



福田實業(集團)有限公司
Fountain Set (Holdings) Limited

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

SEHK 股份代號：420



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

2023



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ABOUT THIS REPORT 關於本報告

Fountain Set (Holdings) Limited (the "Company") and its subsidiaries ("the Group" or the "Fountain Set Group") is one of the world's largest circular knitted fabric manufacturers with principal activities including fabric knitting, dyeing, printing, finishing, as well as garment manufacturing.

This Environmental, Social, and Governance report (the "ESG Report") by the Group highlights the ESG performance of its operations with relatively significant environmental and social impacts. This report is prepared in accordance with the mandatory and 'comply or explain' provisions set out in the ESG Reporting Guide as described in Appendix C2 of the Listing Rules and Guidance by The Stock Exchange of Hong Kong Limited ("HKEx") and relevant guidance set out by the HKEx.

福田實業(集團)有限公司(「本公司」)及其附屬公司(「本集團」或「福田集團」)是全球其中一間最大型的圓筒針織面料生產商,主要業務包括針織、染色、印花、整理以及服裝生產。

這份由本集團編製的《環境、社會及管治報告》(「本報告」),主要描述了本集團在對環境及社會產生相對深遠影響的業務方面,當中所推出ESG措施的績效。本報告是根據《ESG報告指引》中列明的強制披露及不遵守或解釋,規定條款所編製的,當中的條文細節於香港聯合交易所有限公司(「聯交所」)所頒佈的《上市規則及指引》附錄C2及聯交所制訂的相關指引中有所描述。

Reporting Boundary

The Group's five production sites, within the reporting scope (hereinafter collectively referred as "the Production Sites"), include:

- (i) Jiangyin Fuhui Textiles Limited ("Jiangyin Fuhui") located in the People's Republic of China (the "PRC");
- (ii) Yancheng Fuhui Textiles Limited ("Yancheng Fuhui") located in the PRC;
- (iii) Dongguan Shatin Lake Side Textiles Printing & Dyeing Co. Ltd. ("Shatin Lake Side") located in the PRC;
- (iv) Dongguan Futian Oasis Heating Co. Ltd. ("Futian Oasis") located in the PRC; and
- (v) Ocean Lanka (Private) Ltd. ("Ocean Lanka") located in Sri Lanka.

This Report covers the Group's overall performance in two subject areas, namely Environmental and Social of the business operations in the Production Sites, from 1 January 2023 to 31 December 2023 (the "Reporting Period"), unless otherwise stated. For more information on our corporate governance and financial performance, please refer to below QR codes.



QR code for 2023 Annual Report
2023年年報二維碼

The Group's subsidiary Futian Oasis has been engaging in the sustainable heat generation business since 2016, following the signing of an agreement with the People's Government of Dongguan Shatian Town for a centralized heat supply project (the "Project"). Under the Project, Futian Oasis supplies heat to the Shatian Town Industrial Park ("the Park") for operations of the electroplating, printing, and dyeing industry. As a centralized heat supplier, Futian Oasis's operation has made a remarkable contribution to the Group's ESG performance, as well as to the environment, in terms of air emission reduction. The respective performances of Futian Oasis have been covered in the Group's ESG reports since 2017.

There were no major operational changes in the scope of this report compared with that for the period from 1 January 2022 to 31 December 2022 (the "Last Reporting Period").

報告範圍

在報告範圍內，本集團五個生產基地（以下統稱為生產基地）包括：

- i. 位於中華人民共和國（「中國」）的江陰福匯紡織有限公司（「江陰福匯」）；
- ii. 位於中國的鹽城福匯紡織有限公司（「鹽城福匯」）；
- iii. 位於中國的東莞沙田麗海紡織印染有限公司（「沙田麗海」）；
- iv. 位於中國的東莞福田綠洲供熱有限公司（「福田綠洲」）；以及
- v. 位於斯里蘭卡的海洋蘭卡（私人）有限公司（「海洋蘭卡」）。

除非另有說明，否則本報告內所指的本集團於兩大主題範疇方面的整體績效，為從2023年1月1日至2023年12月31日期間（「報告期」），生產基地在營運業務上對環境以及社會方面所產生的影響情況。有關更多企業管治及財務表現的詳情，請參考以下二維碼。



QR code for Website
網頁二維碼

自2016年本集團旗下的福田綠洲與東莞市沙田鎮人民政府簽訂中央式供熱項目（「項目」）協議後，便開始營運具可持續性的供熱業務。根據項目，福田綠洲為沙田鎮工業園區（「工業園區」）的電鍍及印染產業提供熱力。作為中央式供熱的供應商，福田綠洲的營運為本集團的ESG績效及氣體減排方面的環保工作帶來巨大的貢獻。自2017年起，本集團已將福田綠洲的各項績效涵蓋於本報告內。

在與2022年1月1日至2022年12月31日期間（「上一報告期」）比較下，本報告在報告手法方面並無重大改變。

Reporting Principles

The preparation of the ESG Report has applied 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, process, and results of the engagement of which are presented in the section “Stakeholder Communication” in the Report.

Quantitative – key performance indicators (“KPI”s) 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.

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

Balance – The Group’s performance during the Reporting Period has been presented impartially, avoiding choices, omissions, or presentation formats that may unduly influence readers’ decisions or judgements.

報告原則

本集團根據以下原則編製本報告：

重要性—本集團進行了重要性評估，以找出對投資者及其他持份者構成重大影響的重要環境及社會事項；當中主要持份者、流程及評核結果在本報告的「持份者參與及重要性」部分中有所細述。

量化—本集團已制訂關鍵績效指標（「關鍵績效指標」），在適當的條件下透過測量和應用關鍵績效指標以得出有效的比較；有關所採用的標準、方法、假設及／或計算工具的資訊，以及所採用的轉換因子來源，均已在適當情況下予以披露。

一致性—本集團採用一致的統計方法及關鍵績效指標表述方式，以能在不同時間下對相關數據進行有意義的比較。

平衡—本集團忠實地陳述在報告期內的績效，並避免提供可能不恰當地影響讀者進行決策或判斷的篩選、遺漏或陳述方式。



BOARD STATEMENT

As the highest responsible and decision-making unit for Environmental, Social and Governance (“ESG”) management, the Board (the “Director” and the “Board”, respectively) oversees ESG matters under the auspices of the “Sustainable Development and Improvement Committee” (the “Committee”). The Board receives reports from the Committee every month and actively participates in assessing, prioritizing, and managing key risks. Additionally, the Board is involved in developing and driving ESG strategies, as well as integrating governance requirements into the day-to-day management system of key ESG matters.

Through participating in interviews, site visits, questionnaires, and reports, the Board provides valuable insights and suggestions on ESG-related issues and risks that may affect the sustainable development of the Company and its stakeholders. These inputs help in formulating appropriate countermeasures. The Board recognizes that setting ESG-related targets not only effectively optimizes the Group’s ESG performance but also creates long-term value for the Group and its stakeholders. To ensure the alignment of implemented ESG strategies and targets with the Group’s business morale and overall development strategy, the Board conducts regular reviews of the Group’s targets.

The Group shows care and focus to employees’ health and wellness. In 2021, the Group re-established its staff wellness club (the “Club”) in the Hong Kong headquarters, with a committee consisting of representatives from various departments. Similar staff wellness programs are also operational in all subsidiaries, aiming to promote employee wellbeing and enhance employee engagement. Furthermore, all departments of the Group actively engage in regular risk investigation work. This involves submitting quarterly risk self-examination reports to identify relevant risks, provide detailed descriptions and analysis of problems, implement corrective measures, and address and mitigate risks in a timely manner. By following this systematic approach, the Group aims to minimize risks and enhance its overall performance.

董事會聲明

作為環境、社會及管治（「ESG」）之最高負責及決策單位，董事會（分別為「董事」及「董事會」）在「持續發展及改進委員會」（「該委員會」）的支持下監督ESG事務，每月聽取該委員會的匯報，並參與重要ESG事宜的評估、優次排列、評估關鍵風險、管理和制定及推動ESG策略並將管治要求融入日常管理體系之中。

通過參與訪談、實地考察、問卷調查和報告，董事會就可能影響公司及其利益相關者可持續發展的ESG相關問題和風險提供寶貴的見解和建議。這些意見有助於制定適當的對策。董事會認識到，設定ESG相關目標不僅能有效優化本集團的ESG表現，還能夠為本集團及其利益相關者創造長期價值。為確保實施的ESG戰略和目標與本集團的商業道德和整體發展戰略保持一致，董事會定期審查本集團的目標。

本集團關注並關心員工的健康和福祉。2021年，本集團在香港總部重新成立了康樂活動委員會（「委員會」），由各部門的代表組成委員會。類似的員工福利計劃也在所有附屬公司運作，旨在促進員工福祉和提高員工參與度。此外，本集團的所有部門積極參與定期風險調查工作。這包括提交季度風險自查報告，以確定相關風險，提供詳細描述和問題分析，實施糾正措施，及時應對和減輕風險。通過遵循這種系統化的方法，本集團旨在將風險降至最低並提升整體表現。

In 2016, the Group embarked on a revolutionary new business venture, the Project. This project introduced a pioneering business model in the industry. The Park, which houses electroplating, fabric printing and dyeing industries, is one of the seven largest environmental industrial parks in Dongguan, PRC. The Project, as an ancillary initiative of the industrial park development, plays a crucial role in the implementation plan for centralized heat supply in Guangdong Industrial Park and Industrial Cluster Areas. By reducing the emission of nitrogen oxide, sulfur dioxide, smoke, and dust resulting from the elimination of 28 coal-fired heaters within the district, the Project significantly contributes to cleaner air for the community and neighboring areas

Since 2016, to promote sustainability and reduce the environmental impact of printing, our ESG Report has only been uploaded on the respective websites of HKEx and the Company, adhering to the Group's common practice. The report provides a comprehensive overview of the Group's progress in various ESG areas, highlighting areas of achievement and areas that require further improvement. The Group firmly believes in embracing sustainable innovation throughout its value chain and has established a dedicated "Sustainable Development and Improvement Committee" comprising representatives from different subsidiaries and cross-functional departments. This committee plays a vital role in driving the Group's vision, implementing sustainability objectives, and setting ambitious targets. It also facilitates understanding of sustainability impacts, addresses obstacles, and ensures progress towards meeting the targets.

Looking ahead, the Group remains committed to investing in advanced technologies and additional equipment to prevent and reduce pollution. Periodic training workshops on environmental protection and pollution control are provided to staff members, ensuring awareness and compliance. Additionally, qualified advisers regularly visit the factories to evaluate the effectiveness of environmental protection measures and provide recommendations for further improvement.

This report provides comprehensive insights into the Group's management practices in the aforementioned areas, as well as other ESG aspects. It undergoes rigorous review and approval by the Board of Directors to ensure transparency and accountability.

2016年，本集團開展了一項革命性的新業務項目，即項目，其業務模式是業界先驅。工業園為中國東莞市七個最大的環境工業園之一，主要包括對著色、面料印花及染色行業。作為園區發展的附屬項目，該項目在廣東工業園和產業集群區集中供熱實施計劃中扮演著關鍵角色。通過減少該地區28個燃煤加熱器，透過降低氮氧化物、二氧化硫及煙塵排放量，該項目為社區和周邊地區提供了更潔淨的空氣環境。

由2016年起，為了促進可持續發展並減少印刷對環境的影響，我們的ESG報告一直僅上傳到聯交所和本公司的相應網站，遵循本集團的常規做法。本報告全面介紹了本集團在各個ESG領域的進展情況，突出了取得成就的領域和需要進一步改進的領域。本集團堅信在價值鏈的各個環節中擁抱可持續創新，並成立了專門的「持續發展及改進委員會」，該委員會由不同子公司和跨職能部門的代表組成。該委員會在推動集團願景、實施可持續發展目標和設定雄心勃勃的目標方面發揮著重要作用。它還有助於了解可持續發展的影響，解決障礙，並確保實現目標的進展。

展望未來，本集團將繼續投資於先進技術和額外設備，以防止和減少污染。定期舉辦環境保護和污染控制的培訓工作坊，確保員工的意識和合規性。此外，合格的顧問定期訪問工廠，評估環境保護措施的有效性，並提出進一步改進的建議。

本報告全面披露了本集團在上述領域以及其他ESG方面的管理實踐。經過董事會的嚴格審查和批准，以確保透明度和問責性。

GROUP PROFILE

About Fountain Set (Holdings) Limited and its subsidiaries (Stock Code: 00420.HK)

One of the world's largest and long-established fabric manufacturers, the Fountain Set Group produces knitted fabric and garments through vertically integrated operations in fabric knitting, dyeing, printing, finishing and garment manufacturing, for many of the renowned apparel retailers and brands.

As a strong believer of research and development, the Group collaborate with brands and suppliers to develop innovative and creative fabric and garment products to consumers all over the world.

Headquartered in Hong Kong and listed on the Main Board of HKEX, the Fountain Set Group has 7 production facilities in PRC, Sri Lanka and Indonesia, with marketing and representative offices in 4 countries and a global staff force of close to 5,800 strong.

As of 19 April 2024, Mr. HA Chung Fong, founder and honorary chairman of the Company remains one of the substantial shareholders of the Company.

集團簡介

有關福田實業(集團)有限公司及其附屬公司(股份代號: 00420, 香港)

福田集團為一家世界最大及歷史悠久的針織面料生產商之一, 提供針織、染色、印花、整理及成衣製造等高度垂直綜合服務, 為許多知名服裝零售商和品牌製造針織面料及成衣。

作為研發的堅信者, 本集團與品牌和供應商合作, 為世界各地的消費者開發創新和創意的面料及成衣產品。

福田集團總部位於香港, 並於聯交所主板上市, 其於中國、斯里蘭卡及印尼設有7個生產設施, 市場推廣辦事處及代表處分佈4個國家, 全球員工接近5,800人。

截至2024年4月19日, 本公司創辦人及名譽主席夏松芳先生為本公司主要股東之一。



GROUP MILESTONES

集團里程碑

In 1969, Mr. HA Chung Fong, the Group's Honorary Chairman, founded the Fountain Set Group (Former name :Globe Dyeing Factory, the "Factory" and the "Company") in Hong Kong, a commissioned dye house with just over twenty workers processing around 150,000 pounds of fabric per month.

夏松芳先生於1969年創辦福田集團(前稱：高泰染廠，簡稱「工廠」、「公司」)，當時只有20多名員工，每月的面料產量為15萬磅。

The Company began operating as a full service knitted fabric supplier engaging in the sales and trading of finished fabrics.

公司開始銷售及買賣成品布。

Dongguan Fuan Textiles Limited, the Group's first integrated fabric knitting, dyeing and finishing facility outside of Hong Kong, was established in Dongguan, Guangdong, PRC.

本集團第一間在香港以外的綜合性廠房，集針織、染色、整理於一體--東莞福安紡織印染有限公司，於中國廣東省東莞市開始投產。

The Factory expanded its service offerings to include production of velour fabrics. 工廠開始生產剪毛布。

1969

1978

1981

1989

1971

1979

1988

1992

The Factory expanded its business by offering greige fabric knitting service. 工廠擴展針織布業務。

With the establishment of yarn dyeing facilities, the Company began knitting stripe fabrics. 公司建立染紗設施，開始製造針織色織布。

The Group was listed on the Stock Exchange of Hong Kong (SEHK:420) in April with HK\$140 million (US\$18 million) raised fund.

本集團(香港聯交所編號420)於四月在香港聯交所正式上市，成功集資1億4千萬。

The Group invested in trading and manufacturing of garments. 本集團開始投資成衣買賣及製造。

Sales in the financial year ended August 2003 reached HK\$5.5 billion (US\$705 million) and the number of employees exceeded 20,000.
截至2003年8月底的財務年度銷售額達55億港元(7.05億美元)，員工人數超過2萬人。

A property of Jiangyin Fuhui located at number 9 and 12, Xiaoshan Road, Jiangyin City, the PRC, with a site area of approximately 453,988 square meters in total, was subject to resumption by the local government of Jiangyin City People's Government Chengdong Subdistrict Office with an aggregate compensation of approximately RMB259 million (equivalent to HK\$284 million).
江陰福匯位於中國江陰市蕭山路9號及12號(總佔地面積約453,988平方米)的土地，被江陰市人民政府城東街道辦事處徵收，補償金總額約為人民幣259,000,000元(相當於284,000,000港元)。

The construction of a new fabric dyeing, printing and finishing plant, Dongguan Shatian Lake Side was completed in Shatian Town in Dongguan, Guangdong, China and the Lake Side dyeing and printing operation in Hong Kong was relocated to this new plant. The Group also completed the relocation of the remaining production lines in Hong Kong to Dougguan Fuan Textiles Limited in the PRC.

沙田麗海於中國廣東省東莞市設立，為一所全新的染色、印花及後整理的廠房。位於香港的麗海紡織印染有限公司於同期移師其染色及印花運作到新的廠房。本集團亦完成移師其他生產線往位於中國的東莞福安紡織印染有限公司。

Shanghai Fuhui Textiles Trading Co., Ltd. has been established in May 2008 that extends the Fountain Set Group's sales and distribution network to PRC.
上海福匯紡織貿易有限公司於2008年5月成立，並為福田集團拓展中國的內銷網絡。

1998

2003

2008

2024

1996

2002

2007

2010

The Group was elected by Forbes Global magazine in 2002 as "Best under a billion, Forbes Global's 200 best small companies in the world".

本集團被國際版福布斯雜誌選為「最佳200間收入少於十億美元的小型上市企業之一」。

Ocean Lanka, a fabric manufacturing company in Sri Lanka of which the Group is the majority shareholder and operator, started production in August as the Group's first overseas fabric production facility.

本集團擁有主要股權和為主要經營者的海洋蘭卡成立，是本集團首個海外生產工廠，主力生產面料。

Shenzhen Faun Textiles Limited was established in the PRC, specializing in the sales of dyed yarns, fabrics and garments.

位於中國之深圳福力紡織品有限公司成立，專注於銷售色紗、面料及成衣業務。

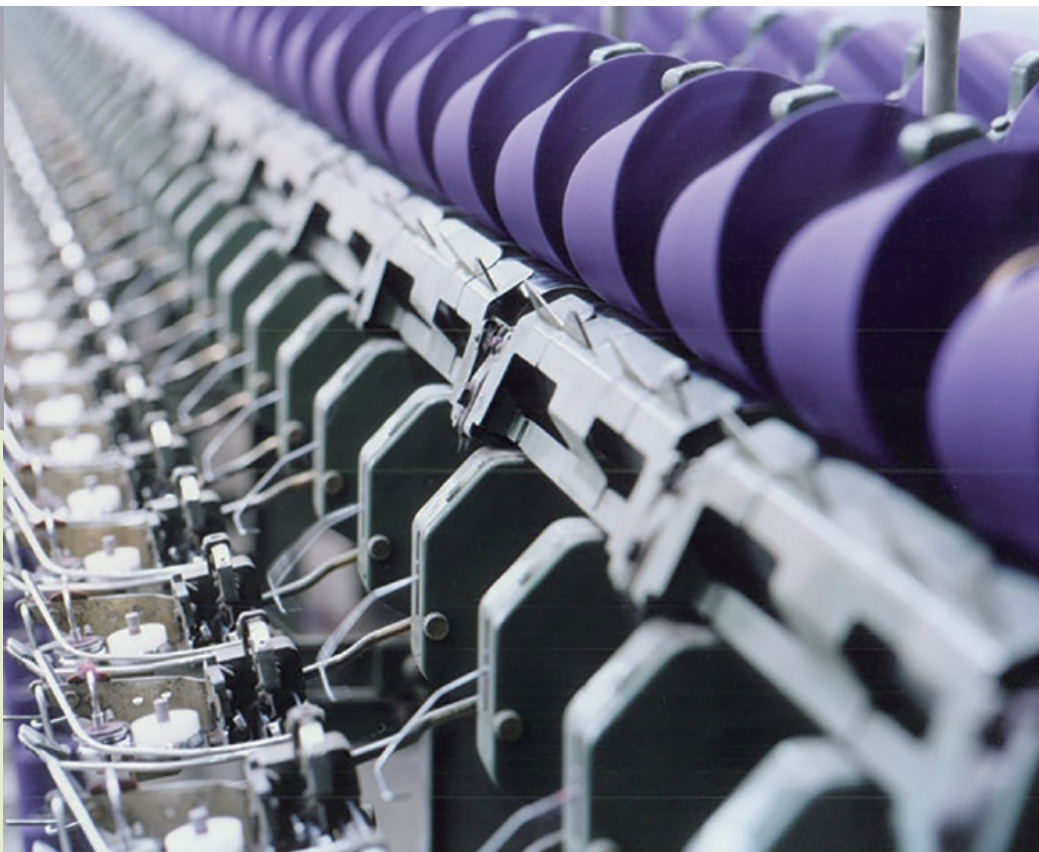
Yancheng Fuhui, which is located at Yancheng Economic Development Zone in the Yancheng City, Jiangsu Province in PRC, was established and started production in January, 1月，成立於中國江蘇省鹽城市鹽城經濟開發區之鹽城福匯，開始投入生產。

GROUP CORPORATE GOVERNANCE

The Company is committed to maintaining a high standard of corporate governance practices and procedures as it believes that an effective corporate governance framework is fundamental to promoting and safeguarding interests of shareholders and other stakeholders and enhancing shareholder value. Throughout the year from 1 January 2023 to 31 December 2023 (the "Year"), the Company has consistently adopted and complied with all the applicable code provisions of the section headed "Part 2 – Principles of good corporate governance, code provisions and recommended best practices" of the Corporate Governance Code (the "CG Code") as set out in Appendix 14 to the Rules Governing the Listing of Securities (the "Listing Rules") on HKEx as guidelines to reinforce our corporate governance principles.

集團企業管治

本公司致力維持高水平的企業管治常規及程序，認為有效的公司治理框架對於促進及維護股東和其他利益相關者的利益，以及提高股東價值至關重要。由2023年1月1日起至2023年12月31日止年度（「本年度」），本公司一貫地採納及遵守聯交所證券上市規則（「上市規則」）附錄14所載之企業管治守則（「企管守則」）第二部分良好企業管治的原則、守則條文及建議最佳常規之全部適用守則條文，作為強化本公司企業管治原則之方針。



BOARD OF DIRECTORS AND COMMITTEES

BOARD OF DIRECTORS

Board Composition

As at 31 December 2023, the board of directors of the Company comprised 11 members, namely 5 executive Directors (the “EDs”), 2 non-executive Directors (the “NEDs”) and 4 independent non-executive Directors (the “INEDs”). The NEDs and INEDs represented about 55% of the Board members thereat. During the Year and up to the date of the Report, the Board comprises the following members:

EDs

Mr. LIU Xianfu (Chairman and Chief Executive Officer)
(appointed as Chief Executive Officer on 1 April 2023)

Dr. LI Gang (appointed as ED on 1 June 2023)

Mr. YAU Hang Tat Andrew

Ms. ZHAO Jianli
(appointed as ED on 1 December 2023)

Mr. ZHANG Zheng

Mr. SUN Fuji
(resigned as ED and Chief Executive Officer on 1 April 2023)

Mr. ZHAO Yao
(resigned as ED, authorised representative, and senior consultant on 1 December 2023)

NEDs

Dr. YEN Gordon (Non-executive Vice Chairman)

Mr. TAO Yongming

INEDs

Mr. NG Kwok Tung

Mr. YING Wei

Mr. William LAM

Mr. WONG Kwong Chi

董事會及各委員會

董事會

董事會成員

於2023年12月31日，本公司之董事會由11名成員組成，包括5名執行董事（「執行董事」）、2名非執行董事（「非執行董事」）及4名獨立非執行董事（「獨立非執行董事」）。非執行董事及獨立非執行董事代表了約55%的董事會成員。本年度及截至本報告日期，董事會成員如下：

執行董事

劉賢福先生（主席兼行政總裁）
(於2023年4月1日起獲委任為行政總裁)
李剛博士（於2023年6月1日起獲委任為執行董事）
邱恒達先生
趙建麗女士
(於2023年12月1日起獲委任為執行董事)
張正先生
孫福紀先生
(於2023年4月1日起辭任執行董事及行政總裁)
趙耀先生
(於2023年12月1日起辭任執行董事、
授權代表及高級顧問)

非執行董事

嚴震銘博士（非執行副主席）
陶永銘先生

獨立非執行董事

伍國棟先生
應偉先生
林偉成先生
王幹芝先生

Roles and Responsibilities of the Board and Delegation to the Management

The Board is responsible for the leadership and control of the Group and is responsible for promoting the success of the Group by directing and supervising the business operations of the Group in the interests of the Company's shareholders (the "Shareholders") providing insights regarding the Group's culture and values by formulating strategic directions and monitoring the financial and management performance of the Group.

The overall management of the Group's business is vested in the Board. The Board has delegated the day-to-day management of the Group's business to the executive management team, and focused its attention on matters affecting the Group's overall strategic policies, finances and the Shareholders. The executive management team assumes full accountability to the Board for the operations of the Group. A formal schedule has been formulated and will be reviewed regularly to identify specific matters that shall be reserved to the Board and those delegated to the management. The Board has given clear directions to the management that certain matters must be referred to the Board for consideration and approval. The Board is the ultimate decision making body of the Company except for matters requiring the approval of the Shareholders in accordance with the Articles, the Listing Rules and other applicable laws and regulations.

董事會之角色及職責以及轉授予管理層

董事會以本公司股東（「股東」）利益為出發點，負責領導及監控本集團，並透過制定策略決策，建立有關本集團文化及價值，及監督本集團之財務及管理層表現，指導及監督本集團之業務營運，以促進本集團之成功。

本集團整體業務由董事會負責管理。董事會將本集團日常事務的管理授權予本公司的行政管理層處理，而董事會本身則專注處理可影響本集團整體策略方針、財務及股東的事項。行政管理層須就本集團之所有經營業務向董事會承擔全部責任。本集團制定並將定期審閱正式清單，以確認應由董事會負責及轉授予管理層負責之具體事項。董事會已就須交由董事會考慮及批准之若干事項向管理層作出清晰指引。董事會為本公司之最終決策單位，惟根據章程細則、上市規則及其他適用法例及規例須由股東批准之事宜則除外。



BOARD COMMITTEES

The Board currently has established three committees, namely the Audit Committee, the Remuneration Committee and the Nomination Committee, each with specific terms of reference. Their terms of reference have been reviewed and approved by the Board and are updated by reference to the CG Code from time to time. The terms of reference of each of the Audit Committee, the Remuneration Committee and the Nomination Committee have been posted on the respective websites of HKEx and the Company.

AUDIT COMMITTEE

The Company has established the Audit Committee with written terms of reference for the purposes of reviewing and providing supervision over the Company's financial reporting process, risk management and internal control systems. The terms of reference of the Audit Committee were revised and effective on 1 January 2019. The principal duties of the Audit Committee are to consider the appointment and remuneration of the external auditors, to monitor the integrity of the Group's financial statements with a focus on the changes in accounting policies and practices, major judgmental areas, significant audit adjustments, going concern assumptions, and compliance with accounting standards, the Listing Rules and other applicable legal requirements, and to review the Group's financial reporting system, risk management and internal control systems.

NOMINATION COMMITTEE

The Company has established the Nomination Committee with written terms of reference and its principal duties are 1) to review the structure, size and composition of the Board at least annually; 2) to identify and recommend suitably qualified candidates as new Director(s) or to fill Board vacancies as they arise for the approval of the Board; 3) to assess the independence of the INEDs; and 4) to make recommendations to the Board on the appointment or re-appointment of Directors and succession planning for Directors, in particular the Chairman and the Chief Executive Officer ("CEO").

董事會委員會

董事會現已成立3個委員會，分別為審核委員會、薪酬委員會及提名委員會，各自有特定職權範圍書。彼等之職權範圍書已獲董事會批准及審閱，並已參考企管守則作不時更新。審核委員會、薪酬委員會及提名委員會各自之職權範圍書已刊載於聯交所及本公司網站。

審核委員會

本公司已成立審核委員會，並設有書面職權範圍書，藉以檢討及監察本公司之財務申報程序、風險管理及內部監控制度。審核委員會的職權範圍於2019年1月1日經修訂並生效。審核委員會的主要職務為考慮外聘核數師的委任及酬金、監督本集團財務報表是否完整（尤其著重會計政策及實務的更改、重要判斷範圍、重大核數調整、持續經營假設以及是否符合會計準則、上市規則及其他適用之法律要求），同時檢討本集團的財務申報制度、風險管理及內部監控制度。

提名委員會

本公司已成立提名委員會，並設有書面職權範圍書，其主要職責包括1) 至少每年檢討董事會的架構、人數及組成、2) 物色及提名合資格人士成為董事會新成員或填補董事會空缺的人選，供董事會批准、3) 評核獨立非執行董事的獨立性、及4) 就董事之委任、重新委任及董事，尤其是主席及行政總裁（「行政總裁」）之繼任計劃，向董事會提供意見。

REMUNERATION COMMITTEE

The Company has established the Remuneration Committee with written terms of reference and its principal duties are 1) to make recommendations to the Board on the remuneration policy for all Directors; 2) to review and approve the Group's remuneration policy proposed by the CEO and make recommendations to the Board; and 3) to review and approve the management's remuneration and incentive assessment indicators proposals by reference to the Board's corporate goals and objectives. The Group's remuneration policy is to provide a competitive level of remuneration in accordance with current market conditions to attract and motivate the Directors and staff for their contribution.

薪酬委員會

本公司已成立薪酬委員會，並設有書面職權範圍書，其主要職務為1) 就制訂所有董事之薪酬政策向董事會提出建議、2) 審批行政總裁建議之本集團的薪酬政策及向董事會提出建議及3) 因應董事會所訂企業方針及目標而檢討及批准管理層的薪酬及績效考核指標建議，並向董事會提出建議。本集團的薪酬政策旨在根據目前市況提供具競爭力的薪酬，以吸引及激勵董事及員工作出貢獻。

THE GROUP'S SUSTAINABILITY MISSION AND VISION

本集團的可持續性使命及願景

Mission 使命

The Group is committed to offering quality products and services of genuine value to our customers; to providing our employees with a challenging career and an opportunity for personal development; and to presenting our investors and stakeholders with equitable financial growth.

本集團致力為客戶提供具實質價值的優質產品和服務；為員工提供有前景的職業和個人發展機會；以及向投資者和持份者帶來合理的財務增長。

Based on our founding principles – diligence, frugality, sincerity, and integrity – the Group continue to improve efficiency, as well as to develop new markets and products for long-term growth.

根據「勤、儉、誠、信」的創立原則，本集團透過持續改善效益以及拓展新市場和產品，來實現長期增長。

Vision on Environment, Social and Governance 對環境、社會及管治方面的願景

The Group recognizes that no individual or corporate organization has the right to over-exploit our limited natural resources and pose irreparable damage to the environment in an irresponsible manner. In terms of social responsibility, the Group understand that every business operation has an inseparable connection with stakeholders. The Group embraces environmental protection and stakeholders' engagement as the fundamental responsibilities of corporate organizations and is committed to upholding corporate's wellbeing.

本集團深切明白，任何人士或企業組織均無權以不負責任的方式，來過度開採有限的天然資源以及對環境造成無可挽救的破壞。在社會責任方面，本集團明白每項業務的營運均與持份者有著唇齒相依的關係。本集團將環保及持份者的參與視為企業組織的基本責任，並且致力維護企業的福祉。

The Group has supervised the establishment of sustainability-related targets in the Production Sites, including targets on emission reduction, waste reduction, water saving, and energy saving. The progress of implementing ESG-related targets is closely reviewed by the Group twice a year, through various means such as meetings, inspections, and regular communications with the Production Sites to monitor the performances of production facilities etc.

本集團一直致力監督生產基地制訂與可持續發展有關的目標，包括減排、減廢、節約用水、節約能源等。本集團每年兩次透過會議、檢查、定期與生產基地溝通、監控生產設施的表現等多種方式，密切檢視ESG相關目標的實施進度。

Performance Highlights

表現摘要

<p>Emission Reduction 減排</p>	<p>Reduced greenhouse gas ("GHG") emissions intensity compared to 2022: 溫室氣體 (「溫室氣體」) 當量排放相較於2022年：</p> <ul style="list-style-type: none"> Reduced 30% tonnes of carbon dioxide equivalent GHG ("tCO₂eq.") per m² 減少了30%的二氧化碳當量 (「tCO₂eq.」) 排放強度，即每平方米減少30%的二氧化碳當量排放 Reduced 16% per tonne of production of GHG emissions 每生產噸減少了16%的二氧化碳當量排放
<p>Energy Conservation 節能</p>	<ul style="list-style-type: none"> Reduced 15% energy consumption compared to 2022 相較於2022年，減少了15%的能源消耗
<p>Water Conservation 節水</p>	<ul style="list-style-type: none"> Jiangyin Fuhui accomplished a significant 32.9% decrease in production water consumption compared to 2022 江陰福匯相較於2022年，生產用水消耗量大幅減少了32.9% Shatin Lake Side recycled a minimum of 50% of wastewater and achieved a 45% wastewater reuse rate 沙田麗海至少回收了50%的廢水並實現了45%的廢水再利用率
<p>Waste Recycling 廢物回收</p>	<ul style="list-style-type: none"> 100% recycling rate of boiler slag, coal ash, and sludge 鍋爐渣、煤灰和污泥的回收率達到100% 91% of overall recycling rate for all non-hazardous waste 所有非危險廢物的整體回收率達到91%



PROFESSIONAL MEMBERSHIPS

The Group actively forges close ties with industry bodies and takes part in professional associations of the knitted fabric manufacturing industry. The Group and the Production Sites are members of the following associations:

The Group

專業會員資格

本集團積極與業界組織建立緊密的聯繫，以及參與針織面料生產行業的專業協會。本集團及其生產基地為以下協會的成員：

本集團

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	PRC 中國	CKIA 中國針織工業協會	Member 會員
2	Hong Kong 香港	Federation of Hong Kong Industries 香港工業總會	Member 會員
3	Hong Kong 香港	HK General Chamber of Textiles 香港紡織商會	Board Member 會董
4	Hong Kong 香港	Sustainable Fashion Business Consortium 時裝企業持續發展聯盟	Member 會員
5	Hong Kong 香港	The Chinese Manufacturers' Association of Hong Kong 香港中華廠商聯合會	Member 會員
6	Hong Kong 香港	The Hong Kong Association of Textile Bleachers, Dyers, Printers and Finishers 香港漂染印整理業總會	Member 會員
7	Hong Kong 香港	The Hong Kong Trade Development Council 香港貿易發展局	Registered merchant 登記商戶
8	Hong Kong 香港	Trade and Industry Department, the Government of the HKSAR 香港特別行政區政府工業貿易署	Registered textile trader 登記紡織商

Shatin Lake Side

沙田麗海

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	PRC 中國	China Printing and Dyeing Industry Association* 中國印染行業協會	Director 理事
2	PRC 中國	Guangdong Textile Association 廣東省紡織協會	Member 會員

Yancheng Fuhui

鹽城福匯

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	PRC 中國	China Knitting Industry Association* 中國針織工業協會	Vice President 副會長

Futian Oasis

福田綠洲

No. 序號	Country/City 國家／城市	Organization/Association 組織及協會	Position 職位
1	PRC 中國	Precursor Chemicals Management Association by Dongguan Public Security Bureau* 東莞市公安局易制毒化學品管理協會會員	Member 會員

* English names are only translation of their official Chinese names. In case of inconsistencies, the Chinese name shall prevail.

* 英文名稱僅為官方中文名稱之譯文。倘有歧異，概以中文名稱為準。



AWARDS AND RECOGNITION

獎項與認可

AWARDS AND RECOGNITION

The Group's devotion to industry and environmental protection has been widely recognized. Some of the awards and certifications rewarded to the Production Sites in the Reporting Period are shown below:

獎項與認可

本集團在工業及環保方面的貢獻備受各界認可。在報告期內，生產基地獲得的部分獎項和獎狀如下所列。

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
Quality Assurance 品質保證		
	ISO14001 Environmental Management System Certificate ISO14001環境管理體系認證	Beijing Zhongjing Quality Certification Co., Ltd. 北京中經科環質量認證有限公司 Jiangyin Fuhui 江陰福匯
	ISO 50001 Energy Management System Certificate ISO 50001能源管理體系認證	Beijing Zhongjing Quality Certification Co., Ltd. 北京中經科環質量認證有限公司 Jiangyin Fuhui 江陰福匯
	Datacolor Certify Certificate (Global Assessment Program)	datacolor Jiangyin Fuhui 江陰福匯
	Oeko-Tex Standard 100 Certificate HKKO 056043 Oeko-Tex 標準100 證書 HKKO 056043	TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織檢定所 Shatin Lake Side 沙田麗海

Note: The award and certificates shown were issued in 2023.
註：在此顯示的獎項及獎狀，均於2023年頒發。

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
	<p>Oeko-Tex Standard 100 Certificate HKKO 041727 Oeko-Tex 標準100 證書 HKKO 041727</p>	<p>TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所</p> <p>Shatin Lake Side 沙田麗海</p>
	<p>Oeko-Tex Standard 100 Certificate HK015 215774 Oeko-Tex 標準100證書 K015 215774</p>	<p>TESTEX AG, Swiss Textile Testing Institute TESTEX AG, 瑞士紡織 檢定所</p> <p>Shatin Lake Side 沙田麗海</p>
	<p>Certificate of Color Accreditation Program</p>	<p>natific AG Switzerland</p> <p>Shatin Lake Side 沙田麗海</p>
	<p>Laboratory Accreditation Certificate</p>	<p>NEXT</p> <p>Shatin Lake Side 沙田麗海</p>

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
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Datacolor Certify Certificate

datacolor

Shatin Lake Side
沙田麗海




Laboratory Accreditation
Certificate

Bureau Veritas Consumer
Products Services
(Guangzhou) Co., Ltd.
UNDER ARMOUR

Shatin Lake Side
沙田麗海

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給	
	Laboratory Accreditation Certificate 實驗室認可證書	ANTA Sports Products Limited 安踏體育用品有限公司	Yancheng Fuhui 鹽城福匯
	China Textile Federation 2023 Physical Performance Inter-Laboratory Comparison Certificate 中紡聯2023年物理性能實驗室間比對證書	China Textile Industry Federation Testing Center 中國紡織工業聯合會檢測中心	Yancheng Fuhui 鹽城福匯
	L.L.Bean Customer Certification L.L.Bean買家認證證書	L.L.Bean INC L.L.Bean客戶實驗室	Yancheng Fuhui 鹽城福匯
	Laboratory accreditation certificate 實驗室認可證書	Fujian Hongxing Erke Sports Goods Co., Ltd. 福建鴻星爾克體育用品有限公司	Yancheng Fuhui 鹽城福匯
	Comparison Test Certificate 比對測試證書	China Textile Industry Federation Testing Center 中國紡織工業聯合會檢測中心	Yancheng Fuhui 鹽城福匯

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
	<p>Oeko-Tex Standard 100 Certificate SH015 144422</p> <p>Oeko-Tex 標準100證書 SH015 144422</p>	<p>TESTEX AG, Swiss Textile Testing Institute</p> <p>TESTEX AG, 瑞士紡織 檢定所</p> <p>Yancheng Fuhui 鹽城福匯</p>
	<p>Oeko-Tex Standard 100 Certificate SH015 208514</p> <p>Oeko-Tex 標準100證書 SH015 208514</p>	<p>TESTEX AG, Swiss Textile Testing Institute</p> <p>TESTEX AG, 瑞士紡織 檢定所</p> <p>Yancheng Fuhui 鹽城福匯</p>
	<p>2023 China Fabric Star Excellence Award</p> <p>2023中國面料之星優秀獎</p>	<p>"Textile and Apparel Weekly" magazine 《紡織服裝週刊》雜誌社</p> <p>Yancheng Fuhui 鹽城福匯</p>
	<p>Oeko-Tex Standard 100 Certificate 07.BH.52767</p> <p>Oeko-Tex 標準100 證書 07.BH.52767</p>	<p>Hohenstein Textile Testing Institute</p> <p>Ocean Lanka 海洋蘭卡</p>
	<p>bluesign® SYSTEM PARTNER bluesign® SYSTEM 夥伴</p>	<p>Bluesign Technologies AG</p> <p>Ocean Lanka 海洋蘭卡</p>

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
	Laboratory Approval Certificate 實驗室批准證書	Gap Inc. Ocean Lanka 海洋蘭卡
	Certificate of Good Manufacturing Practice 良好生產規範證書	SGS Lanka Ltd. 斯里蘭卡通用檢測認證有限公司 Ocean Lanka 海洋蘭卡
	Global Organic Textiles (GOTS) 6.0 全球有機紡織品(GOTS) 6.0	Control Union Certifications B.V 世優認證(上海)有限公司 Ocean Lanka 海洋蘭卡

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
	<p>Organic Content Standard (OCS) 3.0 有機含量標準(OCS) 3.0</p> <p>Global Recycled Standard (GRS) 4.0 全球回收標準(GRS) 4.0</p>	<p>Control Union Certifications B.V 世優認證(上海)有限公司</p> <p>Ocean Lanka 海洋蘭卡</p>
		
		
	<p>Higg Index Facility Social & Labor Module Higg Index FSLM模組證書</p>	<p>Sustainable Apparel Coalition 可持續服裝聯盟</p> <p>Ocean Lanka 海洋蘭卡</p>
	<p>ISO 14001:2015 Environmental Management Systems ISO 14001:2015 環境管理系統</p>	<p>SGS United Kingdom Ltd. 英國通用檢測認證有限公司</p> <p>Ocean Lanka 海洋蘭卡</p>

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
	<p>Marks & Spencer Premier Accreditation Scheme 馬莎百貨高級認證計劃</p>	<p>Marks & Spencer Group 馬莎百貨集團</p> <p>Ocean Lanka 海洋蘭卡</p>
	<p>Next Laboratory Accreditation Certification Next 實驗室認證證書</p>	<p>NEXT Retail Ltd.</p> <p>Ocean Lanka 海洋蘭卡</p>
	<p>Supplier to Zero Certificate</p>	<p>ZDHC 危險化學品零排放組織</p> <p>Ocean Lanka 海洋蘭卡</p>
	<p>regenagri Content Standard (version 2.1)</p>	<p>Control Union (UK) Limited</p> <p>Ocean Lanka 海洋蘭卡</p>

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
Environmental Protection 環境保護		



Hong Kong – Guangdong
Cleaner Production Partner
(Manufacturing)
粵港清潔生產伙伴 (製造業)

Department of Industry
and Information
Technology of
Guangdong Province
廣東省工業和信息化
廳 and; Environment
and Ecology Bureau
The Government of
the Hong Kong Special
Administrative Region
香港特別行政區政府
環境及生態局

Futian Oasis
福田綠洲



Hong Kong – Guangdong
Cleaner Production Partner
(Manufacturing)
粵港清潔生產伙伴 (製造業)

Department of Industry
and Information
Technology of
Guangdong Province
廣東省工業和信息化
廳 and; Environment
and Ecology Bureau
The Government of
the Hong Kong Special
Administrative Region
香港特別行政區政府
環境及生態局

Shatin Lake Side
沙田麗海



Low Carbon Manufacturing
Plan (Gold Label) (LCMP)
低碳製造計畫 (黃金標籤)
(LCMP)

World Wildlife Fund
世界自然基金會

Shatin Lake Side
沙田麗海

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
 <p>廣東省節水標杆企業 廣東省工業和信息化廳 廣東省水利廳 2023年1月12日</p>	<p>Guangdong Province Water Saving Benchmark Enterprise 廣東省節水標杆企業</p>	<p>Guangdong Provincial Department of Industry and Information Technology 廣東省工 業和資訊化廳 and; Guangdong Provincial Department of Water Resources 廣東省水利廳</p>
 <p>能源管理體系認證證書</p>	<p>Energy Management System Certification 能源管理體系認證證書</p>	<p>China Quality Mark Certification Group 方圓標誌認證集團 有限公司</p>
 <p>綠色可持續產品推薦證書</p>	<p>Green Sustainable Product Recommendation Certificate 綠色可持續產品推薦證書</p>	<p>China Knitting Industry Association 中國針織工業協會</p>
 <p>市場應用產品推薦證書</p>	<p>Market Application Product Recommendation Certificate 市場應用產品推薦證書</p>	<p>China Knitting Industry Association 中國針織工業協會</p>

Awards/Certifications 獎項/認證名稱	Issued by 頒發機構	Issued to 頒發給
Corporate Governance, Sustainability and Other Aspects 公司管治、可持續發展等其他方面		
	Certificate of OEKO-TEX STeP 可持續紡織生產認證	TESTEX Swiss Textile- Testing Ltd. 瑞士生態市場研究所
	Higg FSLM Certificate Higg Index FSLM模組證書	Sustainable Apparel Alliance 可持續服裝聯盟
	China Customs Trade Prosperity Statistical Survey (Export) Sample Enterprises 中國海關貿易景氣統計調查 (出口) 樣本企業	General Administration of Customs of the People's Republic of China 中華人民共和國海關總署

* English names are only translation of their official Chinese names. In case of inconsistencies, the Chinese names shall prevail.

中文名稱僅為英文名稱之譯文。倘有歧異，概以英文名稱為準。

The Group constantly strives to improve its environmental, social and managerial performances so as to maintain its leading and outstanding position in the industry.

本集團一直致力改善其環境、社會及管治方面的績效，以在業內保持領先傑出的地位。

STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group engages with stakeholders from a wide range of backgrounds on an ongoing basis to better understand their expectations and views on ESG issues, which helps the Group meet its potential growth and get prepared for future challenges.

The Group has implemented a shareholder communication policy to facilitate effective communication with Shareholders, ensuring they receive relevant information and can exercise their rights. Multiple channels are utilized to maintain close contact with Shareholders, with the annual general meeting serving as a key platform for communication between the Board and Shareholders. The chairman, committee chairs, and external auditors attend the meeting to address questions and provide reports. Shareholders are encouraged to send inquiries or suggestions through written correspondence or email. For shareholding and dividend inquiries, the Company's share registrar can be contacted. The Company also emphasizes the use of its website as a communication channel, offering access to important company publications and investor briefings.

持份者參與及重要性

本集團與各種背景的利益相關者保持持續互動，以更好地了解他們對ESG問題的期望和觀點，這有助於本集團實現潛在增長並為未來的挑戰做好準備。

本集團已實施股東溝通政策，以促進與股東的有效溝通，確保他們獲得相關信息並行使自己的權利。多種渠道被用來與股東保持密切聯繫，其中年度股東大會是董事會和股東之間溝通的重要平台。主席、委員會主席和外部審計師出席會議，回答問題並提供報告。鼓勵股東通過書面信函或電子郵件發送詢問或建議。對於股權和股息的查詢，可聯繫本公司的股票登記處。本公司還強調使用其網站作為溝通渠道，提供重要的公司出版物和投資者簡報。



The table below sets out key stakeholder groups with significant influence on the Group and the respective regular engagement methods.

下表列出了對本集團具有重要影響力的主要持份者群體以及相應的定期互動方式。

Key stakeholder groups 主要持份者群體	Engagement methods 參與方式
<p>Government departments and regulatory authorities 政府部門及監管機構</p>	<ul style="list-style-type: none"> • Audits and inspections 審計及查察 • Annual and interim reports 年度及中期報告 • Implementation of relevant industrial policies 相關產業政策的推行 • Company announcements 公司公告 • Company website 公司網站
<p>Suppliers and business partners 供應商及業務夥伴</p>	<ul style="list-style-type: none"> • Tendering processes 招標流程 • Performance review meetings 績效檢討會議 • Inspections and assessments 查察及評估 • E-mails and circulars 電郵及通訊 • Company announcements 公司公告 • Company website 公司網站 • Social media 社交媒體
<p>Employees 員工</p>	<ul style="list-style-type: none"> • Regular meetings 定期會議 • Department town hall meetings 部門全體人員會議 • E-mails and manuals 電郵及手冊 • Drills, exercises and training workshops 演習，練習及培訓工作坊 • Employee engagement activities 員工參與活動 • Company announcements 公司公告 • Company website 公司網站 • Social media 社交媒體 • Feedback collection boxes 意見收集箱
<p>Shareholders and investors 股東及投資者</p>	<ul style="list-style-type: none"> • Annual general meetings 週年股東大會 • Annual and interim reports 年度及中期報告 • Roadshows 路演 • Investor briefings 投資者簡報 • Occasional communications 不定期交流活動 • Company announcements 公司公告 • Social media 社交媒體

Key stakeholder groups 主要持份者群體	Engagement methods 參與方式
Peers and industry associations 同行業及行業協會	<ul style="list-style-type: none"> Exhibitions 展覽會 Association meetings 組織會議 Participation in committees 參與委員會 Participation in awards and recognition schemes 參與獎勵及認可計劃 Social media 社交媒體
Customers and potential clients 顧客及潛在客戶	<ul style="list-style-type: none"> Company website 公司網站 E-mails 電郵 Customer satisfaction surveys 顧客滿意度調查 Social media 社交媒體
Media 媒體	<ul style="list-style-type: none"> Company website 公司網站 E-mails/telephone 公司電郵／電話 Social media 社交媒體
Non-governmental organizations 非政府組織	<ul style="list-style-type: none"> Public welfare activities 公共福利活動 Factory visits 參觀工廠 Social media 社交媒體
Local community 當地社區	<ul style="list-style-type: none"> Company website 公司網站 Social media 社交媒體

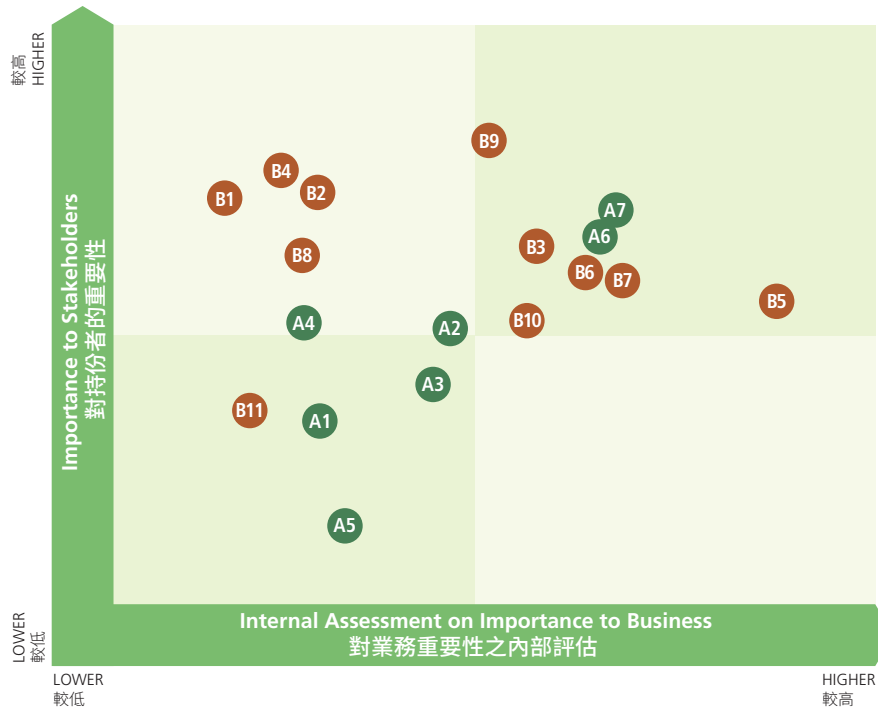
As there were no significant changes to the Group's business operations during the Reporting Period, the Group has adopted the materiality matrix from the Last Reporting Period to identify the material ESG topics. Multiple stakeholder groups were engaged through the collection of surveys for the purpose of assessing the importance of 18 ESG-related issues. The results of the materiality assessment are presented in the matrix below.

由於在報告期內本集團的業務營運並無重大改變，因此已採用上一報告期的重要性模型來找出重要的ESG主題。為了評估當中18個ESG相關事項的重要性，我們邀請了多個持份者團體參與調查。以下模型顯示了重要性評估的結果。

Materiality Matrix

重要性模型

Materiality of Different Topics from Stakeholder Engagement
持份者參與對不同議題之重要性



A. Environmental Issues 環境議題	
A1	Energy 能源
A2	Water 水
A3	Emissions 排放
A4	Waste and Effluent 廢物與污水
A5	Other Raw Materials Consumption 其他原材料消耗情況
A6	Environmental Protection Policies 環境保護政策
A7	Climate Change 氣候變化

B. Social Issues 社會議題	
B1	Employment 就業
B2	Occupational Health and Safety 職業健康與安全
B3	Development and Training 發展與培訓
B4	Labor Standards 勞工準則
B5	Supply Chain Management 供應鏈管理
B6	Intellectual Property Rights 知識產權
B7	Customer Data Protection 客戶資料保護
B8	Customer Service 客戶服務
B9	Product Quality 產品質素
B10	Anti-corruption 反貪腐
B11	Community Investment 社區投資

Among the environmental and social aspects, the following topics are identified as the most material issues to the stakeholders:

- Environmental Protection Measures
- Climate Change
- Supplier Management
- Intellectual Property
- Customer Data Protection

The stakeholders recognize the equal importance of environmental and social issues in its business operations. Climate change issue has remained a significant value to the stakeholders. This reporting year, they also emphasize overall environmental protection measures and supplier and company property management, including intellectual property and data.

The Group places great attention on addressing identified material topics, which are managed through policies and guidelines. Separate sections below provide further details on the management of these aspects. The Group remains committed to ongoing communication with stakeholders to understand their expectations and perspectives on its ESG approach.

在環境及社會方面，我們確認了以下主題是對持份者而言最重要的事項：

- 環境保護措施
- 氣候變遷
- 供應商管理
- 知識產權
- 客戶資料保護

持份者認識到在其業務運營中環境和社會問題的平等重要性。氣候變遷問題對持份者來說仍然具有重要價值。在本報告年度，他們還強調整體環境保護措施以及供應商和公司財產管理，包括知識產權和數據。

本集團非常關注解決已確定的重要議題，這些議題通過政策和指南進行管理。下面的各個獨立部分提供了有關這些方面管理的更多詳細信息。本集團致力於與持份者進行持續溝通，以了解他們對於ESG的期望和觀點。



RESPONDING TO STAKEHOLDER NEEDS

回應持份者需求

Concerned Topic 關注的議題	Fountain Set Group's Response 福田集團的回應
Environmental Protection Measures 環境保護措施	<ul style="list-style-type: none"> Improve its environmental management system 改善其環境管理系統 Develop Contingency plans 制定應急計劃
Climate Change 氣候變遷	<ul style="list-style-type: none"> Conducting comprehensive assessments of climate-related risks based on Task Force on Climate-related Financial Risk Disclosure ("TCFD") recommendations 基於《氣候相關財務揭露》(「TCFD」)的建議，進行全面的氣候相關風險評估 Implementing measures to enhance resilience and cope with extreme weather events at Production Sites 在生產基地實施措施以增強抵禦極端天氣事件的能力 Setting short-term emission targets 設定短期排放目標 Adopting initiatives to reduce waste, conserve energy and water 採取減少浪費、節約能源和水資源的措施
Supplier Management 供應商管理	<ul style="list-style-type: none"> Rigorous supplier evaluation based on company structure, production capacity, and product details 基於公司結構、生產能力和產品細節進行嚴格的供應商評估 Emphasis on social responsibilities and eco-friendly products 強調社會責任和環保產品 Ongoing compliance monitoring through internal audits and renewal of agreements and certifications 通過內部審計和協議及認證的更新，進行持續的合規監控
Intellectual Property 知識產權	<ul style="list-style-type: none"> Confidentiality agreements with suppliers and customers for IP, privacy, and trade secrets 與供應商和客戶簽署保密協議，保護知識產權、隱私和商業機密 Regular policy reviews and system checks for effective IP protection 定期審查政策，檢查系統，以確保有效的知識產權保護 Prohibition of disclosing trade secrets or confidential information to prevent loss 禁止洩露商業機密或保密信息，以防止損失
Customer Data Protection 客戶數據保護	<ul style="list-style-type: none"> Confidentiality agreements with suppliers and customers for IP, privacy, and trade secrets 與供應商和客戶簽署保密協議，保護知識產權、隱私和商業機密 Regular policy reviews and system checks for effective data protection 定期審查政策，檢查系統，以確保有效的數據保護 Prohibition of disclosing trade secrets or confidential information to prevent loss 禁止洩露商業機密或保密信息，以防止損失

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on our ESG approach and performance. Please give your suggestions or share your views with us via email at pr@fshl.com.

持份者的意見

本集團歡迎持份者對我們的ESG方針與績效提供意見。請發送電郵至pr@fshl.com，以提供您的建議或與我們分享您的看法。



ENVIRONMENTAL PROTECTIONS

環境保護

ENVIRONMENTAL PROTECTION

The Group recognizes the significant impact of global warming on the environment and is committed to environmental protection and sustainable development. It takes responsibility for pollution control, energy and resource-saving, and waste and emission reduction in its factory establishment and production processes. By reducing emissions and offering sustainable, low-carbon products, the Group strives to contribute to a greener future.

In addition to complying with environmental laws and regulations, the Group actively improves its environmental management system ("EMS") in its Production Sites to promote clean production. The EMS ensures the control and mitigation of identified adverse environmental impacts. Contingency plans are also in place to address potential environmental emergencies.

The Group's principal activities in the Production Sites include fabric knitting, dyeing, printing, finishing, garment manufacturing, heat generation, and electricity generation. These activities result in direct emissions of carbon dioxide (CO₂), nitrogen oxides (NO_x), sulfur dioxide (SO₂), and particulate matter (PM) from the combustion of various fuels. Indirect emissions occur through paper disposal, purchased electricity, sewage treatment, and business air travel. Water is a major resource consumed in the production processes, and various types of waste are generated, such as dye and oil waste, fabric waste, recyclable waste, sludge, and by-products from boilers. The total floor area coverage for the Production Sites is 974,857.44 m².

The Group has implemented a range of environmental measures to achieve energy savings, pollution reduction, and consumption reduction. For example, Yancheng Fuhui has established an Environmental Emergency Response Plan and implemented ISO 14000 guidelines to enhance preparedness and response to environmental incidents.

During the Reporting Period, no significant non-compliance with relevant laws and regulations related to air and greenhouse gas emissions, water and land discharges, and hazardous and non-hazardous waste generation was identified.

環境保護

本集團意識到全球暖化對環境的重大影響，致力於環境保護和可持續發展。在其工廠建設和生產過程中，本集團承擔著污染控制、節能資源、廢棄物和排放減少的責任。通過減少排放並提供可持續、低碳的產品，本集團努力為綠色未來做出貢獻。

除了遵守環境法規，本集團還積極改進其生產基地的環境管理系統（「EMS」），促進清潔生產。該EMS確保對已確定的不良環境影響進行控制和減輕。同時制定了應急計劃，應對潛在的環境緊急情況。

本集團在生產基地的主要活動包括織物針織、染色、印花、整理、製衣、熱能發電和電力發電。這些活動導致各種燃料燃燒產生的二氧化碳(CO₂)、氮氧化物(NO_x)、二氧化硫(SO₂)和顆粒物(PM)的直接排放。間接排放則通過紙張處理、購買的電力、污水處理和商務航空旅行產生。在生產過程中，消耗大量的水資源，同時產生各種類型的廢棄物，如染料和油污、織物廢料、可回收廢物、污泥和鍋爐副產品。生產基地的總建築面積為974,857.44平方米。

本集團已實施一系列環境措施，以實現節能減排和消耗減少。例如，鹽城福匯建立了環境應急響應計劃，實施ISO 14000指南，以增強應對環境事故的準備和響應能力。

在報告期內，未發現與空氣和溫室氣體排放、水和土地排放、危險和非危險廢棄物生成相關的相關法律法規的重大不合规情況。



Emissions Management

The Production Sites are located in the PRC and Sri Lanka. Their emissions and concentrations are in strict compliance with relevant national and local regulations and standards, including but not limited to:

PRC Production Sites:

- Environmental Protection Law of the PRC;
- Environmental Impact Assessment Law of the PRC;
- Law of the PRC on the Prevention and Control of Atmospheric Pollution;
- Law of the PRC on Prevention and Control of Pollution from Environmental Noise;
- Regulation of Guangdong Province on Environmental Protection of the PRC;
- Integrated Emission Standard of Air Pollutants (GB16297-2016) of the PRC;
- Emission Standard of Air Pollutants for Boiler of the PRC (GB13271-2014); and
- Emission Standard of Air Pollutants for Thermal Power Plants of the PRC (GB13223-2011).

Sri Lanka Production Site:

- National Environmental (Stationary Sources Emissions Control) Regulations, No. 01 of 2019 of Sri Lanka; and
- Vienna Convention for the Protection of the Ozone Layer.

排放管理

位於中國及斯里蘭卡的生產基地，當中的排放及濃度嚴格遵守國家及當地相關的法規和標準，包括但不限於：

中國的生產基地：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國環境噪聲污染防治法》；
- 《中華人民共和國廣東省環境保護條例》；
- 《中華人民共和國大氣污染物綜合排放標準》(GB16297-2016)；
- 《中華人民共和國鍋爐大氣污染物排放標準》(GB13271-2014)；及
- 《中華人民共和國火電廠大氣污染物排放標準》(GB13223-2011)。

斯里蘭卡的生產基地：

- 斯里蘭卡2019年第01號《國家環境(固定源頭排放控制)條例》；及
- 《保護臭氧層維也納公約》。

Greenhouse Gas Emissions

During the Reporting Period, there were 502,536 tCO₂eq. emitted from the Production Sites' operation, mainly carbon dioxide, methane and nitrous oxide. The annual emission intensity for the Group was 0.52 tCO₂eq./m² with reference to the total floor area of the Production Sites' business operations and 0.46 CO₂eq. per tonne of production. The annual emission intensity with reference to the total floor area of the Production Sites and that with reference to the tonne of production during the Reporting Period decreased by 30% and 16% respectively when compared to the Last Reporting Period. Due to the expansion of business, the total floor area was increased. This may partially account for the decrease in the emission intensity per m² of the total production area.

The reported GHG emissions were attributed to the following activities:

- Direct GHG emissions (scope 1) from consumption of coal, natural gas, fuel oil, diesel, petrol, biomass (fed with wood logs and saw dust), and release of refrigerants;
- Energy indirect GHG emissions (scope 2) from purchased electricity; and
- Other indirect GHG emissions (scope 3) from business air travel, freshwater and sewage processing, and paper waste disposal.

溫室氣體排放

在報告期內，生產基地在營運中排放了502,536噸CO₂eq.溫室氣體，主要是二氧化碳、甲烷和一氧化二氮。本集團年排放強度為每生產基地業務營運總建築面積0.52噸CO₂eq./m²，及每噸產量0.46CO₂eq.。在報告期內，按生產基地總建築面積計算的年度排放強度以及按噸產量計算的年度排放強度，較上一報告期分別減少30%及16%。隨著擴充業務，總建築面積有所增加。這是在總生產面積中每平方米的排放強度減少的原因。

報告中溫室氣體的排放量是因以下活動而造成：

- 因消耗煤炭、天然氣、燃油、柴油、汽油、生物質（以原木及鋸末餵養）以及釋放製冷劑，而直接排放的溫室氣體（範圍1）；
- 從外購電力的能源而間接排放的溫室氣體（範圍2）；及
- 因商務飛行、淡水及污水處理，以及廢紙處置而間接排放的其他溫室氣體（範圍3）。



GHG Emissions Table 溫室氣體排放圖表				
Scope	Emission Sources		2023 Total GHG emissions (in tCO ₂ eq.) 2023年溫室氣體 的總排放量 (以tCO ₂ eq.計算)	2022 Total GHG emissions (in tCO ₂ eq.) 2022年溫室氣體 的總排放量 (以tCO ₂ eq.計算)
範疇	排放來源			
Scope 1 Direct Emission¹ 直接排放¹	Combustion of fuel for stationary sources ² 固定燃燒源的燃料 ²	Coal 煤炭	217,776	476,628
		Diesel 柴油	561	2,049
		Natural gas 天然氣	89,956	36,569
		LPG 液化石油氣	146	138
		Fuel oil 燃料油	18,720	13,713
		Biomass 生物質	57,810	53,729
		Petrol 汽油	383	306
	Combustion of fuel for mobile sources 移動燃燒源的燃料	Diesel 柴油	309	412
		Refrigerants 製冷劑	1,221	1,779
	Scope 2 Energy Indirect Emission³ 能源間接排放³	Purchased electricity ⁴ 外購電力 ⁴		108,880
Scope 3 Other Indirect Emission⁶ 其他間接溫室 氣體排放⁶	Paper waste disposal ⁵ 廢紙棄置 ⁵		136	241
	Electricity used for processing fresh water by government departments/third parties 政府／第三方用於處理淡水的電力		4,635	5,387
	Electricity used for processing sewage by government departments/third parties 政府／第三方用於處理污水的電力		1,890	2,117
	Business air travel by employees 僱員商務航空差旅		112	16
	Total 總計		502,536	653,640

Note 1: Emission factors were made by reference to Appendix C2 of the Main Board Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

Note 2: Emission factor for combustion of coal, diesel oil, natural gas, fuel oil, LPG, and biomass for stationary source was made reference to GHG Emissions from Stationary Combustion, provided by the Greenhouse Gas Protocol.

Note 3: Purchased steam was not included in the calculation since emission factor from steam suppliers was not available.

Note 4: Emission factor of 0.581 tCO₂/MWh and 0.6101 tCO₂/MWh were used for purchased electricity in the PRC in 2023 and 2022, respectively, with reference to the National Emission Factors for Mainland China, outlined by the Ministry of Ecology and Environment of the PRC.

Note 5: The GHG emissions from paper disposal of 2022 were restated due to a more comprehensive data collection. Thus, the total GHG emissions were restated as well.

Note 6: Scope 3 GHG emissions were calculated based on available emission factors referred to Appendix C2 to the Listing Rules and their referred documentation.

註1: 除非另有說明，否則排放因子是根據由香港交易及結算所有限公司所訂明的主板《上市規則》附錄C2以及其提述文件而釐定。

註2: 為固定源頭而燃燒的煤炭、柴油、天然氣、燃料油、液化石油氣及生物質所造成的排放因子，是按由《溫室氣體守則》提供的《固定燃燒所排放的溫室氣體》而釐定。

註3: 由於無法從蒸汽供應商取得排放因子，因此外購蒸汽並未包括在計算中。

註4: 在參考了中國生態環境部制訂的中國大陸國家排放因子後，2023及2022年於中國境內的外購電力方面分別採用了0.581tCO₂/MWh及0.6101tCO₂/MWh排放因子。

註5: 由於進行了更全面的數據收集，2022年處置紙張所產生的溫室氣體排放量已經重新調整。因此，總溫室氣體排放量也經過了重新調整。

註6: 範圍3的溫室氣體排放量，是根據《上市規則》附錄C2及其提述文件中可供使用的排放因子而計算出來。



Air Emissions

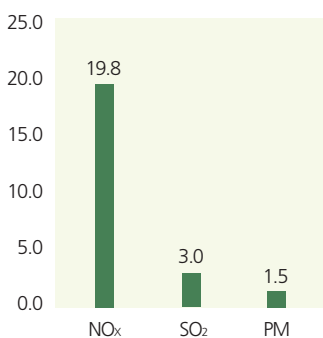
NO_x, SO₂ and PM were mainly emitted from the production activities of Jiangyin Fuhui, Futian Oasis and Ocean Lanka. However, emission data from Ocean Lanka was not available during the Reporting Period¹. The air pollutants emitted from the Production Sites' owned vehicles only accounted for an insignificant amount to the Production Sites' overall emissions and were excluded in the calculation. Total emissions and emission concentrations of NO_x, SO₂, and PM are presented in the tables below.

廢氣排放

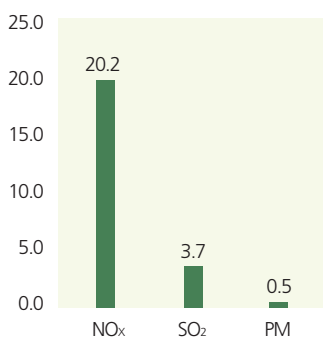
氮氧化物、二氧化硫及顆粒物主要是從江陰福匯、福田綠洲及海洋蘭卡的生產活動中排放出來的。然而，我們在報告期內無法取得海洋蘭卡的排放數據¹。因此，本報告的焦點放在從江陰福匯及福田綠洲的生產活動中直接排放的氮氧化物、二氧化硫及顆粒物。由生產基地擁有的車輛所排放的空氣污染物，在生產基地的整體排放量中所佔比率相當低，因此並未納入計算中。以下圖表顯示了氮氧化物、二氧化硫及顆粒物的總排放量和排放濃度。

Direct Emissions of NO_x, SO₂, and PM² 直接排放的氮氧化物(NO_x)、二氧化硫(SO₂)及顆粒物(PM)²

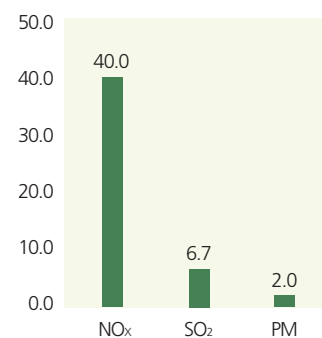
Direct Emissions of Jiangyin Fuhui (tonne)
江陰福匯的總排放量 (以噸計)



Direct Emissions of Futian Oasis (tonne)
福田綠洲的總排放量 (以噸計)

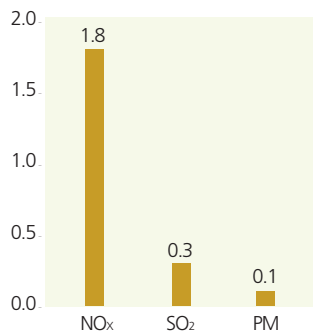


Total Direct Emissions of the Group
本集團的總排放量

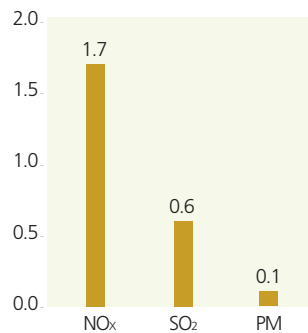


Average Concentrations of NO_x, SO₂, and PM³ 氮氧化物(NO_x)、二氧化硫(SO₂)及顆粒物(PM)的平均濃度³

Average Monthly Emissions of Jiangyin Fuhui (in tonne)
江陰福匯每月平均排放量 (以噸計)



Average Monthly Emissions of Futian Oasis (in tonne)
福田綠洲每月平均排放量 (以噸計)



Note 1: Direct emission data and associated emission concentration directly measured by Ocean Lanka were not available. Emission calculation was also not available with reference to the Appendix C2 of the Listing Rules and Guidance and relevant guidance set out by the HKEx.

Note 2: Direct emissions were measured and recorded by the relevant plants.

Note 3: Average concentration was calculated by averaging the monthly emission concentration of the respective emissions recorded during the Reporting Period. Concentration of emissions was measured and recorded by the relevant plants.

註1：無法取得由海洋蘭卡直接測量的直接排放數據以及相關排放濃度。我們亦無法參考聯交所訂明的《上市規則及指引》附錄C2以及相關指引來計算排放量。

註2：直接排放量是由相關廠房進行測量和記錄。

註3：平均濃度是根據報告期內所記錄的各種排放物，透過其每月排放濃度的平均數值而計算。排放濃度由相關廠房進行測量和記錄。

Emission Reduction Targets and Results

The Group strives to effectively protecting the environment and reducing emissions from commercial activities and production. During the Reporting Period, the Production Sites have formulated internal environmental protection management procedures and set relevant pollutants emission limits in accordance with relevant laws and regulations and emission permissible regulations. Moreover, advanced boiler equipment has been in use to reduce emissions and emissions from the production process are closely monitored to ensure regulatory compliance. During the Reporting Period, boilers in Futian Oasis and Jiangyin Fuhui achieved a high desulfurization efficiency of 97% and 92% respectively and dust removal efficiency was up to 99% or above.

To further reduce emissions, the Production Sites have adopted several emission reduction measures as stated below:

Production Sites 生產基地	Emission reduction measures 減排措施
Jiangyin Fuhui 江陰福匯	✓ Improve boiler combustion efficiency to reduce coal consumption, hence reduced 90,000 tCO ₂ eq of GHG emission 提升鍋爐的燃燒效率以減少消耗煤炭，從而將溫室氣體排放減少90,000 tCO ₂ eq.
Futian Oasis 福田綠洲	✓ Implementation of coal-to-gas policies and gas boilers are gradually put into production 實施煤改氣政策，並且逐步採用燃氣鍋爐

In 2021, Jiangyin Fuhui and Shatin Lake Side had set emission reduction targets as part of their commitment to sustainability. Both production sites had accomplished their emission targets, reflecting their efforts in reducing carbon emissions. Based on this success, Jiangyin Fuhui, Shatin Lake Side, and Yancheng Fuhui have established new emission reduction targets during the Last Reporting Period.

減排目標及成效

本集團致力有效地保護環境，並降低因商業和生產活動所造成的排放。在報告期內，生產基地根據相關法律及法規以及排放許可規定，制訂了內部的環保管理流程，並且設定了相關污染物的排放限額。此外，我們亦已採用了先進的鍋爐設備來減少排放，同時密切監測生產過程中的排放以確保符合法規。在報告期內，福田綠洲及江陰福匯的鍋爐脫硫率分別達到97%及92%，除塵率則高達99%或以上。

為了進一步減少排放，生產基地採取了以下幾項減排措施：

在2021年，江陰福匯和沙田麗海作為可持續發展承諾的一部分，設定了減排目標。這兩個生產基地已經完成了減排目標，反映了它們在減少碳排放方面的努力。基於這一成功，江陰福匯、沙田麗海和鹽城福匯在上一報告期間確立了新的減排目標。



Production Sites 生產基地	Emission target 減排目標	2022 baseline 2022年基線	2023 performance 2023年績效	Status 狀況
Jiangyin Fuhui 江陰福匯	Reduce GHG emission by 5%, compared to 2022 base line 相較於2022年基準，將溫室氣體排放減少5%	214,768.55 tCO ₂ e	115,951.98	Achieved 已達成
Shatin Lake Side 沙田麗海	Achieve a 2,000 tCO ₂ e reduction of GHG emission by 2023 到2023年實現溫室氣體排放減少2,000噸二氧化碳當量(tCO ₂ e)	31,697.38 tCO ₂ e	35,827.19	In progress 進行中
Yancheng Fuhui 鹽城福匯	Achieve an 8,000 tCO ₂ e reduction of GHG emission by 2023 到2023年實現溫室氣體排放減少8,000噸二氧化碳當量(tCO ₂ e)	21,691.60 tCO ₂ e	24,587.26	In progress 進行中

Jiangyin Fuhui has achieved a commendable 46% reduction in GHG emissions compared to the Last Reporting Period. This notable accomplishment is primarily due to a significant 57% decrease in coal usage at the site. However, Shatin Lake Side and Yancheng Fuhui fell short of meeting their emission reduction targets during the Reporting Period. In response, a comprehensive review was conducted, and discussions were held to identify necessary improvements. As a result, the timeline for achieving these targets will be postponed until the following year, with a strong emphasis on close monitoring and oversight to ensure progress.

江陰福匯在溫室氣體排放方面實現了令人矚目的成就，相較於上一報告期間，其減排幅度達到了46%。這一值得稱讚的成就主要歸功於該基地煤炭使用量的顯著下降，下降了57%。然而，沙田麗海和鹽城福匯在報告期間未能達到減排目標。作為回應，進行了全面的審查，並進行了討論，以確定必要的改進措施。因此，實現這些目標的時間表將延後到下一年，並強調密切監測和監督，以確保取得進展。



Centralized Heat Supply Project of Futian Oasis

Since 2016, the Group has engaged in a new business—the Project of Futian Oasis. Launched in the Park, one of the seven largest environmental industrial parks in Dongguan of the PRC, the two-phase Project integrates and assembles the industry's enterprises within the Park and those outside Shatian Town which are required to be relocated.

The Project is one of the ancillary projects of the Park's development and also a key project under the Implementation Plan for Centralized Heat Supply in Guangdong Industrial Park and Industrial Cluster Areas. Under the Project, heat is supplied to enterprises in the Park (including Futian Oasis itself and Shatin Lake Side) with 4 sets of 100 t/hr clean circulating fluidized bed boilers (3 sets for operation and 1 set as backup). Flue gas is cleaned by denitrification using selective non-catalytic reduction and selective catalytic reduction, limestone-gypsum desulfurization, dust collectors and wet electrostatic precipitator for dust removal to ensure cleaner emission (with $\text{NO}_x < 50\text{mg/m}^3$, SO_2 $\text{SOt} < 35\text{ mg/m}^3$, $\text{PM} < 10\text{ mg/m}^3$) in accordance with the emission standards as specified in the emission standard of air pollutants for thermal power plants (GB 13223-2011). This pioneering business model contributes to a cleaner air emission by reducing overall emissions of NO_x , SO_2 and PM through replacement of the existing coal-fired heaters within the district.

The first phase of the Project has passed the completion inspection for acceptance of the environmental protection facilities. Continuous emission monitoring systems ("CEMS") are in place for real-time monitoring of flow and dust, concentrations of key air pollutants (i.e., PM, SO_2 and NO_x), and other parameters (i.e., oxygen, moisture, flow rate, stack gas temperature and stack gas velocity). During the Reporting Period, Futian Oasis produced more than 1,096,757 tonnes of steam and supplied a total of 383,559 tonnes of steam to Shatin Lake Side.

福田綠洲之集中供熱項目

自2016年，本集團已從事一項新業務—福田綠洲項目。該項目分兩期於中國東莞市七大環保工業園之一的工業園推行，將該工業園內及沙田鎮外須搬遷的同行業企業匯合及聚集。

該項目乃該工業園發展的附屬項目之一，亦屬廣東工業園及產業集群區集中供熱實施計劃的關鍵項目。該項目主要採用4座每小時100噸的清潔循環流化床鍋爐（3座用於營運及1座為備用）為工業園內企業（包括福田綠洲自身及沙田麗海）供熱，以選擇性非催化還原及選擇性催化還原、石灰石—石膏脫硫、布袋除塵及濕式靜電除塵器，對煙氣進行清潔，以提高排放的清潔度（氮氧化物 < 50 毫克/立方米、二氧化硫 < 35 毫克/立方米、顆粒物 < 10 毫克/立方米）並符合《火電廠大氣污染物排放標準》(GB13223-2011)中規定的排放標準。通過更換區內餘下的燃煤鍋爐，此開創性的商業模式將透過降低氮氧化物、二氧化硫及顆粒物排放量，營造更潔淨的空氣環境。

該項目一期工程已通過環保設施之竣工驗收。設有連續排放監測系統（「連續排放監測系統」），用於實時監測流量及粉塵、空氣污染物（即顆粒物、二氧化硫及氮氧化物）的濃度以及其他參數（即氧氣、濕氣、流速、煙囪氣體溫度及煙囪氣體速度）。於報告期內，福田綠洲生產超過1,257,000噸蒸汽，並向沙田麗海供應461,376噸蒸汽。

Meanwhile, the second phase of the Project has been commenced since 2019. The Group has modified the construction plan in order to meet the coal-to-gas switching policy requirements and action plans issued by Dongguan, PRC. The second phase involves the dismantling and replacement of 2 sets of 65 t/hr coal-fired boilers with 2 sets of 150 t/hr natural gas boilers. During the Last Reporting Period, the 2 sets of natural gas boilers came into operation. The air emissions have reduced substantially with emission standards have improved.

同時，該項目的二期工程已於2019年展開。為符合東莞市頒布的煤改氣政策及行動計劃的規定，本集團對施工計劃進行修改。二期工程涉及拆除2台65噸／小時的燃煤鍋爐，並以2台150噸／小時的天然氣鍋爐取而代之。於上一報告期內，該2台天然氣鍋爐已投入營運。廢氣排放量大幅減少，而且排放標準提高。

Air pollutants 空氣污染物	Previous emission standard (mg/m ³) 過往排放標準 (毫克／立方米)	Current emission standard (mg/m ³) 目前排放標準 (毫克／立方米)	Annual estimated reduction (tonnes) 全年預計減排 (噸)
SO ₂ 二氧化硫(SO ₂)	35	35	62.96
NO _x 氮氧化物(NO _x)	50	30	25.5
PM 顆粒物(PM)	10	5	7.87





Energy

Energy Consumption

The Group emphasizes the rational use of energy resources. During the Reporting Period, Jiangyin Fuhui was accredited with ISO 50001 Energy Management System certification. The Group also supports the use of clean energy such as natural gas, clean coal, biomass, and other renewable energy resources.

During the Reporting Period, the Production Sites complied with the following laws and regulations:

- Energy Conservation Law of the PRC;
- Measures for the Administration of Energy Conservation of Major Energy-Consuming Entities;
- Regulation of Jiangsu province on administration of water resources;
- Regulations of Jiangsu Province on Conserving Energy; and
- Regulations on Water Conservation and Utilization in Wuxi City.

能源

能源消耗

本集團十分重視能源資源的合理運用。在報告期內，江陰福匯獲得了ISO 50001能源管理體系認證。本集團亦全力支持使用天然氣、潔淨煤炭、生物質等潔淨能源以及其他可再生能源。

在報告期內，各生產基地均遵守以下法律及法規：

- 《中華人民共和國節約能源法》；
- 《重點用能單位節能管理辦法》；
- 《江蘇省水資源管理條例》；
- 《江蘇省節約能源條例》；及
- 《無錫市水資源節約利用條例》。

The Production Sites consumed coal, diesel, electricity, steam and natural gas for their boilers' operation and other production processes; and consumed petrol and diesel as fuel for the Group-owned vehicles. During the Reporting Period, the Production Sites' business operations resulted in a total energy consumption of 1,725,446 MWh, with an overall energy intensity of 1.77 MWh/m² or 1.57 MWh/tonne of production. Remarkably, the total energy consumption was reduced by 15%. The table below presents the energy consumption by energy types and the associated energy intensity.

生產基地在運作鍋爐及其他生產過程中，會消耗煤炭、柴油、電力、蒸汽及天然氣；並且消耗汽油和柴油以用作本集團車輛的燃料。在報告期內，生產基地在營運業務期間合共消耗了1,725,446兆瓦時的能源，總能源強度為每平方米1.77兆瓦時或每噸產量1.57兆瓦時。值得注意的是，總能源消耗減少了15%以下列表按能源類型及相關能源強度，列出了能源消耗量。

Direct/indirect energy resources 使用資源	Consumption (in corresponding unit) 消耗量 (相應的單位)	Consumption (MWh) 消耗量 (兆瓦時)	Energy intensity (kWh/m ²) 能源強度 (每平方米 的千瓦時)	Energy intensity (kWh/tonne of production) 能源強度 (每噸產量 的千瓦時)
Coal 煤炭	107,667.30 t	625,307.77	641.44	569.56
Diesel ¹ 柴油 ¹	306,127.82 L	235.18	0.24	0.21
Petrol ² 汽油 ²	143,876.06 L	291.59	0.30	0.27
LPG 液化石油氣	46,000,000 kg	642.69	0.66	0.59
Natural gas 天然氣	47,678,967.38 m ³	471,280.10	483.43	429.21
Electricity 電力	181,349.72 MWh	181,349.72	186.03	165.18
Steam ³ 蒸氣 ³	287,793.00 t	231,220.68	237.18	210.61
Fuel oil 燃油	6,348,215.00 L	77,589.29	79.59	70.67
Biomass 生物質	32,543.629 t	133,428.88	136.87	121.53

Note 1: Diesel consumption from stationary and mobile sources are combined in the chart.

註1：列表結合了來自固定及流動源頭的柴油消耗量。

Note 2: Petrol consumption from stationary and mobile sources are combined in the chart.

註2：列表結合了來自固定及流動源頭的汽油消耗量。

Note 3: This only includes purchased steam since energy consumption of steam recovered by the plants has been included in the energy consumption of fuel.

註3：由於廠房回收的蒸汽所消耗的能源，已包括在燃料的能源消耗中，因此當中只包括外購蒸汽。

Energy Saving Targets and Results

From the early stages of product design and development, the Production Sites recognized the importance of product life cycle management to sustainability. To reduce resource consumption and improve production efficiency, the Production Sites have developed energy management systems for effective target-based energy management according to the Energy Conservation Law of the PRC. The Group have energy management policies in place. It conducts regular energy efficiency evaluations, adopts advanced technologies and techniques, and enforces the maintenance of equipment and pipes in order to improve energy performance.

節能目標及成效

從產品設計和開發的早期階段開始，生產基地就認識到產品生命週期管理對可持續性的重要性。為了減少資源消耗和提高生產效率，生產基地已經制定了能源管理系統，根據中國《節約能源法》進行目標導向的能源管理。本集團已經制定了能源管理政策。它定期進行能源效率評估，採用先進的技術和方法，並加強設備和管道的維護，以改善能源性能。



During the Reporting Period, the Production Sites have taken the following measures to optimize energy efficiency:

於報告期內，生產基地已採取以下措施來改善能源效益：

Production Sites Energy Saving Measures 生產基地的節能措施				
Jiangyin Fuhui 江陰福匯	Yancheng Fuhui 鹽城福匯	Shatin Lake Side 沙田麗海	Futian Oasis 福田綠洲	Ocean Lanka 海洋蘭卡
<ul style="list-style-type: none"> ✓ Improves boiler efficiency and upgraded motors 改善鍋爐效率及升級發動機 	<ul style="list-style-type: none"> ✓ Replaced several old dyeing vats and setting machines 更換幾個老舊的染缸及定型機 	<ul style="list-style-type: none"> ✓ Replaced old rotary screen printing machine, which saved 5,707 m³ of water consumption 更換老舊的圓網印花機，從而節水5,707立方米 ✓ Upgraded 4 setting machines, 4 shrinking machines, cooling water pump motor of the central air-conditioning, motor of air compressor, and circulating fan motor of the G3 drying machine to energy-efficient models 將4部定型機，4部收縮機、中央空調冷卻水泵發動機、空壓機發動機，及G3烘乾機的循環風扇發動機，升級成符合能源效益的型號 ✓ Installation of 16 TEC-WIN dyeing vats to replace ECO-6 model 安裝16個TECWIN染缸，以取代ECO-6型號 ✓ Installation of 25 new looms and elimination older models 安裝25部新的織布機，並淘汰較舊的型號 	<ul style="list-style-type: none"> ✓ Eliminated 10 low energy efficiency equipment, including production facilities and motor 淘汰10部低能源效益的設備，包括生產設備、發動機等 ✓ Replaced low-efficiency motors with high-efficiency motors 以高效益的發動機取代低效益的發動機 	<ul style="list-style-type: none"> ✓ Replaced High Bay bulbs with induction lights at the finishing department to reduce electricity consumption 將整理部門的天井燈替換成感應燈，以減少消耗電力 ✓ Replaced security lights with energy-efficient induction lamps 將安全燈替換成節能感應燈 ✓ Improved the power factor of the Electricity-Capacitor banks 提高電力電容器組件的功率因子 ✓ Enhanced the insulation of the biomass operated steam boilers 提升生物質蒸汽鍋爐的隔熱能力 ✓ Exploring renewable energy projects such as rooftop solar power generation 研究例如天臺太陽能發電等可再生能源項目
<p>These upgrades and modification work resulted in a saving of 700,000kWh of electricity during the Reporting Period. 在報告期內，以上升級及改造工程節省了700,000千瓦時的電力。</p>		<p>These upgrades and modification work resulted in a saving of more than 3,490,172kWh of electricity and 46,857 tonnes of steam. 這些升級及改造工程節省了超過3,490,172千瓦時的電力以及46,857噸蒸汽。</p>	<p>The introduction of new motors with greater energy-efficiency is estimated to reduce 5.2 tons of coal consumption per year. 我們估計採用能源效益更高的新發動機，每年可減少消耗5.2噸煤炭。</p>	<p>These improvements resulted in a saving of more than 106,912 kWh of electricity and 7,915 tonnes of steam. 這些改善措施可節省超過106,912千瓦時的電力以及7,915噸蒸汽。</p>

Through the above-mentioned measures, the Production Sites target to achieve the following energy saving targets: 透過上述措施，生產基地致力達到以下節能目標：

Production Sites 生產基地	Energy saving target 節能目標	Baseline 基線	2023 performance 2023年績效	Status 狀況
Jiangyin Fuhui ¹ 江陰福匯	Reduce its electricity consumption by 24,800 kWh, compared to the 2022 baseline 相較於2022年的基準，將電力消耗減少24,800千瓦時	70,217,354 kWh 70,217,354 千瓦時	38,327,166 kWh 38,327,166 千瓦時	Achieved 已達成
Yancheng Fuhui 鹽城福匯	Reduce its electricity consumption by 50,000 kWh, and steam consumption by 5,000 tonnes in 2023 在2023年，將電力消耗減少50,000千瓦時，並將蒸汽消耗減少5,000噸	Electricity: 34,517,400 kWh 電力： 34,517,400 Steam: 263,652 tonnes 千瓦時蒸汽： 263,652噸	Electricity: 38,706,800 kWh 電力： 38,706,800 Steam: 287,793 tonnes 千瓦時蒸汽： 287,793噸	In progress 進行中 In progress 進行中
Ocean Lanka ² 海洋蘭卡	By 2024, reduce the average consumption of the following energy sources per kg production by 3%, with 2019 as the base year. 到2024年，相對於2019年作為基準年，將以下能源源的每公斤生產平均消耗量減少3%。	Electricity: 2.21 電力：2.21 Fuel: 0.56 燃料：0.56 Biomass: 2.60 生物質：2.60	Electricity: 2.81 電力：2.81 Fuel: 0.67 燃料：0.67 Biomass: 3.38 生物質：3.38	In progress 進行中 In progress 進行中 In progress 進行中

Note 1: Electricity consumption of Jiangyin Fuhui includes the purchased electricity from the mainland electricity grid and Futian Oasis.

註1：江陰福匯的電力消耗量，包括了從大陸電網及福田綠洲採購的電力。

Note 2: Considering that the energy combination varies each year in Ocean Lanka, energy saving target is reviewed and revised from "total energy consumption per kg production" to "electricity, fuel, and biomass consumption per kg production" in 2022.

註2：由於海洋蘭卡的能源組合每年都有轉變，因此2022年節能目標由「每公斤產量的總能源消耗」，修訂成「每公斤產量的電力、燃料及生物質消耗」。

Due to the non-attainment of energy-saving targets in the current year, the Group has decided to extend these targets to the upcoming year. The renewed focus will be placed on enhancing monitoring and implementation efforts to ensure the successful achievement of the targets. By prioritizing these aspects, the Group aims to strengthen its energy-saving initiatives and improve overall performance in the coming year.

由於未能在本年度內完成節能目標，本集團決定將節能目標延長至來年。新的重點將放在加強監察和實施工作上，以確保成功實現目標。透過優先考慮這些方面，本集團旨在加強其節能舉措，提高來年的整體表現水平。

In order to encourage the Group work together for energy conservation, Futian Oasis and Shatin Lakeside also released new energy conservation targets during this Reporting Period.

為鼓勵本集團共同做好節能工作，福田綠洲及沙田麗海於報告期間也發布了新的節能目標。

Production Sites 生產基地	Energy saving target 節能目標	2023 energy consumption 2023能源消耗
Futian Oasis 福田綠洲	By 2024, achieving an overall electricity consumption of no more than 12,205,000 kWh. 到2024年，實現整體電力消耗不超過12,205,000千瓦時。	17,977,449 kWh 17,977,449千瓦時
Shatin Lake Side 沙田麗海	By 2024, achieving an overall electricity consumption of no more than 8,698,174 kWh. 到2024年，實現整體電力消耗不超過8,698,174千瓦時。	59,080,384 kWh 59,080,384千瓦時



CASE STUDY 個案研究

Solar panel installation project proposal in Ocean Lanka 海洋蘭卡太陽能電池板安裝項目建議書

Committed to building a green environment, Ocean Lanka has planned to participate in the Battle for Solar Energy program launched by the Sri Lanka Ministry of Power and Renewable Energy. It is a community-based power generation project which aims to reduce the use of imported fuels by increasing the electricity supply from solar power.

In collaboration with the Ceylon Electricity Board (CEB), Ocean Lanka will provide an estimated shadow free area of 250,000 sq. ft for the installation of solar panels, equivalent to the capacity of 2,845 kwp. Under the Net Plus Scheme, electricity generated from the solar system will be exported to the national electricity grid and serve as a part of the local electricity supply. In return, 20% of the power generation net income will be paid to Ocean Lanka.

In addition to bringing socioeconomic benefits to Ocean Lanka, the project also contributes to Sri Lanka's transition to a clean energy mix.

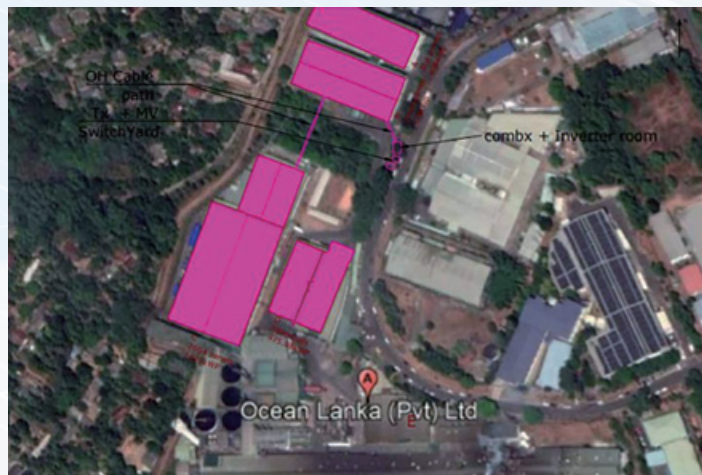
Ocean Lanka will continue to explore green energy for co-creating a sustainable future with the Sri Lankan government.

為履行致力營造一個綠色環境的承諾，海洋蘭卡計劃參與由斯里蘭卡電力及可再生能源部推行的太陽能戰役計劃。這是一個以社區為基礎的發電項目，目的是透過增加太陽能電力供應來減少使用進口燃料。

海洋蘭卡與錫蘭電力局(CEB)合作，以透過提供估計達250,000平方英尺的無遮蔽區來安裝太陽能電池板，相當於2,845峰瓩的容量。在淨加計劃下，太陽能系統所產生的電力將會輸出至國家電網，為當地供應部分電力。回報方面，海洋蘭卡將會獲得發電淨收益的20%。

這個項目除了能為海洋蘭卡帶來社會經濟效益外，亦有助斯里蘭卡朝著潔淨能源組合轉型。

海洋蘭卡將繼續研究綠色能源，以與斯里蘭卡政府攜手創造一個可持續發展的未來。



Estimated shadow free net area (highlighted in pink) for solar panel installation
預計用作安裝太陽能電池板的無遮蔽區 (以粉紅色標亮顯示)



Water

Water Consumption and Discharge

Surface water used by the Production Sites for production processes in the PRC was taken from Yangtze River along Jiangyin City, Tongyu River along Yancheng City and Dongyin Canal in Dongguan City respectively. The intakes of the surface water are all legally permitted by local governments and the water is purified and softened before using for production processes. Water used for production in Ocean Lanka was from municipal water supply. During the Reporting Period, the Group did not encounter any issues in sourcing water for its daily operations. Wastewater is treated by self-built treatment facilities before discharge. During the Reporting Period, the Production Sites consumed 10,829,987 m³ of surface water and freshwater (water intensity: 11.11 m³/m² and 9.36 m³/tonne of production), and 2,250,843 m³ of water was recycled.

水

耗水量及排放

生產基地用於中國生產活動中所使用的地表水分別來自江陰市的長江、流經鹽城市的通榆河，以及東莞市的東引運河。生產基地所獲取的地表水，均得到當地政府合法許可，同時水會先經過淨化和軟化，才會於生產過程使用。海洋蘭卡生產活動所使用的水是由市政府提供。在報告期內，本集團在日常營運中並無遇到任何採購水方面的問題。廢水會先在自行興建的處理設施中經過處理，才予以排放。在報告期內，生產基地消耗了10,829,987立方米的地下水及淡水（用水密度：每平方米11.11立方米及每噸產量9.36立方米），以及重用了2,250,843立方米的水。

The Group supervises its water consumption and discharges in strict compliance with the following laws and regulations:

- Environmental Protection Law of the PRC;
- Environmental Impact Assessment Law of the PRC;
- Water Law of the PRC;
- Water Pollution Prevention and Control Law of the PRC;
- GB4287-2012 Discharge Standards of Water Pollutants for Dyeing and Finishing of Textile Industry of the PRC;
- DB44/26-2001 Discharge Limits of Water Pollutants (Guangdong Provincial Standard) of the PRC; and
- National Environmental (Protection and Quality) Regulations, No.1 of 2008 of Sri Lanka.

To ensure the effluent quality in compliance with the requirements of the provincial environmental departments, a real-time online sewage monitoring system is in place to closely monitor various parameters of treated sewage. Wastewater generated during production processes undergoes stringent physical and chemical treatments (e.g., sequential anaerobic-aerobic sewage treatment) prior to discharge. Wastewater is pre-treated by on-site wastewater treatment facility, meeting the standard of tertiary treated wastewater (typically at Chemical Oxygen Demand ("COD") < 200mg/L), and then conveyed to a third-party sewage treatment plant for re-treatment, meeting a more stringent standard (COD < 120 mg/L) before directly discharging to the nature or sewer.

本集團嚴格遵守以下法律及法規，以監督耗水及排水量：

- 《中華人民共和國環境保護法》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國水法》；
- 《中華人民共和國水污染防治法》；
- GB4287-2012《中華人民共和國紡織染整工業水污染物排放標準》；
- DB44/26-2001《中華人民共和國水污染物排放限值（廣東省地方標準）》；及
- 斯里蘭卡2008年第1號《國家環境（保護及品質）條例》。

為確保污水水質符合省份環境部門的要求，我們設有實時網上污水監察系統，以密切監察經處理污水的各項參數。在生產過程中產生的廢水，會在排放前先經過嚴格的物理及化學處理（例如連續厭氧好氧污水處理）。廢水會在現場的廢水處理設施預先處理，以符合三級處理廢水標準（一般化學需氧量（「COD」）為每公升<200毫克），之後便會輸送到第三方污水處理廠再次處理，以符合更嚴格的標準（COD為每公升<120毫克），最後才直接排放到大自然或下水道。



A total of 9,002,346 m³ of wastewater was discharged during the Reporting Period, with an intensity of 9.23 m³/m² or 7.78 m³/tonne of production. In comparison to the Last Reporting Period, wastewater output declined by 10.7% during the Reporting Period, resulting in a 25.5% decrease in intensity in terms of the total floor area of the Production Sites and an 8.6% decrease in intensity in terms of tonne production. During the Reporting Period, the treated wastewater fulfilled the requirements of permitted discharge limits for various effluent parameters, including COD, Biochemical Oxygen Demand ("BOD"), total ammonia, and total nitrogen.

在報告期內，廢水的總排放量為9,002,346立方米，用水密度為每平方米9.23立方米，或每噸產量7.78立方米。在與上一報告期比較下，報告期內的廢水輸出量減少了10.7%，結果在以生產基地總建築面積的計算下，強度下降了25.5%；在以噸產量計算下，強度下降8.6%。在報告期內，經處理的廢水符合各項污水參數（包括COD、生化需氧量（「BOD」）、氨總含量、氮總含量）的允許排放限額要求。

Targets and Results of Water Saving and Discharge Quality Control

節約用水及排放質量控制目標及成效

Although the Production Sites do not encounter difficulties in obtaining freshwater, the Group spares no efforts in conserving water and improving water efficiency. The Group is committed to saving water at source, maximizing the use of recycled water, and improving employees' water-saving awareness through internal guidelines and education. Posters are put up in office areas and washrooms to advocate rational use of water. A wastewater recycling system is set up to recycle wastewater.

雖然生產基地並未在獲取淡水上遇上困難，但本集團仍竭盡所能節約用水以及改善用水效益。本集團致力從源頭節約用水，盡量使用回收水，以及透過內部指引和教育提升員工節約用水的意識。本集團亦在辦公範圍及洗手間張貼海報以宣揚合理用水，並且透過制訂廢水回收系統，以將廢水循環再用。

During the Reporting Period, the Group recycled more than 2,250,843 m³ of water for both production and non-production uses. The following table sets out the water-saving measures adopted by different Production Sites during the Reporting Period.

在報告期內，本集團回收了超過2,250,843立方米的水，以用作生產及非生產用途。以下列表顯示了在報告期內各生產基地所採取的節水措施。

Production Sites 生產基地	Water-saving measures 節水措施
Shatin Lake Side 沙田麗海	<ul style="list-style-type: none"> ✓ Replaced ECO-6 dyeing vats with TEC-WIN dyeing vats, which was estimated to save a total of 756,865 m³ of water per year 將ECO-6染缸更換成TEC-WIN染缸，合共節水756,865平方米 ✓ Replaced the old rotary screen printing machine, which was estimated to save 5,707 m³ of water consumption per year 更換老舊的圓網印花機，估計每年可節省5,707立方米的耗水量
Yancheng Fuhui 鹽城福匯	<ul style="list-style-type: none"> ✓ Reduced the water consumption during dyeing process by adjusting, optimizing and upgrading the production process 透過調整、改善和升級生產流程，以減低染色工序的耗水量
Ocean Lanka 海洋蘭卡	<ul style="list-style-type: none"> ✓ Installed auto-controlling system on furnace oil steam boilers, estimated to save 6,030 m³ of water per year 在燃油蒸汽鍋爐上安裝自動控制系統，估計每年可節水6,030立方米 ✓ Improved the performance of condensate recovery factor of dyeing equipment, which estimated to save 7,665 m³ of water per year 提升染色設備凝結水的回收率，估計每年可節水7,665立方米

The Group understands that significant amount of water is consumed during its production process. To optimise water consumption, 4 of the production sites had established their water reduction targets to promote the message of conserving water in the Last Reporting Period. Targets are monitored and reviewed regularly to ensure no water is wasted during the manufacturing process. The table below shows the results of the water saving measures in this Reporting Period.

本集團了解其生產活動會消耗大量的水。為了減少耗水量，4個生產基地已在上一報告期訂立了節水目標，以推廣節約用水的訊息。生產基地定期監察及檢討目標，以確保在生產過程中不會浪費水。以下列表顯示了在報告期內節水措施所帶來的成果。

Production Sites 生產基地	Water saving target 節水目標	Base year performance 基線績效	2023 performance 2023年績效	Status 狀況
Jiangyin Fuhui 江陰福匯	Reduce 5% of total water consumption by 2023, compared to 2022 相對於2022年，到2023年將總用水量減少5%	3,724,148 m ³ 3,724,148立方米	2,040,192 m ³ (45.2% reduced) 2,040,192立方米 (減少45.2%)	Achieved 已達成
Yancheng Fuhui 鹽城福匯	Reduce 200,000 m ³ of total water consumption by 2023, compared to 2022 相對於2022年，到2023年將總用水量減少200,000立方米	2,232,937 m ³ 2,232,937立方米	2,543,867 m ³ 2,543,867立方米	In progress 進行中
Shatin Lake Side 沙田麗海	Recycle at least 50% of the wastewater and reach 45% wastewater reuse rate 回收至少50%的廢水並達到45%的廢水再利用率	/ /	/ /	Achieved ¹ 已達成 ¹
Ocean Lanka 海洋蘭卡	Reduce 3% of the average water consumption per kg of production by 2024, with 2019 as a baseline 以2019年作為基準，2024年每公斤平均生產用水量減少3%	0.145 m ³ 0.145立方米	0.187 m ³ 0.187立方米	In progress 進行中

Note 1: The recycled wastewater and wastewater reuse rate was calculated and provided by Shatin Lake Side.

註1：回收的廢水和廢水再利用率是由沙田麗海計算和提供的。

During the year 2023, both Jiangyin Fuhui and Shatin Lake Side successfully reached their water reduction goals. Jiangyin Fuhui accomplished a significant 32.9% decrease in production water consumption compared to the baseline set in 2021. Shatin Lake Side, on the other hand, also recycled a minimum of 50% of wastewater and achieved a 45% wastewater reuse rate. However, Yancheng Fuhui was unable to meet its target during the Reporting Period, prompting discussions on improvements and reviews to address the situation.

在2023年，江陰福匯和沙田麗海都成功達到了水資源減少的目標。江陰福匯在生產用水消耗方面相對於2021年基準實現了顯著的32.9%減少。另一方面，沙田麗海回收了至少50%的廢水，並實現了45%的廢水再利用率。然而，鹽城福匯在報告期間未能達到目標，因此進行了改進和審查，以解決這一情況。



Waste

Waste Disposal

Throughout the course of their activities, the Production Sites generate both hazardous and non-hazardous waste. Waste treatment and disposal are in accordance with the following laws and regulations:

- Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Wastes (GB 18599-2001);
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes;
- Regulation on the Safety Management of Hazardous Chemicals of the PRC;
- Identification standards for solid wastes – General rules (GB/T 34330-2017) of the PRC;
- Identification standards for hazardous waste – General rules (GB 5085.7-2019) of the PRC; and
- National Environmental (Protection and Quality) Regulations, No.1 of 2008 of Sri Lanka.

廢物

廢物棄置

整個生產活動中，生產基地會產生有害廢物及無害廢物。廢物均按照以下法律及法規處理和處置：

- 《一般工業固體廢物貯存和處置場污染控制標準》(GB 18599-2001)；
- 《中華人民共和國固體廢物污染環境治理法》；
- 《中華人民共和國危險化學品安全管理條例》；
- 《中華人民共和國固體廢物鑑別標準通則》(GB/T 34330-2017)；
- 《中華人民共和國危險廢物鑑別標準通則》(GB/T 5085.7-2019)；及
- 斯里蘭卡2008年第1號《國家環境(保護及品質)條例》。

During the Reporting Period, the Group generated a total of 3,442 tonnes of hazardous waste (3.53 kg/m² or 2.98 kg/tonne of production), including sludge, dye waste, acid waste, waste materials with dye, oil- and mercury-containing waste. The amount of hazardous waste produced was reduced by 11% compared to the Last Reporting Period.

在報告期內，本集團產生的有害廢物合共3,442噸（每平方米3.53公斤或每噸產量2.98公斤），其中包括污泥、染料廢物、酸性廢物，以及含有染料、油脂和水銀的廢物。在與上一報告期比較下，有害廢物的產生量減少了11%。

A total of 85,474 tonnes of non-hazardous waste was generated (87.68 kg/m² or 73.91 kg/tonne of production), which included fabric wastes, boiler slag, coal ash, sludge, paper and plastic waste, scrap metal, sludge, gypsum, and other general waste. The non-hazardous waste generation intensity by plant area and that by tonne of production during the Reporting Period have dropped by 11.43% and slightly increased by 0.3% respectively, when compared to the Last Reporting Period.

總共產生了85,474噸非危險廢物（每平方米產量為87.68公斤或每噸產量為73.91公斤），其中包括布料廢料、鍋爐煤渣、煤灰、污泥、紙張和塑料廢料、廢金屬、石膏和其他一般廢物。與上一報告期間相比，報告期間內的廠區面積非危險廢物產生強度下降了11.43%，而每噸產量的非危險廢物產生強度則略微增加了0.3%。

The tables below show the amount of hazardous and non-hazardous wastes generated by waste type during the Reporting Period:

以下列表按照廢物的種類，顯示了在報告期內有害廢物及無害廢物的產生量：

1. Hazardous Waste

1. 有害廢物

Waste Types	Sources of Waste	Amount of Waste Generated (in tonnes) 產生的廢物量 (以噸計算)
廢物種類	廢物源頭	
Sludge 污泥	Dyeing and printing process 印染流程	3,363
Dye Waste (e.g., cloths with dye) 染料廢物 (例如含染料的衣物)	Dyeing process and expired dye materials 染色流程及過期染料	44
Oil (e.g., lubricant oil and engine oil) 油脂 (例如潤滑油及引擎油)	Machines and equipment 機器及設備	23
Acid 酸性物質	Production laboratory 生產實驗室	1
Others (including mercury-containing fluorescent lamp and oil containers) 其他 (包括含水銀的螢光燈及油容器)	Daily operations and maintenance process 日常運作及維修保養過程	11
Total hazardous waste 有害廢物總量		3,442

2. Non-hazardous Waste

2. 無害廢物

Waste Types 廢物種類	Sources of Waste 廢物源頭	Amount of Waste Generated (in tonnes) 產生的廢物量 (以噸計算)
Coal Ash 煤灰	Coal-fired boilers 燃煤鍋爐	21,032
Sludge 污泥	By-products of wastewater treatment 污水處理副產品	49,375
Boiler Slag 鍋爐爐渣	Coal-fired boilers 燃煤鍋爐	8,622
Fabric 面料	Fabric processing procedures 面料加工程序	2,146
Paper 紙張	Packaging materials and waste paper 包裝材料及廢紙	1,543
General Waste 一般廢物	Daily operations and food waste 日常運作及廚餘	687
Others (e.g., industrial waste and wood boards) 其他 (包括工業廢料和木板)	Production processes and by-products of desulphurization 生產流程及脫硫副產品	1,275
Plastic 塑膠	Production processes and packaging materials 生產流程及包裝物料	639
Scrap Metal 廢金屬	Production processes and replacement of machines and equipment 生產流程以及機器和設備的更換	155
Total non-hazardous waste 非危險無害廢物總量		85,474

Waste Reduction Targets and Results

Licensed waste management companies are in charge of the treatment, storage, transfer, resource recovery, disposal or recycling of hazardous and non-hazardous waste based on the Group's requirements. In the PRC's operation, hazardous waste is classified according to the Directory of National Hazardous Wastes (2016). Hazardous waste containers with appropriate signs and labels are temporarily stored in secure designated hazardous waste storage facilities at the Production Sites in the PRC and Sri Lanka. They are collected by licensed collectors in compliance with national regulations, while non-hazardous waste is properly collected and recycled whenever possible.

減廢目標及成效

持牌廢物處理公司負責根據本集團的要求，處理、儲存、轉移、資源回收、處置或循環再用有害及無害廢物。在中國營運的地點內，有害廢物乃根據《國家危險廢物名錄》(2016年版)來進行分類的。附有適當標誌和標籤的有害廢物容器，會暫時安全地存放在中國及斯里蘭卡生產基地中指定的危險廢物儲存設施中。持牌收集商會按照國家法規收集這些有害廢物，而無害廢物則盡量適當地收集及循環再用。

To reduce hazardous waste generation, hazardous materials are fully utilized before disposal. For non-hazardous waste, the Group strives to increase the recycling rates of non-hazardous waste in order to control and reduce the amount of waste generated. Except for unrecyclable general waste, waste fabric, paper, plastic and scrap metal are all sold to recycling collectors. Boiler slag, coal ash and sludge (after being compressed) are collected by qualified waste processors for recycling into bricks or construction materials without polluting the environment. Sewage sludge, a by-product of wastewater treatment rich in organic matter and nutrients, is recycled into animal feed.

Further, the Group actively engages its employees in the reduction of waste at the source and encourages them to conserve resources. Whenever possible, employees are encouraged to print double-sided or use recycled paper when printing. The Group also set up a waste sorting station to separate recyclables, hazardous wastes, and other waste. In addition, the group advocates the use of reusable cups to minimize the consumption of bottled water and generation of plastic waste in office operations, as well as the use of reusable dinnerware in the staff canteen.

有害物料會在處置前先充分利用，以減少產生無害廢物。另一方面，本集團盡力提高無害廢物的回收率，以控制及減少廢物的產生量。除了不可收的一般垃圾外，廢棄面料、紙張、塑膠及廢金屬均會售予回收商。鍋爐爐渣、煤灰及污泥（經壓縮後）會由合資格的廢物處理商收集，以透過循環再用製成磚塊或建築材料，避免污染環境。污水中的污泥是廢水處理的副產品，當中含有大量有機和營養物質，可作回收以製成動物飼料。

此外，本集團亦積極鼓勵員工從源頭減少廢物及節約資源。在可行的情況下，我們鼓勵員工以雙面或使用再造紙列印。本集團亦設立廢物分類站，將可回收的廢物、危險廢物以及其他廢物分類。此外，本集團鼓勵員工使用可重用的水杯，以盡量減少在業務期間消耗樽裝水和產生塑膠廢料，以及在員工飯堂提供可重用的餐具。



During the Reporting Period, Shatin Lake Side and Ocean Lanka recycled a total of 18.7 tonnes of office paper. The Group achieved a 100% recycling rate of boiler slag, coal ash, general waste, paper, scrap metal, and sludge. The average overall recycling rate of all non-hazardous wastes was 92%.

在報告期內，沙田麗海及海洋蘭卡合共回收了18.7噸辦公室紙張。本集團在鍋爐爐渣、煤灰、一般垃圾、紙張、廢金屬及污泥等的回收率達到100%。所有無害廢物的整體回收率達92%。

Non-hazardous Waste Types 無害廢物種類	Recycling Rate 回收率
Coal Ash 煤灰	100%
Sludge 污泥	100%
Boiler Slag 鍋爐爐渣	100%
Fabric 面料	95%
Paper 紙張	95%
General Waste 一般廢物	55%
Others 其他	88%
Plastic 塑膠	94%
Scrap Metal 廢金屬	97%
Overall Recycling Rate 無害廢物整體回收率	92%

Through the above-mentioned waste reduction measures, the Production Sites have set the following waste reduction targets in the last Reporting Period.

透過上述減廢措施，生產基地於上一報告期訂立了以下減廢目標。

Production Sites 生產基地	Waste Reduction Targets 節水目標	Base Year performance 基線績效	2023 performance 2023年績效	Status 狀況
Jiangyin Fuhui 江陰福匯	Achieve a 30% reduction of total waste generation by 2023, with 2022 as base year 到2023年，相對於2022年作為基準，實現總廢物產生量減少30%的目標	47,007,381 kg 47,007,381公斤	58,189,447 kg 58,189,447公斤	In progress 進行中
Yancheng Fuhui 鹽城福匯	Achieve a 3% reduction of total waste generation by 2023, with 2022 as base year 到2023年，相對於2022年作為基準，實現總廢物產生量減少3%的目標	9,328,691 kg 9,328,691公斤	10,051,065 10,051,065公斤	In progress 進行中
Ocean Lanka 海洋蘭卡	Achieve the following targets by 2023: 到2023年，實現以下目標： <ul style="list-style-type: none"> - 15.85 kg of polythene waste per tonne of fabric delivered 每噸紡織品交付的聚乙烯廢料減少至15.85公斤 - 2.46 kg of plastic waste per tonne of fabric delivered 每噸紡織品交付的塑料廢料減少至2.46公斤 - 52.2 kg of cardboards and paper waste per tonne of fabric delivered 每噸紡織品交付的紙板和紙張廢料減少至52.2公斤 - 2.8 kg of maintenance waste per tonne of fabric delivered 每噸紡織品交付的維護廢料減少至2.8公斤 - 208 kg of chemical waste per tonne of fabric delivered 每噸紡織品交付的化學廢料減少至208公斤 - 0.384 kg of wooden waste per tonne of fabric delivered 每噸紡織品交付的木材廢料減少至0.384公斤 - 0.040 kg of food waste per head count per day 每人每天的食物廢料減少至0.040公斤 	/	(in kg/tonne of fabric delivered) (以每公斤/每噸交付的面料計算) <ul style="list-style-type: none"> - polythene waste: 17.32 聚乙烯廢物：17.32 - plastic waste: 2.58 塑料廢物：2.58 - cardboards and paper waste: 48.94 硬皮紙及紙張廢物：48.94 - maintenance waste: 0.04 因維護而產生的廢物：0.04 - chemical waste: 0 化學廢物：0 - wooden waste: 0.40 木材廢物：0.40 - food waste: 0.74 廚餘：0.74 	In progress 進行中

Note: The waste target for Ocean Lanka was not achieved in the Last Reporting Period, therefore the timeline was postponed to this Reporting Period.

註：海洋蘭卡在上一個報告期間未能達到廢物目標，因此將目標的時間表延後至本報告期間。

In line with the Group's sustainability mission and vision, the operation sites are actively pursuing a greener environment by implementing waste reduction measures. The above waste target were unable to be achieved during the Reporting Period, discussions and reviews were conducted to address the situation. After a more comprehensive consideration, the above target would be adjusted to reduce 15% of waste generation by 2025.

根據本集團的可持續發展使命和願景，各運營地點正在積極實施廢物減量措施，以追求更綠色的環境。報告期間內，上述廢棄物目標未能實現，已進行討論和檢討以解決此問題。經過更全面的考慮，上述目標將調整為2025年減少垃圾產生量15%。



Packaging Materials

Paper- and plastic-based materials are mainly consumed for packaging of finished products. The Group gives preferences to packaging materials with higher recyclability and reuses packaging materials whenever possible. Packaging material suppliers are required to provide environmental certificates, test reports for hazardous materials, and material safety data sheets to ensure environmental and safety performances of the packaging materials. All waste packaging materials will be sent to related recyclers for recycling. During the Reporting Period, the Group consumed a total of 2,904 tonnes (2022: 1,010 tonnes) of plastic and paper, with an overall intensity of 2.51 kg/tonne of production (2022: 0.81 kg/tonne of production). The recycling rate of the packaging material was 46%. The overall intensity increased by 210% when compared to the Last Reporting Period. The increase was mainly attributed to the resumption of production after the Covid-19 pandemic.

包裝物料

包裝產品主要會消耗紙張及塑膠材料。本集團優先選用較容易回收的包裝材料，並且盡量重用這些材料。包裝材料供應商需要提供環保證書、有害物料檢測報告，以及物料安全數據表，以確保包裝材料符合環保和安全要求。所有廢棄的包裝材料將會送往相關的回收商進行回收。在報告期內，本集團合共消耗了2,904噸塑膠及紙張（2022年：1,010噸），整體強度為每噸產量2.51公斤（2022年：每噸產量0.81公斤）。包裝材料的回收率為46%。與上一報告期間相比，整體強度增加了210%。增加主要歸因於新冠疫情後的生產恢復。

Types of Material	Sources of Material	2023 Consumption (in tonnes) 2023年消耗量 (以噸計算)
物料種類	廢物源頭	
Plastic 塑料	Plastic bags, films and polypropylene straps 膠袋、薄膜及聚丙烯條帶	905
Paper 紙張	Paper tubes and paper 紙管及紙張	1,999
Total 總計		2,904



The Environment and Natural Resources

Significant Impacts of Activities on the Environment

It is the Group's commitment to operate businesses in a sustainable manner and to take sustainable fashion to the next level as a leader in the knitted fabric manufacturing industry.

In the course of operational activities and production processes, significant amount of resources such as water, electricity, and steam, are consumed. With the implementation of robust environmental practices, the Group has achieved significant reductions in air emissions, water use, and energy consumption. Consumption of chemicals is reduced through successful chemical recovery technique. Besides, the Group closely monitors its resources consumption and pollution parameters to ensure that they are within the set limits and analyzes consumption patterns for continual improvement. The Production Sites operate and maintain an EMS that conforms to the ISO 14001 standard.

Shatin Lake Side has participated in the low-carbon manufacturing program ("LCMP") sponsored by the World Wide Fund for Nature ("WWF"). The LCMP aims to reduce carbon emissions generated by manufacturing facilities in the Pearl River Delta. Shatin Lake Side was evaluated against criteria including carbon intensity, GHG management practices and energy efficiency best practices, and accredited with the LCMP Gold Label for the period of 2021 to 2023. Furthermore, Shatin Lake Side actively participates in the energy efficiency benchmarking exercise initiated by the Guangdong Textile Association and ensures its adherence to the 13th Five-Year Plan (2016-2020) in pursuing a cleaner, low-carbon, safer and sustainable development.

環境及天然資源

業務活動對環境的重大影響

本集團致力以可持續發展的方式經營業務，同時由於已將當中可持續發展的方式提升至一個新的水平，因而在這方面成為針織面料生產業的領先企業。

業務營運和生產活動會消耗大量的水、電力、蒸汽等資源。本集團因透過推行有力的環保措施，而大幅減少了廢氣排放、用水量以及能源消耗量。高效的化學品回收技術，亦減少了化學品的消耗量。此外，本集團亦密切監察其資源消耗量及污染參數，從而確保相關數字能處於訂明的限額內，並且透過分析消耗模式以不斷作出改善。在生產基地運作及維護的EMS，均符合ISO14001標準。

沙田麗海參與了由世界自然基金會（「WWF」）贊助的低碳製造計劃（「LCMP」）。LCMP的目的是要減少珠三角生產設施所產生的碳排放量。沙田麗海根據碳強度、溫室氣體管理實務措施，以及能源效益最佳實務措施等標準來接受評估，並在2021年至2023年間獲得LCMP金標籤認證。除此之外，沙田麗海亦積極參與廣東省紡織協會所推行的能效對標工作，確保遵從《第十三個五年計劃（2016-2020年）》的要求以達至更潔淨、低碳、安全和可持續的發展。



Ocean Lanka has a reverential respect for the environment. All of their production units are certified with ISO 14001:2015 (Environmental Management System), and the company has conducted GHG assessments for 3 consecutive years. They are also in the process of obtaining ISO 50001 (Energy Management System) certification. Additionally, Ocean Lanka collaborates with a local supplier who produces synthetic polyester yarn from recycled PET flakes. Through various fabrications, they have successfully verified the bulk feasibility of recycled polyester fabric. Notably, the waste plastic bottles used in their process are collected from coastal areas and popular tourist destinations such as Adam's Peak, Sigiriya, and Trincomalee. This effectively conserves natural resources and reduces the environmental burden without compromising quality. They have been producing GOTS/OCS/GRS certified raw materials and have recently started Regenagri as well.

In addition, the table below presents the Natural Resources Conservation Projects implemented by the Production Sites during the Reporting Period, with their estimated outcomes:

海洋蘭卡對環境保持崇高的尊重。他們所有的生產單位均獲得ISO 14001:2015 (環境管理系統) 認證，並且公司已連續3年進行溫室氣體評估。他們還正在獲得ISO 50001 (能源管理系統) 認證。此外，海洋蘭卡與當地一家供應商合作，該供應商使用回收的PET瓶片生產合成聚酯紗線。通過各種加工過程，他們成功驗證了回收聚酯面料的大量可行性。值得注意的是，他們在過程中使用的廢棄塑料瓶是從沿海地區和如亞當峰、獅子岩和特里科馬里等熱門旅遊目的地收集的。這有效地節約了自然資源，減輕了環境負擔，同時不會影響品質。他們一直生產符合GOTS/OCS/GRS認證的原材料，最近還開始生產Regenagri產品。

此外，下表列出了生產地點在報告期間實施的自然資源保護項目及其預估成果：

Production Sites 生產基地	Projects 專案	Total Investment (in RMB million) 總投資(以百萬 人民幣計)	Annual Outcome Highlights 年度成效摘要
Futian Oasis 福田綠洲	<ul style="list-style-type: none"> - Steam pressure regulation 蒸汽壓力調節 - Steam recovery 蒸汽回收 - Electricity usage integration 電力使用整合 - Water conservation 節水 - Equipment upgrade 設備升級 	31.4	<ul style="list-style-type: none"> - Reduced natural gas consumption by 35,000 m³ 減少了3.5萬立方米的天然氣消耗 - Reduced water consumption by 420 tonnes 減少了420噸的用水量
Jiangyin Fuhui 江陰福匯	Dual-control energy-saving management and control in September 2023 於2023年9月實施的雙控節能管理和控制	/	/
Shatin Lake Side 沙田麗海	<ul style="list-style-type: none"> - Equipment replacement 設備更換 - Energy-efficient retrofits 提高能源效率的改造 - Renewable energy integration 可再生能源整合 - Insulation improvements 保溫改善 - Process optimization 流程優化 - IoT transformation 物聯網轉型 	38	<ul style="list-style-type: none"> - Reduced electricity consumption by 4,090.13 mWh 減少了4,090.13兆瓦時的電力消耗 - Reduced steam consumption by 32,635.81 tonnes 減少了32,635.81噸的蒸汽消耗 - Reduced water consumption by 689,294.22 m³ 減少了689,294.22立方米的用水量
Ocean Lanka 海洋蘭卡	<ul style="list-style-type: none"> - Reuse of condensate water 冷凝水再利用 - Converting Conventional Metal Halide lamps to LED 將傳統金鹵燈改為LED燈 	/	<ul style="list-style-type: none"> - Reduced electricity consumption by 24 kWh/operation day 每日運營節省了24度電的消耗



Climate Change

Mitigating Climate Change

The Group recognizes the significance of climate change and its potential impacts on both its business and the wider community. To proactively address these risks and develop effective strategies, the Group has undertaken a comprehensive assessment of climate-related risks, taking into account the recommendations of the TCFD. This assessment considers two main categories of climate-related risks: physical risks and transition risks.

Physical risks pertain to the direct impacts of climate change, such as extreme weather events, rising sea levels, and changes in temperature patterns. Transition risks, on the other hand, are associated with the transition to a low-carbon economy, including policy changes, technological advancements, and shifts in consumer preferences.

The Group evaluates the probability and severity of these climate-related risks to determine their level of risk and potential impact on its business operations.

氣候變化

減緩氣候變遷

本集團認識到氣候變化及其對業務和廣大社區的潛在影響的重要性。為了主動應對這些風險並制定有效的策略，本集團已對氣候相關風險進行了全面評估，考慮到TCFD的建議。該評估涉及兩個主要類別的氣候相關風險：物理風險和轉型風險。

物理風險涉及氣候變化的直接影響，如極端天氣事件、海平面上升和溫度變化模式的變化。而轉型風險則與向低碳經濟的轉變相關，包括政策變化、技術進步和消費者偏好的轉變。

本集團評估這些氣候相關風險的概率和嚴重程度，以確定其風險水平和對業務運營的潛在影響。

Physical risks 物理風險	Time horizon 時間範圍	Implication on business 對業務的影響	Risk level 風險等級
Acute 急性風險	Short term 短期	Increased severity and frequency of extreme weather affects daily operation and may cause damage to equipment. It reduces revenue and increases maintenance costs. 極端天氣的嚴重性和頻率增加影響日常運營，可能導致設備損壞。這會減少收入並增加維護成本。	High 高
Chronic 慢性風險	Medium to long term 中長期	Changes in precipitation pattern and climate change affects water security. It may disrupt business activities and reduce revenue. 降雨模式變化和氣候變化影響水資源安全。這可能干擾業務活動並減少收入。	High 高

Transition risk 轉型風險	Time horizon 時間範圍	Implication on business 對業務的影響	Risk level 風險等級
Legal and policy 法律和政策風險	Long term 長期	Increased operation cost from increased carbon emission pricing. 由於碳排放價格上升，運營成本增加。 Price of raw materials may increase due to the changes in policy, thus increasing operation costs. 原材料價格可能因政策變化而上升，進而增加運營成本。	Medium 中
Technology 技術風險	Long term 長期	Increased operation costs and investment costs from substitution of existing equipment and services. 由於現有設備和服務的替代，運營成本和投資成本增加。	Medium 中
Market and reputation 市場和聲譽風險	Long term 長期	Increasing demand for green fashion may affect the long-term development of the Group. 對綠色時尚的需求增加可能影響本集團的長期發展。	Low 低

The Group acknowledges that its business operations are particularly vulnerable to physical risks associated with climate change. In response, the Production Sites will implement measures to enhance their resilience and ability to cope with extreme weather events. This includes maintaining constant monitoring of local weather conditions and being prepared for sudden weather changes that may impact operations.

本集團認識到其業務運營特別容易受到與氣候變化相關的物理風險的影響。為了應對這些風險，生產基地將實施措施，提高其應對極端天氣事件的韌性和應對能力。這包括持續監測當地的天氣狀況，並對可能影響業務運作的突發天氣變化做好準備。

Additionally, the Group will closely follow guidelines and recommendations issued by local authorities regarding climate-related risks. These guidelines will inform the Group's internal policies, which will be regularly updated as needed. By doing so, the Group aims to ensure that its operations and supply chain remain resilient in the face of a changing climate.

此外，本集團將密切遵循當地政府有關氣候相關風險的指導方針和建議。這些指導方針將為本集團的內部政策提供參考，並根據需要定期更新。通過這樣的做法，本集團旨在確保其業務運營和供應鏈在變化的氣候面前保持韌性。

By actively monitoring weather conditions, being prepared for extreme weather events, and aligning with local guidelines, the Group aims to minimize the potential disruptions and adverse impacts that physical climate risks may pose to its business operations.

The Production Sites have set short-term emission targets to promote continuous improvement, and have actively adopted different approaches, including initiatives to reduce waste, conserve energy and water, and enhance environmental awareness. These initiatives aim to mitigate GHG emissions and contribute to the mitigation of climate change.

通過積極監測天氣狀況、做好極端天氣事件的準備並遵循當地指導方針，本集團旨在將物理氣候風險對業務運營可能帶來的潛在干擾和不利影響降到最低。

生產基地已設定了短期的排放目標，以促進持續改善，並積極採取不同的方法，包括減少廢物、節約能源和水資源以及加強環境意識等。這些舉措旨在減少溫室氣體排放並為減緩氣候變化做出貢獻。



Challenge and Opportunity

Futian Oasis:

The coal-to-gas switching policy requirement in Futian Oasis resulted in a surge in cost for production. In addition to the national requirements for eliminating old equipment in the PRC, the Production Sites in the PRC must constantly invest in new equipment, which further increases the production cost. Having said that, the Group considers the tightening of policy requirements an opportunity to improve the Production Sites' overall energy efficiency and environmental performance.

Ocean Lanka:

Ocean Lanka has taken proactive measures to mitigate the risks associated with climate change. One of the key challenges they identified was the inadequate water supply and supply disruptions that affected their dyeing operations. In response, the company introduced the OCEAN AQUA+ sustainable dyeing system. This innovative system utilizes an isothermal dyeing process, significantly reducing the number of baths required to achieve the desired color. As a result, it consumes 58% less water compared to typical cotton dyeing processes, helping to conserve this valuable resource.

Recognizing the need to reduce their dependency on furnace oil, Ocean Lanka has developed plans to commission a new biomass boiler. This strategic move will enable them to shift towards a more sustainable and renewable energy source. In addition to this, the company is actively exploring various renewable energy projects, such as rooftop solar power generation, to further decrease its carbon footprint.

挑戰與機遇

福田綠洲：

福田綠洲的煤炭轉氣政策要求導致生產成本激增。除了中國淘汰舊設備的國家要求外，中國的生產地點必須不斷投資於新設備，這進一步增加了生產成本。儘管如此，本集團認為政策要求的收緊是一個提升生產地點整體能源效率和環境表現的機會。

海洋蘭卡：

海洋蘭卡已經採取了積極的措施來減輕與氣候變化相關的風險。他們確定的其中一個關鍵挑戰是供水不足和供應中斷對染色操作的影響。為了應對這個問題，該公司引入了OCEAN AQUA+可持續染色系統。這一創新系統利用等溫染色工藝，大大減少了達到所需顏色所需的染水次數。結果，與典型的棉花染色工藝相比，它消耗的水資源少了58%，有助於保護這一寶貴資源。

為了減少對爐油的依賴，海洋蘭卡制定了投入使用新生物質鍋爐的計劃。這一戰略舉措將使他們能夠轉向更具可持續性和可再生的能源源頭。此外，該公司正在積極探索各種可再生能源項目，例如屋頂太陽能發電，以進一步降低其碳足跡。





SOCIAL

社會方面

SOCIAL

Employment and Labor Practices

Employment

Total Employees

The Group offers competitive remuneration, promotion opportunities, compensation and benefit packages to attract and retain talents. As of 31 December 2023, the Production Sites had a total number of 3,219 employees, all of them were full-time employees. The total workforce by gender, age group, employment category and geographical region are shown below.

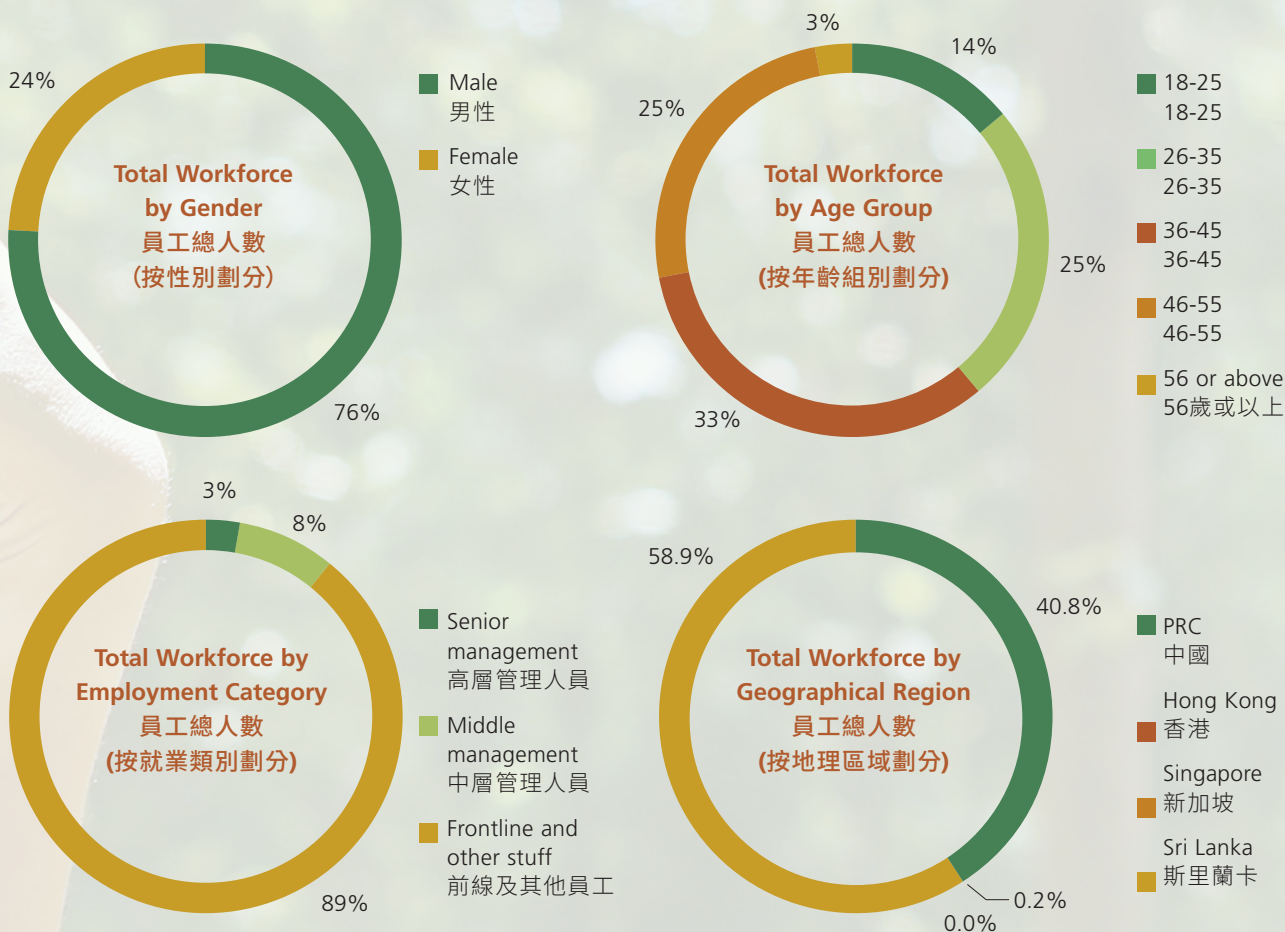
社會方面

僱傭及勞工常規

僱傭

員工總數

本集團致力提供具競爭力的薪酬、晉升機會、補償及福利待遇以吸引及挽留人才。截至2023年12月31日為止，生產基地共3,219名員工，所有員工均為全職。以下圖表按性別、年齡組別、就業類別及地區劃分顯示了各類別僱員的總數。



The Group strictly abides by all applicable laws and regulations in relation to employment during the Reporting Period, including but not limited to:

PRC:

- Labor Law of the PRC;
- Labor Contract Law of the PRC;
- Social Insurance Law of the PRC;
- Trade Union Law of the PRC;
- Special Rules on the Labor Protection of Female Employees of the PRC;
- Law of the PRC on the Protection of Rights and Interests of Women;
- Implementation Measures for Paid Annual Leave for Employees of Enterprises of the PRC;
- Regulation of Guangdong Province on the Payment of Wages of the PRC.

Sri Lanka:

- Shop and Office Employees (Regulation of Employment and Remuneration) Act of Sri Lanka;
- Industrial Disputes Act of Sri Lanka;
- Factories Ordinance, No. 45 of 1942 of Sri Lanka;
- Wages Boards Ordinance, No.27 of 1941 of Sri Lanka;
- Minimum Retirement Age of Workers Act, No. 28 of 2021 of Sri Lanka;
- Gratuity Act, No.12 of 1983 of Sri Lanka; and
- Workman's Compensation Act 1935 of Sri Lanka.

During the Reporting Period, there was no material non-compliance with relevant laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, and other benefits and welfare of the Group.

本集團嚴格遵守與僱用相關所有適用的法律和法規，當中包括但不限於：

中國：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國社會保險法》；
- 《中華人民共和國工會法》；
- 《中華人民共和國女員工勞動保護特別規定》；
- 《中華人民共和國婦女權益保障法》；
- 《中華人民共和國企業員工帶薪年休假實施辦法》；及
- 《中華人民共和國廣東省工資支付條例》。

斯里蘭卡：

- 《斯里蘭卡商店和辦公室僱員（僱傭和報酬條例）法令》；
- 《斯里蘭卡勞資爭議法》；
- 《斯里蘭卡1942年第45號工廠法規》；
- 《斯里蘭卡1941年第27號工資委員會法》；
- 《斯里蘭卡2021年第28號最低退休年齡法令》；
- 《斯里蘭卡1983年第12號酬金法令》；及
- 《斯里蘭卡1935年工人賠償法案》。

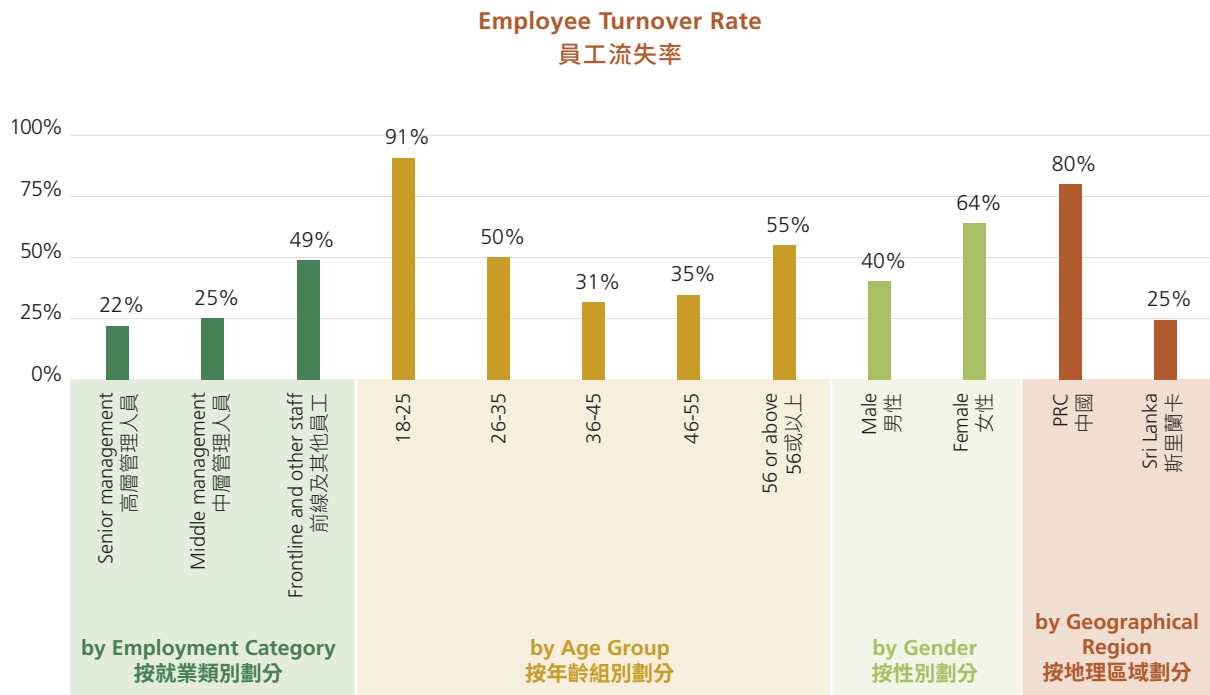
在報告期內，本集團並沒有出現任何與薪酬及解僱、招聘及晉升、工作時間、休息時間或其他福利待遇相關的法律和法規之重大違規情況。

Employee Turnover

During the Reporting Period, a total of 1,136 employees left the Production Sites. The overall employee turnover rate was 35%. The employee turnover rates by gender, age group and geographical region are shown below.

員工流失率

在報告期內，共有1,136名員工離開生產基地；整體員工流失率為35%。下圖按性別、年齡組別和地區劃分顯示了各類別員工的流失率。



Competitive Compensation and Benefits

The Group utilizes diverse recruitment channels, such as career fairs, online platforms, recruitment agencies, and internal referrals, to attract skilled individuals. Annually, salaries are reviewed and adjusted based on factors like the Group's production performance, market trends, and individual employee performance.

具競爭力的薪酬及福利制度

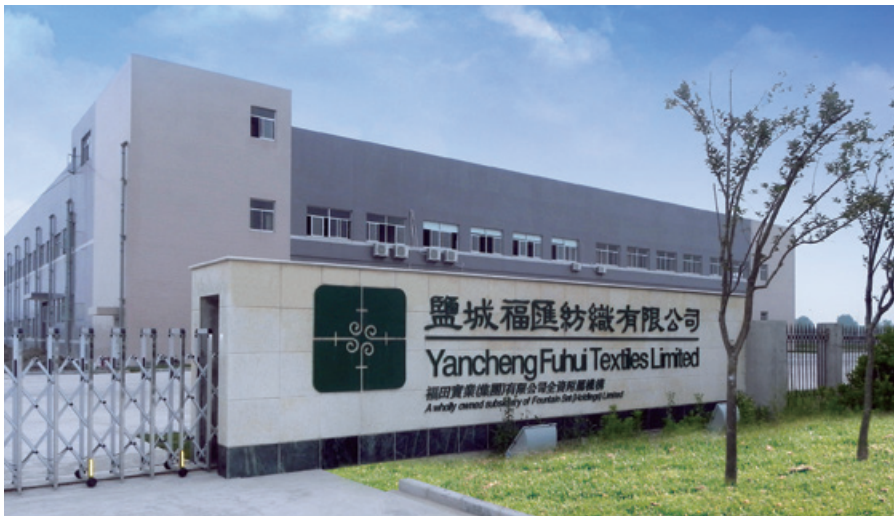
本集團利用多種招聘渠道來吸引有才華的人才，包括職業博覽會、在線平台、招聘機構和內部推薦。每年根據本集團的生產表現、市場趨勢和個人員工表現等因素，對薪資進行審查和調整。

The Production Sites exceed local legal requirements by offering comprehensive social insurance coverage, including pension, unemployment, work-related injury, medical, and maternity insurance, to all eligible employees. Certain employees also receive employer's liability insurance for enhanced protection. In addition to statutory holidays and paid leave, employees are entitled to year-end double pay and subsidies. The Group provides an employee handbook that clearly defines expected workplace conduct, serving as a guide aligned with the Group's values and expectations.

Specifically, Yancheng Fuhui prioritizes compliance with laws and regulations safeguarding the rights of female employees. The company continually enhances working conditions and environments for female employees, providing maternity leave and breastfeeding breaks in accordance with the Special Rules on the Labor Protection of Female Employees.

生產基地超出當地法律要求，為所有符合條件的員工提供全面的社會保險覆蓋，包括養老保險、失業保險、工傷保險、醫療保險和生育保險。某些員工還獲得僱主責任保險以加強保護。除了法定節假日和帶薪休假外，員工還有資格享受年終雙薪和津貼。本集團提供一本員工手冊，清楚界定了預期的職場行為，作為符合本集團價值觀和期望的指南。

具體而言，鹽城福匯優先遵守保障女性員工權益的法律法規。該公司不斷改善女性員工的工作條件和環境，根據《女職工勞動保護特別規定》提供產假和哺乳休息時間。



Through these policies and practices, the organization aims to attract and retain skilled employees, offer competitive compensation and benefits, ensure adherence to labor regulations, and foster supportive work environments.

通過這些政策和實踐，組織旨在吸引和留住有才華的員工，提供具有競爭力的薪酬和福利，確保遵守勞動法規，並培養支持性的工作環境。

Employee Relations and Engagement Programs

The Group believes that a healthy work-life balance contributes to higher productivity and overall workplace efficiency. To boost employee morale and promote team building, the Production Sites in PRC offer various sports and recreational facilities for a wide variety of activities such as gym, dance, table tennis, badminton, basketball, reading, karaoke, and chess playing. Moreover, a wide range of activities and gatherings have been held for celebrating festive occasions around the year, including the Chinese New Year, Women's Day, Labor's Day, Mid-Autumn Festival and Christmas. Some of the cultural activities held included sports competitions, poker games and safety knowledge competitions.

When there are major changes in company policies, labor delegates meetings will be convened to collect thoughts and meaningful feedback from employees and discuss issues relating to employee rights and obligations.

員工關係和參與計劃

本集團認為健康的工作與生活平衡有助於提高生產力和整體工作效率。為了提高員工士氣和促進團隊建設，中國的生產基地提供各種運動和娛樂設施，供進行各種活動，例如健身、舞蹈、乒乓球、羽毛球、籃球、閱讀、卡拉OK和下棋等。此外，一年四季還會舉辦各種慶祝活動和集會，包括中國新年、婦女節、勞動節、中秋節和聖誕節。其中舉辦的一些文化活動包括體育比賽、撲克遊戲和安全知識競賽。

當公司政策發生重大變化時，將召開勞動代表會議，收集員工的想法和有意義的反饋，並討論與員工權利和義務相關的問題。



In Ocean Lanka, workers receive numerous benefits, including free uniforms, transportation, annual presents, subsidized meals, locker rooms, a welfare shop, critical illness cover, insurance, and free medical consultation. The company organizes annual team-building activities, year-end activities, and sports events to foster a positive work culture. They also have the 'OCL Sewa Abhiman' Loyalty Awards to recognize long-serving employees.

Ocean Lanka encourages open dialogue and employee participation in decision-making processes. The Worker's Consultative Committee serves as a mediator for any employee concerns. Team-building activities promote collaboration and trust among team members. Regular events and festivities celebrate employees' efforts and accomplishments, fostering camaraderie. Ocean Lanka prioritizes the health and safety of its employees, ensuring a favorable work environment.

在海洋蘭卡，工人們享受多種福利，包括免費制服、交通、年度禮物、膳食補貼、更衣室、福利商店、重大疾病保險、保險和免費醫療諮詢。該公司組織年度團體建設活動、年終活動和體育活動，培養積極的工作文化。他們還設有「OCL Sewa Abhiman」忠誠獎項，以表彰長期服務的員工。

海洋蘭卡鼓勵開放對話和員工參與決策過程。工人諮詢委員會作為員工關注事項的調解者。團隊建設活動促進團隊成員之間的合作和信任。定期的活動和節日慶祝員工的努力和成就，培養同伴關係。海洋蘭卡優先考慮員工的健康和安全，確保良好的工作環境。

CASE 案例

Employee's Family Care

案例：員工家庭關懷

Ocean Lanka demonstrated its commitment to caring for its employees by launching initiatives that extended support to their families. Specifically, the company selected 200 employees' families with children and distributed stationery items to aid in their education. Additionally, an art competition was organized for the children of Ocean Lanka's employees, and gift vouchers were awarded to the competition winners. These initiatives exemplify the Group's dedication to caring for its employees beyond the workplace, fostering a sense of support and well-being for their families.

海洋蘭卡通過推出旨在支持員工家庭的倡議，展示了對其員工的關懷承諾。具體而言，該公司選擇了200個有子女的員工家庭，並分發文具用品以幫助他們的教育。此外，還為海洋蘭卡員工的子女舉辦了一場藝術比賽，並將禮券授予比賽的獲勝者。這些倡議體現了本集團對員工的關懷超越了職場之外，為其家庭營造了支持和幸福感。



Occupational Health and Safety Awareness

The health and safety of employees is of paramount importance to the Group. During the Reporting Period, the Production Sites strictly complied with relevant laws and regulations concerning occupational health and safety, including:

PRC:

- Law of the PRC on Prevention and Control of Occupational Diseases;
- the Production Safety Law of the PRC;
- the Provisions on Supervision and Administration of Occupational Health at Work Sites;
- Regulation of Safe Use of Chemicals in Workplace; and
- High Temperature Labor Protection Measures of Guangdong Province.

Sri Lanka:

- Factories Ordinance, No. 45 of 1942 of Sri Lanka;
- the Maternity Benefit Amendment of 2017;
- the Workmen's Compensation Act of 1935;
- the Employment of Women, Young People;
- Children Act of 1956;
- the Occupational Health and Safety Management Systems Standards OHSAS 18001; and
- ISO 45001: 2018.

Pursuant to the above laws and regulations, the Group has formulated a series of safety controls policies and guidelines for effective internal safety management, covering areas of safety production procedures, hazard identifications and evaluation, and control and prevention of occupational disease. There was no material non-compliance with the relevant laws and regulations relating to occupational health and safety on the Group.

職業健康及安全意識

員工的健康和安全對本集團而言十分重要。在報告期內，各生產基地一直嚴格遵守職業健康安全相關的法律和法規，當中包括：

中國：

- 《中華人民共和國職業病防治法》；
- 《中華人民共和國安全生產法》；
- 《工作場所職業衛生監督管理規定》；
- 《工作場所安全使用化學品的法規》；及
- 《廣東省高溫天氣勞動保護辦法》。

斯里蘭卡：

- 《斯里蘭卡1942年第45號工廠法規》；
- 2017年《產假福利修訂法案》；
- 1935年《工人補償法》；
- 《雇用婦女、年輕人和兒童法》；
- 《1956年兒童法》；
- OHSAS 18001：《職業健康與安全管理體系標準》；及
- ISO 45001:2018。

根據上述法律和法規，本集團制定了一系列安全控制政策和指引，以有效地進行內部安全管理。這些指引涵蓋了安全生產流程、危險識別與評估、職業病的控制和預防等方面。當中，本集團並沒有出現任何與職業健康安全相關法律和法規的重大違規情況。

Specifically, the Group has established an Industrial Safety Committee (the "Safety Committee") to oversee its overall safety management. The Safety Committee is responsible for periodic safety inspections of manufacturing processes and fire service installations and mitigation of identified risks. The Safety Committee convenes bi-monthly meetings to discuss safety issues raised by the departments and holds various safety promotion activities (such as fire drills, public health seminars, and the Production Safety Month Campaign) for the employees. The Production Sites assess occupational health risk factors annually based on their monthly data, evaluates assessment results, and analyses existing risk factors of each production process. All assessment results met the required standards pertaining to workplace air quality, lighting provisions and noise.

With the Safety Education and Training Management Policy in place, all employees are required to undergo a three-stage safety training before on-boarding to acquire knowledge on safety laws and regulations, the Production Sites' safety policies, the use of safety protection equipment and prevention of associated occupational diseases. The Production Sites also offer refresher training on industry specific occupational safety practices on a regular basis to raise awareness among employees. The Group will continue to improve management practices and establish effective procedures to reduce employees' exposure for safety and health hazards in the workplace.

To ensure employees' safety in the workplace, the Production Sites provide appropriate personal protective equipment to employees and ensure that there are qualified first aiders on stand-by in every work session for provision of immediate medical treatment. Each department keeps a first-aid kit with sufficient medical supplies. During summer times, the Production Sites deliver cooling materials to workers to protect them against heat stress. The Group arranges annual medical check-ups for employees to ensure their physical fitness for certain jobs. Employees who are exposed to potential hazards are subject to compulsory health assessment, prior to, during, and after their term of employment. Periodic emergency drills such as fire drills and hazardous chemical spill exercises are conducted regularly with proper records. Emergency evacuation plans are displayed at prominent places.

為了令管理更具效益，本集團成立了工業安全委員會（「安全委員會」），以監督其整體的安全管理。安全委員會負責就製造過程和消防設施進行定期安全檢查，並降低潛在的安全風險。安全委員會每兩個月召開會議，除了討論部門提出的安全問題外，亦會為員工舉辦各類型宣傳安全的活動（如消防演習、公共衛生講座、安全生產月活動等）。生產基地每年會根據每月的數據對職業健康風險因素進行評估、對評估結果進行評價、並分析各生產環節所存在的風險因素。所有評估結果均符合有關工作場所空氣質量、照明設施和噪音的要求標準。

透過制定《安全教育及培訓管理制度》，本集團要求所有員工在加入前須接受三個階段的安全培訓，以了解安全法律和法規、生產基地的安全政策、使用安全防護設備和預防相關職業病。生產基地亦定期提供行業特定的職業安全相關的培訓和進修，以提高員工的安全意識。本集團將繼續改善管理措施，並建立有效的流程，以減少員工在工作場所面臨的安全和健康風險。

為確保員工在工作場所的安全，生產基地一直為員工提供適當的個人防護設備，並確保在每個工作時段都有合資格的急救人員在場，以在必要時即時提供醫療服務。此外，每個部門均設有一個急救箱，並配備足夠的醫療用品。在夏季時，生產基地會向工人提供降溫物料，以保護他們免受酷熱環境影響。本集團每年亦為僱員安排體檢，以確保其身體健康，以勝任所擔當的工作。暴露在潛在危險中的員工在受僱前、受僱期間和受僱後都必須接受強制性健康評估。此外，本集團亦會定期進行消防演習，以及與危險化學品洩漏等相關事故的緊急演習，並將之妥善記錄，並將緊急疏散路線圖張貼在當眼位置。

In addition to the general approach of the Group, specific actions were carried out by the following Production Sites regarding occupational health and safety, during the Reporting Period:

除了本集團的一般途徑之外，在報告期內，以下生產基地針對職業健康與安全採取了具體行動：

Production Sites 生產基地	Actions 行動
Jiangyin Fuhui 江陰福匯	<ul style="list-style-type: none"> “Enhance Injury-prevention, Promote Safety Production” program to deliver intensive training regarding work-related injury to employees. 「加強傷害防範，促進安全生產」計劃：為員工提供有關工傷的深入培訓。 A fundus examination to raise employees’ awareness of their health conditions. 眼底檢查：提高員工對健康狀況的意識。 119 Fire Protection Awareness Month. 119防火宣傳月。
Futian Oasis 福田綠洲	<ul style="list-style-type: none"> Conduct three-level safety production training before onboarding. 入職前進行三級安全生產培訓。 Provide dual prevention mechanism training for employees in service. 為在職員工提供雙重預防機制培訓。
Ocean Lanka 海洋蘭卡	<p>Streamlined approach: 簡化的做法：</p> <ol style="list-style-type: none"> Conduct risk assessments to identify potential hazards; 進行風險評估，以識別潛在的危害； Manage risks by implementing engineering controls, management controls, and personal protective equipment (PPE); 通過實施工程控制、管理控制和個人防護裝備(PPE)來管理風險； Safe operating procedures implemented; 實施安全操作程序；及 Employees receive training, participate in toolbox discussions, simulated exercises, and engage in awareness activities. 員工接受培訓，參與工具箱討論、模擬演習和意識活動。

No fatalities of the Group’s employees have been recorded in the past three reporting periods. There were 31 work-related injury cases during the Reporting Period. Corrective actions were implemented to prevent recurrences.

在過去三份報告期內，本集團並無僱員死亡事件。報告期內共發生了31次工傷事故，對此我們已正視並作出了糾正，以防止相關事故再次發生。

Occupational Health and Safety Statistics 職業健康與安全統計數據			
Work-related fatality 因工死亡事故	0	Lost days due to work injury 因工傷損失工作日數	202
Work-related fatality rate 因工死亡事故死亡率	0%	Work injury cases ≤3 days 少於3天的工傷個案	23
		Work injury cases >3 days 多於3天的工傷個案	8

Training and Development Programs

The Group attaches great importance to employees' personal growth and talent development. The Training Committee formulates training plans which aligned with the Group's business strategy to meet employees' various training needs. Comprehensive training and development programmes are provided to employees with aims to improve individual competency/work performances, workplace efficiency, and ultimately enhance corporate competitiveness. Therefore, the Group has allocated optimal resources to training and development programs.

培訓及發展

本集團非常注重員工的個人成長及人才發展。當中，培訓委員會負責制定符合本集團業務策略的培訓計劃，以滿足員工的各種培訓需求。為員工提供全面的培訓和發展計劃除了能提高個人能力／工作績效、工作場所效率外，最終亦能增強企業的競爭力。因此，本集團已投放大量優質資源分配至培訓及發展計劃之中。



The Production Sites offer a variety of training opportunities for employees through lectures and on-site training. Specifically, three-stage systematic safety induction training is arranged for all new employees, which provides them with knowledge of safe working procedures and assists them to better adapt to the new working environment. Employees are evaluated through examinations to ensure that they meet the competence requirements of their respective positions. The induction training is divided into three stages, which comprise the following modules:

本集團的生產基地亦透過講座及現場培訓，為員工提供各種培訓機會。具體而言，所有新員工都會獲安排接受三階段系統性安全入職培訓，讓他們了解安全工作流程及更能適應新的工作環境。透過考試對員工進行評價，確保每一位新入職員工都具備能力，勝任各自崗位的要求。入職培訓分為三個階段，當中包括以下範疇：

Training stage 培訓階段	Topics covered for induction training 引進培訓中涵蓋的主題
Stage 1 第一階段	Laws and regulations, in-house policies, and fire safety awareness 法律法規、內部政策和消防安全意識
Stage 2 第二階段	Workflow, safety production rules and regulations, emergency response and management, use and maintenance of safety equipment and personal protective equipment, prevention, and precautions measures on occupational disease 工作流程、安全生產規章制度、緊急應變和管理、安全設備和個人防護裝備的使用和維護、職業病防護和預防措施
Stage 3 第三階段	Job duties and responsibilities, task-specific safety training 工作職責和責任，特定工作任務的安全培訓

In addition to the above staff training programs, the Group provides managerial skill improvement training for managers and management courses for newly recruited university graduates to prepare them ahead for managerial tasks. At the same time, the Group also provides professional skills training for employees so as to meet the requirement of day-to-day work. Professional skills training cover topics of hazardous chemical handling, forklift truck driving, boiler operation, high-voltage operation, welding, and hot cutting, etc. Other on-the-job training, including quality control, environmental and safety, emergency management, information security, customs legislation and regulation and trade safety, are arranged depending on the job requirements of the employees. The Group regularly assesses the effectiveness of training programs and evaluates employees' performance based on their job capabilities and adjusts training programs to meet the employee needs and business objectives.

In Ocean Lanka, a list of training programs were provided to its workers during the Reporting Period, covering a variety of topics such as cardiac awareness, Microsoft Word and Excel skills, hazardous substances handling, first-aid training, email ethics, and work at height training, etc.

A total of 18,148 hours of training courses were conducted during the Reporting Period, the average training time per employee was 4.1 hours. The percentage of employees trained and the average training hour per employee by gender and employment category are shown below:

除了上述的員工培訓項目外，本集團亦為管理人員提供管理技能提升培訓及為新入職的大學畢業生提供管理課程，讓他們能作好準備，擔當管理工作。同時，本集團亦為員工提供專業技能培訓，以達到日常工作的要求。專業技能培訓內容包括危險化學品的處理、叉車駕駛、鍋爐操作、高電壓操作、焊接、熱切割等。其他在職培訓會根據員工的工作要求而進行個別安排。培訓內容包括質量控制、環境與安全、緊急管理、資訊安全、海關法例和法規、以及貿易安全。本集團定期評估培訓計劃的有效性，根據員工的工作能力評估他們的表現，並調整培訓計劃以滿足員工需求和達到業務目標。

在報告期內，海洋蘭卡向員工提供了一系列培訓計劃。當中涵蓋各種主題，例如提高員工對心臟健康的意識、Microsoft Word和Excel電腦文書技能、有害物質處理、急救培訓、使用電郵操守及高處工作訓練等。

在報告期內，本集團共提供了18,148小時的培訓，人均培訓時間為4.1小時。按性別和就業類別劃分的受訓員工百分比和每位員工的平均受訓時數如下：

		% of employees trained 接受培訓的員工百分比	Average training hours per employee 每位員工的平均培訓時數
By employee category	按就業類別劃分		
Senior management	高層管理人員	71%	15.75
Middle Management	中層管理人員	99%	5.45
Frontline & other staff	前線及其他員工	71%	3.67
By gender	按性別劃分		
Male	男	69%	3.63
Female	女	84%	5.44

Group activities

集團活動

Ocean Lanka (Private) Co., Ltd.

海洋蘭卡(私人)有限公司



The Opening Ceremony of the new office premises
新辦公樓落成及啟用儀式



Establishment of the Academy of Textile & Apparel for employees
為員工設立紡織與服裝學院



2023 "Sewa Abhiman" Loyalty Awards
2023「Sewa Abhiman」
忠心獎頒獎典禮



Annual Blood Donation Camp and
Establishment of Eye Clinic
年度捐血營和設立眼科診所



Archived top honors at the 25th Presidential
Export Awards
於第25屆總統出口獎中榮獲最高榮譽



Book Donation
圖書捐贈活動



Launches ECO SHINE program
開展ECO SHINE計劃

Fountain Set (Holdings) Limited
福田實業(集團)有限公司



Briefing Session on Insurance Services
 保險服務簡介會



ICAC – Anti-Corruption and Integrity Seminar
 廉政公署防貪及誠信講座



Representatives of Fountain Set (Holdings) Limited served as juror for the ESG Achievement Awards 2022/2023
 福田實業(集團)有限公司代表擔任環境、社會及企業管治成就大獎2022/2023評審員

Shanghai Fuhui Textiles Trading Co., Ltd.
上海福匯紡織貿易有限公司



Awarded at Hongxing Erke Group 2023 Annual Supplier Meeting
 在2023年度鴻星爾克集團供應商年會中榮獲殊榮

Dongguan Shatin Lake Side Textiles Printing & Dyeing Co. Ltd.
東莞沙田麗海紡織印染有限公司



Blood Donation
 無償獻血活動



Safety Seminar
 「人人講安全 個個會應急」宣講活動



2023 New Year Gala Dinner
 2023新春聯歡晚會

Labor Standards

Child and forced labors are strictly prohibited in the workplace. The Group strictly adheres to the Law of the PRC on the Protection of Minors and the Employment of Women, Young People, and Children Act of 1956 of Sri Lanka. The Recruitment Policy requires that employees should be aged 18 or above. During interviews, a candidate must provide formal identification documents for the human resources department to check and verify his/her age and identity. No child labor nor forced labor was involved within the Group during the Reporting Period. If a violation is discovered, the Group will immediately terminate the employment of the concerned persons and take necessary disciplinary action against anyone who violates any applicable laws and regulations.

Clauses relating to prevention of child and forced labors are included in the employment contract, which stipulates that in case of any forced labor by violence, threat, or illegal restriction of personal freedom, or any degrading treatment or infringement of the legitimate rights and interests of employees initiated by the Group, the employment contract may be terminated by employees, with a compensation fee to be paid by the Group. The Group has not found or been involved in any incidents involving child labor or forced labor during the Reporting Period.

Equal Opportunity

The Group values individual differences in the workplace and hire employees of different age groups, genders, and ethnicities. The Group complies with all applicable laws and regulations in relation to equal employment including the Labor Law of the PRC, Employment Promotion Law of the PRC and all applicable laws in Sri Lanka. In addition, the equal opportunity and anti-discrimination practices as stipulated in the employee handbook safeguards employees' legitimate rights and protects them from discrimination against gender, nationality, ethnic background, religion, political affiliation, age, or any other unlawful reasons. Equal opportunity is also provided to all employees in respect of recruitment, training and development, job advancement, compensation, benefits and other aspects.

勞工標準

工作場所嚴禁使用童工和強制勞工。本集團嚴格遵守《中華人民共和國未成年人保護法》和斯里蘭卡於1956年實施的《婦女、青年和兒童就業法》。招聘政策規定僱員應年滿18歲。面試時，應聘者必須提供正式的身份證明文件，以供本集團人力資源部門同事核實其年齡和身份。報告期內，本集團不存在僱用童工及強制勞工情況。如發現任何違規行為，本集團將立即終止與相關人員的僱用關係，並對違反任何適用法律和法規人士採取必要的紀律處分。

僱用合約內已包含有關防止童工和強制勞工的條款。合約規定，如本集團對任何員工以暴力、威脅、非法限制人身自由等方式強迫其勞動，或給予員工侮辱性待遇或侵犯其合法權益，則該員工可解除僱用合約，並由本集團支付賠償費用。報告期內，本集團並未發現或涉及任何與童工或強制勞工相關的事件。

平等機會

本集團重視職場內每位同事的不同才能，並會聘用不同年齡、性別和種族的員工。本集團遵守所有與平等就業有關的適用法律和法規，包括《中華人民共和國勞動法》、《中華人民共和國就業促進法》以及斯里蘭卡的所有適用法律。此外，員工手冊中規定的平等機會和反歧視措施亦保障了員工的合法權益，令他們免受性別、國籍、民族、宗教、政治派別、年齡或任何其他不正當理由的歧視。此外，本集團亦在招聘、培訓及發展、工作晉升、薪酬、福利及其他方面向所有員工提供平等機會。



Operating Practices

Supply Chain Management

As a responsible corporation, the Group is committed to not only complying with applicable laws and regulations but also actively contributing to a better and more sustainable future in collaboration with its suppliers. The Group upholds the principles of mutual benefit and win-win cooperation when engaging with qualified and reputable suppliers. It places great emphasis on maintaining open and effective communication with suppliers, fostering long-term relationships based on trust and collaboration.

Ensuring the quality of raw materials is of utmost importance in maintaining process control and achieving the desired product quality. The Production Sites primarily procure yarns and chemical dyes as their main raw materials. To ensure that these raw materials meet industry standards and satisfy customers' expectations regarding product quality and safety, the Group has implemented a rigorous supplier management system for raw material procurement. This system includes stringent criteria and processes to carefully select and evaluate suppliers, ensuring that the raw materials acquired meet the required standards and specifications.

By establishing strong relationships with suppliers and implementing robust quality control measures for raw material procurement, the Group aims to deliver products that meet the highest industry standards while satisfying customer demands for quality and safety.

營運慣例

供應鏈管理

作為一家負責任的企業，本集團不僅致力於遵守適用的法律法規，還積極與供應商合作，共同為實現更美好和可持續的未來做出貢獻。在與合格和信譽良好的供應商合作時，本集團堅持互利共贏的原則。它非常重視與供應商之間的開放和有效的溝通，建立基於信任和合作的長期關係。

確保原材料的質量對於維持工藝控制和實現所需的產品質量至關重要。生產基地主要採購紗線和化學染料作為主要原材料。為了確保這些原材料符合行業標準並滿足客戶對產品質量和安全的期望，本集團在原材料採購方面實施了嚴格的供應商管理系統。該系統包括嚴格的標準和流程，以精心選擇和評估供應商，確保所採購的原材料符合所需的標準和規格。

通過與供應商建立良好的合作關係，並在原材料採購方面實施強有力的質量控制措施，本集團旨在提供符合最高行業標準的產品，同時滿足客戶對質量和安全的需求。

Suppliers are evaluated based on their company structure, production capacity, product details, equipment details and the results of on-site inspections in accordance with a number of strict internal quality standards. They are required to provide relevant test reports or certificates of the raw materials per customer's request. Multiple quality tests are carried out on the samples provided (e.g., yarn samples, dye samples) to ensure they fulfill the quality requirements:

- Any yarn supplier without procurement record over the past six months shall re-provide yarn sample to determine its quality;
 - For chemical raw material suppliers, an evaluation period of 3 to 6 months is required for new products. Only suppliers with stable quality and logistic performance could be enlisted on the regular procurement list;
 - If a raw material sample fails the test, the whole batch of raw materials from the supplier will be put on hold to avoid affecting the Group's production and other operations. Production Sites will be informed to seek alternative suppliers;
 - Dedicated department will follow up on new yarn brand and monitor its quality performance; and
 - Raw materials must fulfill requirements of certain standards:
 - o Yarns with organic cotton must be Dutch Control Union or French ECOCERT certified;
 - o Cotton must be Better Cotton Initiative (BCI) certified to ensure minimal impact on soil and crops;
 - o Recycled polyester must fulfil the Recycled Claim Standard (RCS); and
 - o Synthetic fiber (mainly rayon) must be certified by the Programme for the Endorsement of Forest Certification (PEFC) or the Forest Stewardship Council (FSC) upon clients' request to reduce impact on the natural environment.
- 任何在過去6個月內，並無記錄顯示須要求紗線供應商重新提供紗線樣本，以確定其質量；
 - 化工原材料供應商的新產品需接受3至6個月的評估期。本集團只會將質量和物流供應穩定的供應商加入常規採購清單中；
 - 如某原材料樣本未能通過測試，供應商的整批原材料將被抽起，以免影響本集團的產品及營運過程。我們將通知生產基地另覓供應商以作替代；
 - 專責部門會與新紗線品牌跟進，以監察其質量表現；及
 - 原材料必須符合某些標準的要求：
 - o 有機棉紗線必須獲荷蘭管制聯盟 (Control Union)或法國國際生態認證 ECOCERT；
 - o 棉物料必須獲良好棉花發展協會(BCI)認證，以確保對土壤和農作物的影響最小；
 - o 再生聚酯必須符合回收聲明標準(RCS)；及
 - o 合成纖維 (主要為人造纖維絲) 必須根據客戶的要求，通過森林認證認可計劃 (PEFC)或森林管理委員會(FSC)的認證，以減少對自然環境的影響。

In addition, the Group pays special attention to child labor, forced labor and prevention of dissemination of cotton to extremist groups. It avoids sourcing raw materials from countries using child labor, forced labor and those involved in terrorism. It also responds to the international call in preventing the use of cotton from Uzbekistan, Turkmenistan and Syria, and products that contain cotton or fabric made in Bangladesh. The Group requires suppliers to sign an undertaking to ensure that no cotton from the above countries has been used in their supplied goods. To diversify risk and enhance competitiveness, the Group purchases yarn and dyeing materials from different regions including the PRC, India, Taiwan, Pakistan and Korea.

Ocean Lanka follows a stringent supplier selection process that includes a thorough review of supporting documents. These documents may include business registration, referral background checks, and certifications such as those from the Central Environmental Authority (CEA) or other relevant certifications. Suppliers with a history of non-compliance or malpractices are carefully evaluated and may be delisted or not awarded contracts to ensure the highest standards of quality and ethical practices are maintained. They also conduct internal audits to ensure ongoing compliance and adherence to quality standards. As part of these audits, annual agreements, licenses, and certifications, such as the Environmental Protection License (EPL), are reviewed and renewed as required.

Aside from the emphasis on social responsibilities of suppliers, the Group places high priority on products with eco-labels to promote environmentally friendly products. The environmental performance of suppliers is evaluated once a year. Ocean Lanka began sourcing sustainably grown cotton programs since 2009, in the next decade 45% of its fabric and of its yarn will come from sustainable sources. Since 2020, Ocean Lanka entered partnership with Cotton Made in Africa ("CmiA"), one of the world's leading standards for sustainably produced cotton. In addition, Ocean Lanka became a member of the U.S. Cotton Trust Protocol during the Reporting Period. It ensures that the cotton sourced from the United States is grown in a sustainable manner and poses minimal dangers to the environment and society. Ocean Lanka targets to procure at least 75% of sustainably-sourced cotton of its total procured cotton by 2025.

此外，本集團特別關注童工、強制勞工和防止向極端組織提供棉花，當中包括避免向使用童工、強制勞工和捲入恐怖主義的國家採購原材料。本集團亦響應國際呼籲，避免使用來自烏茲別克斯坦、土庫曼斯坦和敘利亞的棉花，以及含有由孟加拉製造的棉花或紡織產品。本集團要求供應商簽署承諾，確保其供貨商品中未使用上述國家的棉花。為分散風險及提升競爭力，本集團皆有從中國、印度、台灣、巴基斯坦及韓國等不同地區採購紗線及漂染原料。

海洋蘭卡遵循嚴格的供應商選擇流程，其中包括對支持文件進行全面審查。這些文件可能包括商業註冊、推薦背景檢查以及來自中央環境局(CEA)或其他相關認證的證書。對於有不合規或不當行為記錄的供應商進行仔細評估，可能會被從名單中刪除或不被授予合同，以確保保持最高的質量和道德標準。他們還進行內部審核，以確保持續遵守和遵守質量標準。作為這些審核的一部分，將根據需要審查和更新年度協議、許可證和認證，例如環境保護許可證(EPL)。

除重視供應商的社會責任外，本集團亦將附有生態標籤的產品視為首選，以推廣環保產品。我們每年均對供應商的環保績效進行一次評估。海洋蘭卡自2009年開始採購以可持續方式種植的棉花，並預計於未來十年內，其45%的紡織物和紗線將會來自可持續生產的來源。自2020年以來，海洋蘭卡與非洲棉花認證(Cotton Made in Africa – CmiA)建立了合作夥伴關係。CmiA是世界領先的可持續生產棉花標準之一。此外，海洋蘭卡於報告期內亦成為了美國棉花信任協議的成員，確保來自美國的棉花皆以可持續的方式種植，並將對環境和社會造成的危害降至最低。海洋蘭卡的目標是讓可持續來源棉花在2025年達到其總採購棉花數量的75%。

During the Reporting Period, the Production Sites procured major materials from 2,436 suppliers of the following regions.

報告期內，各生產基地共向以下地區的2,436家供應商採購主要物料。

Region 地區	Number of suppliers 供應商數量	Types of suppliers 供應商類型
The PRC 中國	2,429	Raw and auxiliary materials (e.g., dyes, fabric, chemicals, yarns, garment accessories), production machinery and equipment, construction services providers and outsourced processors 原材料及輔料 (例如染料、紡織物、化學品、紗線、服裝輔料)、生產機械和設備、建築服務供應商及外判加工商
Taiwan 台灣	7	Raw and auxiliary materials 原材料及輔料
Total 總計	2,436	

Product Responsibility

Management Guideline for Standardized Safe Production

The Group is involved in the production of high-quality knitting, dyeing, finishing, and garments. Within the garment manufacturing sector, the Group adheres to a management guideline known as “the Guideline.” This Guideline establishes a set of measures to regulate production activities, including the implementation of a health and safety management system, regular inspections of potential hazards, monitoring of major sources of risks, and the establishment of accident prevention mechanisms to ensure safe production.

By following the Guideline, the Group ensures compliance with relevant laws, regulations, and standards related to production safety. It continually strengthens the standardization of safe production in all aspects of its daily production processes. This commitment guarantees that the workforce, machinery, materials, and working environment are maintained in good and healthy conditions for the purpose of safe production.

產品責任

安全生產標準化管理指引

本集團參與高品質針織、染色、整理和成衣的生產。在成衣製造領域，本集團遵守一項名為「指南」的管理準則。該指南建立了一套措施，用於規範生產活動，包括實施健康和安全管理系統、定期檢查潛在危害、監控主要風險來源，以及建立事故預防機制以確保安全生產。

通過遵循該指南，本集團確保遵守與生產安全相關的相關法律、法規和標準。它不斷加強日常生產過程中安全生產的標準化工作。這一承諾確保勞動力、機械設備、材料和工作環境保持良好和健康的狀態，以實現安全生產的目的。



There was no material non-compliance with laws and regulations in relation to health and safety of products provided in the Reporting Period.

在報告期內，與產品健康和 safety 相關的法律法規方面沒有重大違規行為。

Quality Assurance

Product quality is fundamental to the survival and development of enterprises. The Group always pays attention to quality and customers' feedback on their product-consuming experience. Its quality control department ("QCD"), independent of its production system, follows up with customers' expectations so as to further enhance the Group's market competitiveness. The QCD supervises quality tests and spot checks as a third-party. It also exercises full-range quality control in the production area:

質量保證

產品質量是企業生存和發展的重要基石。本集團一直關注質量及客戶對產品消費體驗的意見。我們的品質控制部門（「品控部」）獨立於整個生產系統，並透過持續了解客戶的期望，進一步提升本集團的市場競爭力。作為獨立的第三方，品控部負責監督質量測試和抽查。在生產區域中，品控部會進行全方位的質量控制：

Type of Inspection 檢驗類型	Quality Control Requirement 質量控制要求
Grey fabric inspection 胚布檢查	30% sampled to examine yarn source and check for fabric flaws 抽樣檢查30%紗線來源，以確定有否出現布料瑕疵
Dyed fabric inspection 漂染後布匹中驗	30% sampled to check for dyeing flaws 抽樣檢查30%，以確定有否漂染上的瑕疵
Preprocessed fabric inspection 整理後布匹尾驗	30% sampled to check for preprocessing flaws 抽樣檢查30%，以確定在進行工序前是否已出現瑕疵
Post-printing inspection 印花後檢驗	100% tested to check for printing defects 檢查100%，以確定有否出現印製上的瑕疵
Finished fabric inspection 成品布料檢查	100% tested to check for flaws of any kind on the fabric and sent to the laboratory for physical and chemical indicator testing 檢查100%，以確定布料上任何類型的瑕疵，並送往實驗室進行物理和化學指標檢測 Standardized packaging and warehousing, and delivery as per customer instructions 根據客戶的要求進行統一的包裝、倉儲及交付

The Group ensures that the selection of raw materials and production processes conform with the quality and production standards as specified by customers. Third-party professionals appointed by customers carry out inspections and compliance checks at the Production Sites at times on product quality, and against environmental and labor standards.

本集團確保原材料的選擇和生產過程符合客戶指定的質量和生產標準。客戶指定的第三方專業人員會不時在生產基地對產品質量及環境和勞工準則進行檢查和合規性檢查。

To ensure fabric safety for consumers, the Group purchases yarns and manufacturers products that are certified to various international eco-textile certification standards, including the Oeko-Tex Standard 100 by the International Oeko-Tex Association. Certified yarns have undergone strict standard laboratory tests which involve testing on formaldehyde, heavy metals, pesticide, phenol, human carcinogenic substances, allergen dyes and a hundred more test parameters, proving that the yarn materials and finished products do not contain substances that are harmful to the human body or the environment.

Moreover, Jiangyin Fuhui has also obtained the Global Recycled Standard (“GRS”) certification, the Global Organic Textile Standard (“GOTS”) certification, and the Organic Content Standard (“OCS”)2.0 certification. These standards ensure the organic status of textiles, prohibit the use of chemicals known to cause cancer, birth defects or reproductive harm, and ultimately provide a credible assurance to the customers.

Complaints Handling

The Group carries out product verification process in accordance with the standards agreed with customers. Upon receiving a customer complaint on product quality, the Group will request customer to provide the sample of which he/she has raised concern about, and/or assign its quality control team to verify with the customer whether the Group is responsible for the problem involved. If the Group is responsible for the problem involved, the Group will take immediate remedial actions and review internally to avoid recurrence of the same incident. It is noteworthy that no complaints were received during the Reporting Period, indicating the Group’s commitment to delivering products that meet customer expectations.

In the event of product recall due to safety and health reasons, the Group will communicate with clients concerning the reasons for the recall and determine the most appropriate and viable solutions in response to the product recall cases. There was no material non-compliance with laws and regulations relating to advertising and labelling of products and services provided during the Reporting Period. Also, no products had been recalled due to safety and health reasons.

為確保消費者的布料安全，本集團致力採購經多個國際生態紡織品認證標準所認證的紗線和製造商產品，包括國際Oeko-Tex協會的Oeko-Tex Standard 100。獲認證紗線經過嚴格的標準實驗室檢測，當中的測試包括甲醛、重金屬、農藥、酚、人體致癌物質、致敏染料等百餘項檢測參數，證明紗線原料和製成品不含對人體或環境有害物質。

此外，江陰福匯更獲得全球回收標準（「GRS」）認證、全球有機紡織品標準（「GOTS」）認證及有機含量標準（「OCS」）2.0認證。這些標準能確保紡織品的有機程度，並確保並無使用已知會導致癌症、出生缺陷或對生殖系統造成傷害的化學品，時刻為客戶提供可信賴的保證。

投訴處理

本集團按照與客戶協商的標準進行產品驗證流程。在收到客戶關於產品質量的投訴時，本集團將要求客戶提供引起關注的樣品，並／或者指派其質量控制團隊與客戶進行驗證，確定本集團是否對問題負有責任。如果本集團對問題負責，本集團將立即採取補救措施並進行內部審查，以避免同樣事件再次發生。值得注意的是，在報告期內沒有收到任何投訴，這表明本集團致力於提供符合客戶期望的產品。

如果出於安全和健康原因需要產品召回，本集團將與客戶進行溝通，關於召回的原因，並確定對產品召回案件做出最適當和可行的解決方案。在報告期內，沒有違反與產品和服務的廣告和標籤相關的法律法規的重大違規行為。此外，沒有產品因安全和健康原因而被召回。

Intellectual Property and Confidentiality

The Group has consistently invested in patent applications for new designs and technologies at the State Intellectual Property Office of the PRC since the early stages of its establishment. To this end, the Group has implemented a management system and internal measures to protect the intellectual property (the “IP”) rights owned by the Group and third-party organizations. When developing a new product, the Group will first make sure whether the product involves any self-owned IP. If it involves any self-owned IP, the Group will sign a confidentiality agreement with the associated suppliers and customers on IP, privacy and trade secrets. The Group conducts regular reviews of the internal policies and systems to ensure the efficacy and proper implementation of IP measures, ensuring the protection of proprietary information owned by the Group and third parties. In addition, all employees have signed confidentiality agreements. Employees and former employees of the Group shall not disclose any trade secrets and/or confidential information to third parties that may cause direct or indirect loss to the Group.

No material non-compliance with laws and regulations in relation to IP and privacy was recorded in the Reporting Period.

Innovative Research and Development

In order to meet the diverse needs of customers and to launch products with more innovative and sustainable features, the Group has aggressively explored smart technologies, new materials and advanced manufacturing processes. Over the years, the Group has launched numbers of innovative fabrics under its brand “Fountain Set™” with features including eco-friendly, fresh, moisture-wicking and UV protection to address market demand and to enhance market competitiveness.

Meanwhile, an employee reward system is established to encourage feasible innovative suggestions for cost reduction, improvement of quality and process, energy conservation, and emission reduction. Frontline workers with vast experience in the field always contribute useful and creative ideas on improving production capacity.

知識產權及保密

自成立初期，本集團一直持續投資新設計及新技術，並向中國國家知識產權局申請專利。為此，本集團已實施管理制度及內部措施，以保護本集團及第三方機構擁有的知識產權（「IP」）。在開發新產品時，本集團會先確認產品是否涉及任何由其他方擁有的IP。如當中涉及任何由其他方擁有的IP，本集團將與相關供應商及客戶就IP、私隱及商業秘密簽訂保密協議。本集團會定期審查內部政策和制度，以確保IP措施的有效性及正確推行，並保護本集團和第三方擁有者的專屬資料。此外，所有員工均已簽署保密協議。本集團員工及離職員工不得向第三方洩露任何可能給予本集團造成直接或間接損失的商業秘密和／或機密訊息。

報告期內未有發生IP和私隱相關法律和法規的重大違規行為。

創新研發

為滿足客戶多樣化的需求及推出更具創新和可持續性的產品，本集團積極探索智能技術、新物料和先進製造工藝，令產品精益求精。多年來，本集團以「Fountain Set」的品牌推出多款具環保、清爽、吸濕排汗及防紫外線功能的創新布料，以迎合市場需求，從而提升市場競爭力。

同時，我們亦建立了員工獎勵制度，鼓勵員工在降低成本、改進質量和工藝、節能減排等方面提出切實可行的創新建議。多年來，具豐富實戰經驗的前線員工不斷提供實用和創造的意見，為提高產能作出貢獻。

Jiangyin Fuhui

In 2021, the Development Department of Jiangyin Fuhui has developed a total of 21 eco-friendly products for major domestic and international brands such as PUMA, POLO, OLD NAVY and J.CREW.

In addition to the previously emphasized RECYCLE POLY yarn, this year's eco-friendly collection has expanded its range of raw materials. For example, an eco-friendly RAYON yarn series has been introduced by PUMA, and the eco-friendly + warm series of MIYABI/ECO RAYON yarn was introduced by J.CREW. With a diverse variety and unique characteristics, these developments have enhanced the fabric in terms of style and quality.



江陰福匯

在2021年，江陰福匯的開發部門為PUMA、POLO、OLD NAVY和J.CREW等主要國內外品牌開發了共計21種環保產品。

除了之前強調的RECYCLE POLY紗線，今年的環保系列擴大了其原材料的範圍。例如，PUMA推出了環保的人造絲紗線系列，J.CREW推出了環保+保暖系列MIYABI/ECO人造絲紗線。這些產品的多樣性和獨特特性提升了面料的風格和質量。

Yancheng Fuhui

Yancheng Fuhui has continued the research and development on eco-friendly products including polylactic acid fibers and cationic cotton fabrics. Polylactic acid-based fibers, made of renewable resources, are biodegradable and can be fully recycled at the end of their lifecycle. The modified cotton enables salt- and alkali-free reactive dyeing and achieves low consumption of water, energy and chemicals in the dyeing process. Besides, Yancheng Fuhui has allocated resources in improving eco-friendliness, style and texture of raw materials.



鹽城福匯

鹽城福匯持續研發聚乳酸纖維、陽離子棉布料等環保產品。聚乳酸基纖維由可再生資源製成，可生物降解，在其生命週期結束時可完全被回收及重用。這種經改造的料亦能用作無鹽無鹼活性漂染。在漂染過程中，水、能源和化學品的消耗低。此外，鹽城福匯亦投入了不少資源研發原材料的環保性、風格和質地。

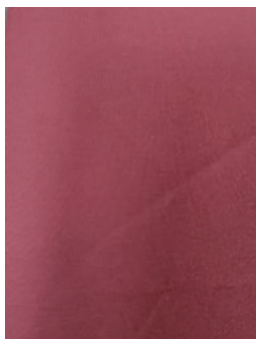
The Production Site has also developed domestically produced Lyocell blended fabrics as a substitute for Lenzing's Tencel series products. With competitive pricing and stable quality, it has gained traction in the market. In addition, Domestic T400 fiber developed by the site offers excellent recovery elasticity at a competitive price making it highly recognized by many customers.

生產基地還開發了國產的Lyocell混紡面料，作為替代Lenzing的Tencel系列產品。以具有競爭力的價格和穩定的質量，它在市場上獲得了關注。此外，該基地開發的國產T400纖維以具有競爭力的價格提供優異的恢復彈性，因此受到了許多客戶的高度認可。



Shatin Lake Side

The Group has made significant strides in promoting sustainability and innovation in its operations. One notable example is the production of GRS (Global Recycle Standard) products at Shatin Lake Side. These products are made with a minimum of 20% recycled material, which helps to reduce the environmental impact of the Group's operations and act as an alternative to synthetic materials. During the Reporting Period, the site has actively conducted research on the waterproof and oil-proof functional treatment of fabrics and research on Tough cotton (strong cotton) processing.



沙田麗海

本集團在推動可持續性和創新方面取得了重大進展。一個值得注意的例子是位於沙田湖畔的GRS產品的生產。這些產品至少含有20%的回收材料，有助於減少本集團業務的環境影響，並作為合成材料的替代品。在報告期內，該基地積極進行了關於面料的防水和防油功能處理的研究，以及關於堅韌棉（強力棉）處理的研究。



Anti-corruption

The Group adheres to the highest standards of honesty, integrity and fairness and is committed to conducting all businesses without undue influence. To this end, the Group has cooperated with customers in implementing their whistle-blowing policies to combat corruption. Internally, the Anti-Corruption Policy sets out the Group's ethical standards and approaches to address ethics violations, which is well documented and communicated through the employee handbook, employee confidentiality agreement and guidelines on conflict of interest. The Anti-Corruption Monitoring and Investigation Committee monitors anti-corruption compliance and oversees the investigation of alleged cases. Any corruption or bribery activities in procurement are strictly prohibited.

反貪污

本集團堅持誠實、正直和公平的最高標準，並致力在不受不當影響的情況下發展所有業務。為此，本集團一直與客戶合作，聯手奉行其舉報政策以打擊貪污問題。在內部，本集團的反貪污政策為道德標準和解決道德違規行為的方法作出了規定，並透過員工手冊、員工保密協議及利益衝突指南進行了詳細記錄和溝通。反貪污監察及調查委員會亦會監察反貪污合規情況，並監督指控案件的調查。本集團嚴禁在採購過程中存在任何貪污賄賂的行為。

The Group takes a serious view of employees' complaints of discrimination, harassment, and unethical or unfair conduct. A Whistle-blowing Policy is in place to encourage employees to report to the Group of any suspected cases of misconduct, malpractice, impropriety, unethical or unfair treatment. Whistle-blowers, who make confidential reports on any suspected misconduct or malpractice verbally or in writing to the management of the Group, will be protected against retaliation, including unfair dismissal or victimization. Whistle-blowers can also make anonymous reports through grievance channels including the dedicated e-mail account. The Group will discreetly conduct investigations against the reported suspicious or illegal behavior. Confirmed cases will be reported to law enforcement agencies to protect the interests of the Group.

The Group strictly complies with national anti-bribery and corruption laws, including the Criminal Law of the PRC and Law of the PRC on Anti-Money Laundering, and other applicable laws and regulations in the PRC and Sri Lanka.

There was no concluded legal case regarding corrupt practices brought against the Group or its employees and the Group did not have any cases of non-compliance with laws and regulations on money laundering, bribery, extortion, fraud or corruption during the Reporting Period.

Anti-corruption training

During the Reporting Period, the Group provided anti-corruption and business ethics training to its directors and employees. The training was administered to 1,496 employees and all directors of the Group, ensuring that relevant personnel received comprehensive instruction in these areas.

本集團嚴肅對待員工對歧視、騷擾和不道德或不公平行為的投訴。我們已制定了舉報政策，鼓勵員工向本集團報告任何懷疑不當的行為、瀆職、不誠實、不道德或不公平待遇的個案。就任何懷疑不當行為或瀆職向本集團管理層進行口頭或書面機密報告的舉報人將受到保護，從而免遭報復，包括不公平解僱或受迫害。舉報人亦可透過包括特定電郵帳戶在內的申訴渠道進行匿名舉報。本集團將對舉報的可疑或違法行為進行謹慎調查。經確定的個案將報告予執法機構，以保護本集團的利益。

本集團嚴格遵守國家反賄賂及反貪污的法律，當中包括中華人民共和國刑法和中華人民共和國反洗錢法，以及中國和斯里蘭卡的其他適用法律和法規。

於報告期內，本集團或其僱員並無涉案的貪污案件，本集團亦無任何違反洗錢、賄賂、勒索、欺詐或貪污法律和法規的案件。

貪污培訓

於報告期內，本集團為董事及員工進行了反貪污及商業道德培訓。培訓對象為1,496名員工和本集團內所有董事，以確保相關人員全面掌握這方面的要求及規範。

	Percentage of employees who received training 接受過培訓的員工之百分比	Average training hours 平均培訓時數
Directors 董事	100%	2
Staff 員工	34%	1.26

Data Protection and Cybersecurity

The Group has implemented essential measures to proactively prevent data breaches and enhance our cybersecurity infrastructure and digital systems. Our cybersecurity protocols are strategically made to shield our customers, employees, products, suppliers, networks, and data from potential disruptions or breaches.



Protection of data and privacy policy

The Group attaches great importance to protecting stakeholders' privacy when collecting, processing and using their' personal data. The Group complies with applicable data protection laws and regulations and ensures that appropriate technical measures are implemented to protect personal data from unauthorized use or access. The Group also ensures that stakeholders' personal data are kept and processed securely and used only for the purpose of collection. We have arranged relevant parties to sign confidentiality agreements according to the Group Policy, and the daily information of suppliers and customers is confidential to ensure the rights and interests of all parties. In terms of management of employees' privacy, the Group has formulated relevant privacy policies, covering all the rules for handling documents related to employees' privacy, strictly complies with the Personal Data (Privacy) Ordinance enacted by the Hong Kong Government and relevant national laws and regulations, and strives to protect the interests of employees.

Community Investment

The Group is committed to community engagement and actively seeks to support local development while proactively addressing community needs. This is accomplished through the Group's focus on various aspects of social responsibility, such as education and community care. The Group contributes to public welfare activities, including blood donations and bursaries. By providing long-term support to the community, the Group fosters a corporate culture that creates shared value, supports disadvantaged social groups, and generates long-term economic, social, and environmental benefits for the communities in which it operates.

數據保護和網絡安全

本集團已實施必要的措施主動防止數據外洩，並加強我們的網絡安全基礎設施和數碼系統。我們的網絡安全協議旨在保護我們的客戶、員工、產品、供應商、網絡和數據免受潛在的中斷或外洩。

資料保護及私隱政策

本集團在收集、處理及使用持份者之個人資料時，非常重視保護持份者的私隱。本集團堅守適用之資料保護法規，並確保執行適當之技術措施，以保護個人資料，免受未經授權之使用或存取。本集團亦確保持份者之個人資料被安全地保存及處理，及僅用於為其收集之目的。我們亦有安排所有有關人士簽署保密協議，而供應商及客戶的日常資料都是保密的，確保各方權益。在管理僱員私隱方面，本集團設有相關私隱政策，涵蓋所有關於員工私隱的文件的處理守則，並嚴格遵守香港政府訂立的《個人資料（私隱）條例》及國家相關法律法規，致力保障職工利益。

社區投資

本集團致力參與社區建設，並主動尋求促進當地發展的機會，以積極滿足社區需求。當中，本集團積極關注社會責任的各個層面，例如教育和社區關懷活動；亦積極參與公益活動，包括參與捐血活動及助學金計劃等。透過為社區提供長期支援，本集團培育了一個創造共享價值的企業文化，支援弱勢社群，並為生產基地所在社區的經濟、社會和環境帶來長期的效益。

CASE 案例

Annual Blood Donation Camp – Community Care 年度獻血活動－社區關懷

Annual Blood Donation Camp held at Ocean Lanka Office premises together with National Blood Transfusion Service to support and safeguard the community. Over 180 employees have participated in blood donation with assistance from the Sri Lanka National Blood Transfusion Service.

海洋蘭卡於辦公室與斯里蘭卡輸血服務中心攜手合作舉辦年度獻血活動，以支持和保護社區。超過180名員工在斯里蘭卡輸血服務中心的協助下參與了獻血。



APPENDIX – HKEX ESG REPORTING GUIDE INDEX

附錄－港交所ESG報告指南索引

General Disclosures and KPIs 一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Environmental 環境		
Aspect A1: Emissions 層面A1：排放物		
General disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對報告發行人有重大影響的相關法律及規例的資料。	P.14
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	P.16-18
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity. 直接（範圍1）及能源間接（範圍2）溫室氣體排放量及密度（如適用）。	P.15
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity. 所產生的有害廢棄物總量及密度（如適用）。	P.27-28
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity. 所產生無害廢棄物總量及密度（如適用）。	P.27-28
KPI A1.5 關鍵績效指標A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的措施步驟。	P.18-19
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的措施步驟。	P.28-30

General Disclosures and KPIs		
一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect A2: Use of Resources		
層面A2：運用資源		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	P.20
一般披露	有效使用資源 (包括能源、水及其他原材料) 的政策。	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	P.21
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源消耗總量及密度。	
KPI A2.2	Water consumption in total and intensity.	P.24-25
關鍵績效指標A2.2	總耗水量及密度。	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	P.21-24
關鍵績效指標A2.3	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措施步驟。	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	P.25-26
關鍵績效指標A2.4	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措施步驟。	
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	P.30
關鍵績效指標A2.5	製成品所用包裝材料的總量及 (如適用) 每生產單位估量。	
Aspect A3: The Environment and Natural Resources		
層面A3：環境及天然資源		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	P.31-32
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P.31-32
關鍵績效指標A3.1	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。	
Aspect A4: Climate Change		
層面A4：氣候變化		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	P.32-34
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	
KPI A4.1	Description of the significant impacts of climate-related issues which have impacted, and those which may impact, the issuer, and actions taken to manage them.	P.32-34
關鍵績效指標A4.1	描述已影響及可能影響發行人的氣候相關問題的重大影響，以及為管理該等影響所採取的行動。	

General Disclosures and KPIs			Page
一般披露及關鍵績效指標	Description	描述	頁碼
Social			
社會			
Employment and Labour Practices			
僱傭及勞工常規			
Aspect B1: Employment			
層面B1：僱傭			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.		P.36-37
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.		P.35-36
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。		
KPI B1.2	Employee turnover rate by gender, age group and geographical region.		P.37
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。		
Aspect B2: Health and Safety			
層面B2：健康與安全			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.		P.39
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。		
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.		P.41
關鍵績效指標B2.1	過去三年(包括報告年度)每年因工亡故的人數及比率。		
KPI B2.2	Lost days due to work injury.		P.41
關鍵績效指標B2.2	因工傷而損失之工作天數。		
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.		P.39-41
關鍵績效指標B2.3	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。		

General Disclosures and KPIs		
一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。須描述培訓活動。	P.41-43
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	P.43
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	P.43
Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	P.43
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	P.43
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時應對有關情況所採取的措施步驟。	P.43
Operating Practices		
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 理供應鏈的環境及社會風險政策。	P.44-45
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	P.45-46
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging supplies, number of supplies where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，奉行有關慣例的供應商數目，以及相關執行及監察方法。	P.45-46

General Disclosures and KPIs		
一般披露及關鍵績效指標	Description	Page
一般披露及關鍵績效指標	描述	頁碼
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P.44-45
關鍵績效指標B5.3	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。	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P.44-45
關鍵績效指標B5.4	描述在揀選供應商時推廣多用環保產品及服務的慣例，以及相關執行及監察方法。	
Aspect B6: Product Responsibility		
層面B6：產品責任		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	P.46
一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對報告發佈企業有重大影響的相關法律及規例的資料。	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	P.46
關鍵績效指標B6.1	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。	
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	P.47-48
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	P.48-50
關鍵績效指標B6.3	描述與遵行及保障知識產權有關的慣例	
KPI B6.4	Description of quality assurance process and recall procedures.	P.47-48
關鍵績效指標B6.4	描述質量檢定過程及產品回收流程。	
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	P.48
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	

General Disclosures and KPIs		
一般披露及 關鍵績效指標	Description 描述	Page 頁碼
Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對報告發佈企業有重大影響的相關法律及規例的資料。	P.50
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於報告期內對報告發佈企業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。	P.51
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored. 描述防範措施及舉報流程，以及相關的執行及監察方法。	P.50-51
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	P.51
Aspect B8: Community Investment		
層面B8：反貪污		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關了解營運所在社區需要和確保其業務活動考慮到社區利益的相關社區參與政策。	P.51
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution. 所作貢獻的主要範疇。	P.51
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area. 對該主要範疇所動用的資源。	P.51

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