。此外，我們亦會透徹地審視產品生命週期，以確保選定產品對生態構成最低影響。同時，本集團重視供應商在環保方面的工作，積極尋求優先採取環保措施的合作夥伴。為提升決策過程，採購部審慎收集各產品環境屬性的資料。本集團採購部通過上述工作進行廣泛的研究，並挑選環保材料，對其整體可持續發展目標作出貢獻。

### 6. 產品責任

在規範產品推廣及負責任銷售方面，本集團嚴格遵守相關法律法規。下表載列本集團營運所在相應地區的相關法律及法規。

中國	香港	越南
<ul style="list-style-type: none"> <li>•《中國刑法》</li> <li>•《中國廣告法》</li> <li>•《中國網絡安全法》</li> <li>•《電信和互聯網用戶個人信息保護規定》</li> </ul>	<ul style="list-style-type: none"> <li>•《個人資料(私隱)條例》(第486章)</li> <li>•香港個人資料私隱專員公署</li> <li>•《商標條例》(第559章)</li> <li>•《專利條例》(第514章)</li> <li>•《版權條例》(第528章)</li> </ul>	<ul style="list-style-type: none"> <li>•《產品質量法》</li> <li>•《消費者保護法》</li> <li>•《商業法》</li> <li>•《廣告法》</li> <li>•《標準和技術法規法》</li> <li>•《網絡信息安全法》</li> <li>•《刑法》</li> </ul>

就所提供產品及服務的健康與安全、廣告、標籤及私隱事宜及補救措施而言，報告期內並無嚴重違反對本集團產生重大影響的相關法律法規的情況。此外，報告期內並無因安全健康原因召回已售或已付運的產品。

**B. Social (Continued)**  
**6. Product Responsibility (Continued)**  
**Quality Assurance**

The Group is committed to delivering quality and safe products to its customers. The Group's production sites in the PRC and Vietnam have implemented stringent internal quality control procedures accredited with ISO 9001 Quality Management System Certification, which monitor the entire production process and product quality, including ensuring product consistency, preventing and rectifying defective products. The Group also conducts comprehensive quality inspection on all products and only products which pass inspection may proceed to the next production stage. As for the management of raw materials, the Group requires compliance with product safety and environmental requirements (such as RoHS) for raw materials of all its products. For example, only copper wires with a minimum copper content of 99.96% are utilised in products to guarantee high energy efficiency. By implementing stringent product quality control, the Group has obtained recognition from customers from various countries for its product quality.

**B. 社會(續)**  
**6. 產品責任(續)**  
**質量保證**

本集團承諾為客戶提供高品質、安全的產品。本集團位於中國及越南的生產現場已落實嚴格的內部品質控制程序，並均已通過ISO 9001品質管理體系認證，監控整個生產過程及產品質量，包括確保產品的一致性，預防和糾正不符合規範的產品。本集團亦會對所有產品進行全面品質檢驗，只有通過檢驗的產品才能進入下一道工序。而在原材料管理方面，本集團要求所有產品的原材料必須符合相關的產品安全和環境要求(如RoHS)。例如，產品只使用銅含量在99.96%以上的銅線作為原料，以保證具有較高的能源效益。藉由嚴格的產品質量控制，本集團的產品質量得到了不同國家客戶的認可。



**ISO 9001: 2015 Certificate in PRC**  
**ISO 9001 : 2015中國證書**



**ISO 9001: 2015 Certificate in Vietnam**  
**ISO 9001 : 2015越南證書**

## B. Social (Continued)

### 6. Product Responsibility (Continued)

#### Quality Assurance (Continued)

Besides stringent control over purchased raw materials and production process and standards, the Group also runs safety tests on finished goods to ensure its products meet safety standards. The Group conducts high-voltage safety tests on wires and power cord products which must achieve a 100% passing rate. The Group's testing centre also conducts reliability tests on samples and finished goods every three months, including plastic aging and tensile testing. The Group's "Safety and Reliability Policy" guarantees that its products meet the requirements of safety certification bodies and ensure its users are provided with user manuals and safety guidelines so that users can safely and appropriately use the Group's products.

The Group has formulated the Control Procedures for Defective Products for control and follow-up action on all defective products, requiring relevant departments to conduct preliminary rectification on defective products within 24 hours. Where multiple departments are involved, the department with main responsibility shall coordinate cross-department quality control meetings with other relevant departments to discuss and devise solutions. All defective products are required to pass inspection before entering the next production stage, and would be disposed of in accordance with internal quality control procedures if standards are not met after undergoing processing, with changes to the relevant control system to be considered. If a significant product defect is discovered or occurs repeatedly during the manufacturing process, the on-site person-in-charge from the quality control department may suspend the relevant production process, analyse the causes of the problem together with the Production Department, Engineering Department and other relevant departments, formulate solutions, and resume production only after the quality problem is controlled or solved.

#### Confidential Information, Data Protection, and Privacy

As part of its operations, the Group may come into contact with commercial secrets and non-public technical information of customers. The Group acknowledges its responsibility to protect the confidential information of its customers and its importance to the Group's reputation and rating. Accordingly, the Group strictly complies with local laws and regulations of its operations, and has established a strict internal confidentiality system to secure the information of its customers. The Group requires all employees to comply with the Group's relevant regulations and fulfil their confidentiality responsibilities. Any breach of confidentiality will be sanctioned according to relevant local laws or regulations.

## B. 社會(續)

### 6. 產品責任(續)

#### 質量保證(續)

除了嚴格把控原材料採購及生產過程及標準外，本集團亦會測試成品的安全性，以確保產品的安全品質。本集團對電力電纜進行高壓安全試驗，並規定相關產品必須100%通過安全試驗。本集團試驗中心亦會每三個月對樣品和成品進行一次可靠性試驗，包括橡膠老化試驗、拉伸試驗等。本集團亦已制定《安全和可靠政策》，以保證產品符合安全認證機構的要求，並規定必須提供安全使用指南，使用戶能適當及安全地使用本集團的產品。

本集團建立了《不合格品控制程序》，監管及跟進所有不符合規範的產品。我們要求相關部門必須於24小時內對不合規格的產品進行初步糾正。如果問題涉及多個部門，主要責任部門應負責組織跨部門的質量會議，與其他相關部門討論並制訂定解決方案。所有不合格產品在進入下一道工序前須通過檢驗。若經處理後仍不符合標準，我們會依循內部品質控制程序將該產品報廢，並考慮變更附屬品質系統。如在產品製造過程中發現產品嚴重不合規格或多次不達標時，工廠現場品質控制部門負責人可暫停相關生產過程，並與生產部、工程部等部門合作，分析問題原因，制訂解決方案，待品質問題得到控制或解決後再恢復生產。

#### 機密資料、資料保護及私隱

本集團的營運過程有機會接觸到客戶的商業秘密和非公開科技資訊。本集團深明其在保護客戶機密資訊的責任，以及其對集團聲譽和評估的重要性。因此，本集團嚴守營運所在地相關的法律和法規，並建立了嚴格的內部保密制度，以確保客戶的信息得到保障。本集團要求所有員工必須遵守本集團的相關規定，履行保密責任。任何違反保密規定的行為將根據當地相關法律或法規受到處罰。

## B. Social (Continued)

### 6. Product Responsibility (Continued)

#### Confidential Information, Data Protection, and Privacy (Continued)

The Group complies with all applicable laws regarding confidential information and data protection. During the Reporting Period, the Company received no complaints or litigations relating to data protection and privacy protection, and there were no incidents and complaints concerning breaches of customer privacy or losses of customer data for the Group.

## B. 社會(續)

### 6. 產品責任(續)

#### 機密資料、資料保護及私隱(續)

本集團遵守有關機密資料及資料保護的所有適用法律。於報告期內，本公司並無接獲與資料保護及私隱保護相關的投訴或訴訟，本集團並無發生侵犯客戶私隱或遺失客戶資料的事件及投訴。

#### Intellectual Property (“IP”) Rights

The Group emphasizes the protection of its IP rights. The Group has the right to apply for patents for all inventions, technological innovations, products, or formulas created and developed by employees during their service. The Group strictly complies with relevant IP laws and regulations and are committed to respect IP, patents, and relevant interests of third parties. Any breach of IP regulations will be subject to severe penalties.

#### 知識產權(「知識產權」)

本集團重視保護知識產權。本集團有權對在服務期間所製作、開發的所有發明、技術革新、產品或配方申請相應專利。本集團嚴格遵守有關知識產權的法律法規，承諾絕不侵犯第三者的知識產權、專利及相關權益。違反知識產權法規者將受到嚴厲處罰。

#### Customer Relations

The Group treasures its relationship with customers. As a reliable, long-term partner of its customers, The Group actively listens to and follows up on their views and requirements, satisfying their demands with products of the best quality. To understand the needs and expectations of its customers, the Group maintain close communication with them and distributes customer satisfaction surveys in the fourth quarter of each year to collect their views and after-sales ratings on aspects such as product quality, service, and turnaround time.

#### 客戶關係

本集團十分重視與客戶的關係。作為客戶可靠的長期合作夥伴，本集團積極傾聽和跟進客戶的意見和要求，並以最優質的產品來滿足其需要。為了解客戶的需要與期望，本集團與客戶保持密切溝通，並在每年的第四季度，向顧客發放顧客滿意度調查表，收集顧客對產品品質、服務、交貨期等方面的意見及售後評價。

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## B. Social (Continued)

### 6. Product Responsibility (Continued)

#### Customer Relations (Continued)

At the same time, the Group has established comprehensive procedures for handling complaints. Upon receiving a complaint, the responsible officer from the Group's quality control department shall analyse and follow up on the complaint within 24 hours, identify the root cause of the problem within 3 working days, and formulate corrective actions within 7 working days, submit the solutions and results to relevant personnel, and then determine the solution with the customer. In addition to rectifying the batch in question, the Group also conducts follow-up quality checks on three batches of the same type of product, in order to avoid recurrence of the same problem. During the Reporting Period, the Group received 12 cases of minor complaints regarding product appearance or quality, which have been properly handled in accordance with the aforesaid customer complaint handling procedures.

### 7. Anti-Corruption

The Company upholds the unwavering social value of "society integrity and corruption prevention" in our operations. During the Reporting Period, the Group has complied with anti-corruption laws and regulations in the PRC, Hong Kong, and Vietnam. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> <li>• Criminal Law of the PRC</li> <li>• PRC Anti-Unfair Competition Law</li> <li>• PRC Anti-Money Laundering Law</li> <li>• Provisional Regulations on the Prohibition of Commercial Bribery</li> </ul>	<ul style="list-style-type: none"> <li>• Prevention of Bribery Ordinance (Cap. 201)</li> <li>• Independent Commission Against Corruption Ordinance (Cap. 204)</li> <li>• Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615)</li> <li>• Organised and Serious Crimes Ordinance (Cap. 455)</li> </ul>	<ul style="list-style-type: none"> <li>• Anti-Corruption Law</li> <li>• Anti-Money Laundering Law</li> <li>• Criminal Code</li> </ul>

## B. 社會(續)

### 6. 產品責任(續)

#### 客戶關係(續)

同時，本集團已建立完善的投訴處理流程。集團品質管部負責人在接到投訴後24小時內需要對該投訴進行分析及跟進，在三個工作日內找出問題的成因，以及在七個工作日內制訂糾正措施，向相關人員提交處理方案和結果，並與客戶確定處理方法。除了糾正該批次外，本集團還跟進三批同類產品的質量，以避免出現同樣的問題。報告期內，本集團收到了12宗關於產品外觀或品質的輕微投訴，並已按照上述的客戶投訴處理程序妥善處理。

### 7. 反貪污

本公司在其運營中堅持「社會誠信和防止貪腐」的堅定社會價值。於報告期內，本集團已遵守中國、香港及越南的反貪污法律法規。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> <li>•《中國刑法》</li> <li>•《中國反不正當競爭法》</li> <li>•《中國反洗錢法》</li> <li>•《禁止商業賄賂行為的暫行規定》</li> </ul>	<ul style="list-style-type: none"> <li>•《防止賄賂條例》(第201章)</li> <li>•《廉政公署條例》(第204章)</li> <li>•《打擊洗錢及恐怖分子資金籌集條例》(第615章)</li> <li>•《有組織及嚴重罪行條例》(第455章)</li> </ul>	<ul style="list-style-type: none"> <li>•《反貪污法》</li> <li>•《反洗錢法》</li> <li>•《刑法》</li> </ul>

## B. Social (Continued)

### 7. Anti-Corruption (Continued)

The Group attaches great importance to employee ethical conduct and is committed to establishing a clean corporate culture. Employees are required to comply with the Group's Code of Ethics and the importance of respecting business ethics is highlighted through an incentive and penalty mechanism. To prevent conflicts of interest, employees responsible for sales and procurement are required to submit statements of interest and disclose any non-business-related interests and relationships with existing suppliers or customers.

The Group has established an internal complaint and whistleblowing mechanism and encourages its employees to report suspected irregularities, bribery, extortion, fraud, money laundering, and other forms of misconduct through email, telephone and private WeChat messages. The Group is committed to protect report information and the personal data of whistleblowers, and has a zero-tolerance policy against any form of reprisal against whistle-blowers.

In order to enhance anti-corruption awareness and levels, the Group provided a total of 25.5 hours of anti-corruption training to 51 employees during the Reporting Period, which covered topics such as whistle-blowing, business ethics, avoiding conflict-of-interest, and anti-bribery.

To maintain the Group's ethical conduct standards, the Group engages professional third party consultants on a regular basis to assess the effectiveness of the Group's internal controls, and to ensure the effective implementation of management measures.

During the Reporting Period, the Company did not have any lawsuits related to corruption, nor violated relevant laws and regulations that have a significant impact on the operations of the Company. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

## B. 社會(續)

### 7.反貪污(續)

本集團非常重視員工道德守則，努力打造廉潔的企業文化。我們要求所有員工遵守本集團的《道德規範》，並通過獎罰機制向員工傳達遵守商業道德的重要性。為防止利益衝突，我們所有負責銷售和採購的員工必須提交利益聲明，申報與現有供應商或客戶的任何非工作利益關係。

本集團亦已制定內部申訴及舉報機制，鼓勵員工通過電郵、電話、微信私訊等渠道舉報疑似違規、賄賂、勒索、欺詐及洗黑錢等不當行為。本集團致力保密員工所舉報的資料及其個人資訊，並對報復舉報人的行為採取零容忍態度。

為提高反貪污意識及水平，本集團於報告期內向51名僱員提供合共25.5小時反貪污培訓，涵蓋主題包括舉報、商業道德、避免利益衝突及反賄賂。

為維持本集團的道德操守標準，本集團定期委聘專業第三方顧問評估本集團內部監控的成效，確保管理措施有效實施。

於報告期內，本公司並無涉及貪污的訴訟案件，並無違反對本公司營運產生重大影響的相關法律法規。於報告期內，概無發生指控本集團或其僱員貪污之已審結訴訟案件。



## Environmental, Social and Governance Report (Continued)

### 環境、社會及管治報告(續)

## B. Social (Continued)

### 8. Community Investment

Besides focusing on business development, the Group has always been committed to charity involvement. The Group demonstrates its concern and support for communities in need through donations to charitable and volunteer organisations. During the Reporting Period, the Group has made charitable donations amounting to approximately HK\$1,774,000 (2022: HK\$1,194,000).

The Group is concerned about the development and growth of children and made donations to several educational institutions and funds during the year. For example, the Group donated to the Guizhou Cultural Heritage and Rural Development Foundation to provide financial assistance for the education and training of economically deprived students living in rural and mountainous areas and support local children in their development.

Furthermore, the Group cares about the protection of women's rights and interests and has made monetary donations to the Hong Kong Girl Guides Association, the Hong Kong Chinese Women's Club, and the Hong Kong Federation of Women.

The Group has also dedicated to improving local livelihoods and quality of life through its support of the Disaster Prevention Fund for the Quang Ngai Province in Vietnam, as well as contributions to the security fund to assist the local police of the Quang Ngai Province in Vietnam. Moreover, we support Po Leung Kuk and Sower Action through donations and participation.

Our directors actively participated in charity events, demonstrating their commitment to making a positive impact in the community. They dedicated their time, resources, and expertise to various philanthropic endeavours. Through their unwavering support and involvement, they not only inspired others but also helped improve the lives of those in need.

### 9. Major Recognitions and Awards

Perennial prioritizes corporate governance, social responsibility and environmental protection. Our dedication to sustainability was acknowledged by various organizations during the reporting period. The Group's Vietnam factory ranked 20th among outstanding companies in 2023 which was awarded by Royal Family Trading and Media Inc. We will continue to collaborate with stakeholders to grow sustainably and benefit our community.

## B. 社會(續)

### 8. 社區投資

除專注業務發展外，本集團亦一直致力於參與慈善事業。本集團通過向慈善和志願組織捐款，關注和支持有需要的社區。報告期間，本集團已作出合共約1,774,000港元(二零二二年：1,194,000港元)的慈善捐款。

本集團關注兒童的發展及成長，於年內向若干教育工作機構及基金作出捐贈。例如，本集團向貴州省文化薪火鄉村發展基金會捐款，資助當地偏遠山區貧困學生的教育培訓，助力當地兒童的發展。

此外，本集團關注保障婦女權益，已向香港女童軍總會、香港中國婦女會及香港各界婦女聯合協進會捐款。

本集團亦支持越南廣義省防災基金並向安全基金捐款以協助越南廣義省的當地警察，努力改善當地民生和生活質量。此外，我們亦透過捐款及參與以支持保良局及苗圃行動。

本公司董事積極參與慈善活動，展現了彼等對社會產生正面影響的承諾。彼等將自身的時間、資源及專業知識貢獻予多個慈善事業。透過其堅定不移的支持及參與，彼等不僅激勵了其他人，更幫助改善了有需要人士的生活。

### 9. 主要榮譽與獎項

恒都優先考慮企業管治、社會責任及環保。報告期間，我們的可持續發展工作獲多個組織肯定。本集團的越南工廠於皇家貿易與媒體股份公司頒發的2023年度優秀企業中排名第20名。我們將繼續與持份者協作，推動社區持續發展，同時惠及社區。

Environmental, Social and Governance Report (Continued)  
 環境、社會及管治報告(續)

**HKEX Environmental, Social and Governance Reporting Guide Index**
**香港聯交所《環境、社會及管治報告指引》內容索引**

A	Environmental	Chapter	A	環境	章節
Aspect A.1	Information on: – the policies; and – 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 wastes.	A. Environment	層面A.1	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： – 政策；及 – 遵守對發行人有重大影響的相關法律及規例的資料。	A.環境
Indicator A.1.1	The types of emissions and respective emissions data.	1. Emissions	指標A.1.1	排放物種類及相關排放數據。	1.排放物
Indicator A.1.2	Direct (Scope 1) and Indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1. Emissions	指標A.1.2	直接(範圍1)及間接(範圍2)溫室氣體排放總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	1.排放物
Indicator A.1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1. Emissions	指標A.1.3	所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	1.排放物
Indicator A.1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1. Emissions	指標A.1.4	所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	1.排放物
Indicator A.1.5	Description of the emission targets and the steps taken to reach these targets.	A. Environment	指標A.1.5	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。	A.環境
Indicator A.1.6	Description of the methods to handle hazardous and non-hazardous waste, and the description of the waste reduction targets and the steps taken to achieve these targets.	A. Environment	指標A.1.6	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。	A.環境
Aspect A.2	Use of Resources	2. Use of resources	層面A.2	資源使用	2.資源使用
Indicator A.2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas, or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2. Use of resources	指標A.2.1	按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	2.資源使用
Indicator A.2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2. Use of resources	指標A.2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	2.資源使用

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## HKEX Environmental, Social and Governance Reporting Guide Index

A	Environmental	Chapter
Indicator A.2.3	Description of the energy efficiency targets and the steps taken to achieve these targets.	A. Environment
Indicator A.2.4	Description of whether there is any issue in sourcing water that is fit for purpose, and the water efficiency targets and the steps taken to achieve these targets.	A. Environment
Indicator A.2.5	The total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	2. Use of resources
Aspect A.3	The Environment and Natural Resources	3. Environment and Natural resources
Indicator A.3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3. Environment and Natural resources No significant impacts of activities on the environment and natural resources occurred during the Reporting Period
Aspect A.4	Climate Change	4. Climate change
Indicator A.4.1	Description of the major climate-related issues that have and may have an impact on the issuer, and the response actions.	4. Climate change

## 香港聯交所《環境、社會及管治報告指引》內容索引

A	環境	章節
指標A.2.3	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。	A.環境
指標A.2.4	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。	A.環境
指標A.2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	2.資源使用
層面A.3	環境及天然資源	3.環境及天然資源
指標A.3.1	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。	3.環境及天然資源 報告期間，活動對環境與自然資源並無重大影響
層面A.4	氣候變化	4.氣候變化
指標A.4.1	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。	4.氣候變化

## HKEX Environmental, Social and Governance Reporting Guide Index

## 香港聯交所《環境、社會及管治報告指引》內容索引

B	Social	B. Social
Aspect B.1	Employment	1. Employment
Indicator B.1.1	Total workforce by gender, employment Type (e.g. full-time or part-time), age group and geographical region.	1. Employment
Indicator B.1.2	Employee turnover rate by gender, age group and geographical region.	1. Employment
Aspect B.2	Health and Safety	2. Health and safety
Indicator B.2.1	Number and rate of work-related fatalities in the past three years (include reporting year)	2. Health and safety
Indicator B.2.2	Lost days due to work injury.	2. Health and safety
Indicator B.2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	2. Health and safety
Aspect B.3	Development and Training	3. Development and Training
Indicator B.3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3. Development and Training
Indicator B.3.2	The average training hours completed per employee by gender and employee category.	3. Development and Training
Aspect B.4	Labour Standards	4. Labour standards
Indicator B.4.1	Description of measures to review employment practices to avoid child and forced labour.	4. Labour standards
Indicator B.4.2	Description of steps taken to eliminate such practices when discovered.	4. Labour standards

B	社會	B.社會
層面B.1	僱傭	1.僱傭
指標B.1.1	按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	1.僱傭
指標B.1.2	按性別、年齡組別及地區劃分的僱員流失比率	1.僱傭
層面B.2	健康與安全	2.健康與安全
指標B.2.1	過去三年(包括匯報年度)每年因工亡故的人數及比率	2.健康與安全
指標B.2.2	因工傷損失工作日數。	2.健康與安全
指標B.2.3	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。	2.健康與安全
層面B.3	發展及培訓	3.發展及培訓
指標B.3.1	按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	3.發展及培訓
指標B.3.2	按性別及僱員類別劃分, 每名僱員完成受訓的平均時數。	3.發展及培訓
層面B.4	勞工準則	4.勞工準則
指標B.4.1	描述檢討招聘價例的措施以避免童工及強制勞工。	4.勞工準則
指標B.4.2	描述在發現違規情況時消除有關情況所採取的步驟。	4.勞工準則

Environmental, Social and Governance Report (Continued)  
環境、社會及管治報告(續)

## HKEX Environmental, Social and Governance Reporting Guide Index

B	Social	B. Social
Aspect B.5	Supply Chain Management	5. Supply chain management
Indicator B.5.1	The number of suppliers by geographical region.	5. Supply chain management
Indicator B.5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5. Supply chain management
Indicator B.5.3	Description of the practices related to the identification of environmental and social risks in each section of the supply chain, as well as related implementation and monitoring methods.	5. Supply chain management
Indicator B.5.4	Description of the practices that promote the use of environmentally friendly products and services when selecting suppliers, as well as related implementation and monitoring methods.	5. Supply chain management
Aspect B.6	Product Responsibility	6. Product responsibility
Indicator B.6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	6. Product responsibility
Indicator B.6.2	The number of products and service related complaints received and how they are dealt with.	6. Product responsibility
Indicator B.6.3	Description of practices relating to observing and protecting intellectual property rights.	6. Product responsibility
Indicator B.6.4	Description of quality assurance process and recall procedures.	6. Product responsibility

## 香港聯交所《環境、社會及管治報告指引》內容索引

B	社會	B.社會
層面B.5	供應鏈管理	5. 供應鏈管理
指標B.5.1	按地區劃分的供應商數目。	5. 供應鏈管理
指標B.5.2	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。	5. 供應鏈管理
指標B.5.3	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。	5. 供應鏈管理
指標B.5.4	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。	5. 供應鏈管理
層面B.6	產品責任	6. 產品責任
指標B.6.1	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。	6. 產品責任
指標B.6.2	接獲關於產品及服務的投訴數目以及應對方法。	6. 產品責任
指標B.6.3	描述與維護及保障知識產權有關的慣例。	6. 產品責任
指標B.6.4	描述質量檢定過程及產品回收程序。	6. 產品責任

Environmental, Social and Governance Report (Continued)  
 環境、社會及管治報告(續)

**HKEX Environmental, Social and Governance Reporting Guide Index**
**香港聯交所《環境、社會及管治報告指引》內容索引**

B	Social	B. Social
Indicator B.6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	6. Product responsibility
Aspect B.7	Anti-corruption	7. Anti-corruption
Indicator B.7.1	The 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.	7. Anti-corruption
Indicator B.7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	7. Anti-corruption
Indicator B.7.3	Description of the anti-corruption training provided to directors and employees.	7. Anti-corruption
Aspect B.8	Community Investment	8. Community Investment
Indicator B.8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	8. Community Investment
Indicator B.8.2	Resources contributed (e.g. money or time) to the focus area.	8. Community Investment

B	社會	B.社會
指標B.6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	6.產品責任
層面B.7	反貪污	7.反貪污
指標B.7.1	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。	7.反貪污
指標B.7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	7.反貪污
指標B.7.3	描述向董事及員工提供的反貪污培訓。	7.反貪污
層面B.8	社區投資	8.社區投資
指標B.8.1	專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	8.社區投資
指標B.8.2	在專注範疇所動用資源(如金錢或時間)。	8.社區投資



恒  
*Perennial*  
都