



CHIHO ENVIRONMENTAL GROUP LIMITED
齊合環保集團有限公司

(incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號：976



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

2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2023

二零二三年環境、社會及管治報告

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ABOUT THIS REPORT

This is the eighth Environmental, Social and Governance (“ESG”) Report of Chiho Environmental Group Limited (hereafter referred to the “Group” or the “Company” or “Chiho”), highlighting its efforts to create a circular economy during the Year 2023. There have been no significant changes in the Group’s organisational structure or significant data restatement during the Year.

This report is published in both English and Chinese. In case of any discrepancies between the two versions, the English version shall prevail. For information relating to corporate governance practices of the Group, please refer to the Annual Report available on our website.

Reporting Standards and Principles

This report is prepared in compliance with the ESG Reporting Guide set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”), and the Global Reporting Initiative (“GRI”) Standards. The principles of Materiality, Quantitative, Balance and Consistency have been abided by in the preparation of this report. Furthermore, we strive to propel sustainable development by aligning our ESG performance with the United Nation’s Sustainable Development Goals (“UNSDGs”).

Reporting Boundary and Period

This report discloses environmental and social performance of the Group for the financial year from 1 January 2023 to 31 December 2023 (the “Year”). It covers the Group’s 8 major operational divisions, including 1 in Hong Kong, 1 in Taizhou, China and 6 in Europe. These entities are 100% owned by the Group, with a processing capacity of over 10,000 tonnes per month. The Group continually improves the way it collects ESG related data and expands its reporting boundary when appropriate. There have been no significant changes in the Group’s organisational structure or significant data restatement during the Year.

關於本報告

本報告乃齊合環保集團有限公司（下稱「本集團」或「本公司」或「齊合」）的第八份環境、社會及管治（「環境、社會及管治」）報告，聚焦本集團二零二三年對於構建循環經濟的貢獻。本集團於本年度的組織結構或重大數據重述方面均未見重大變動。

本報告以英文及中文發佈。倘兩個版本之間有任何差異，概以英文版本為準。有關本集團企業管治常規之資料，請在本公司網站上參閱年度報告。

報告準則及原則

報告根據香港聯合交易所有限公司（「香港交易所」）證券上市規則附錄C2所載的環境、社會及管治報告指引，以及全球報告倡議組織（「GRI」）標準而編製。編製本報告時，我們遵循重要性、量化、平衡及一致性原則。我們亦正努力將環境、社會及管治績效與聯合國的可持續發展目標（「聯合國可持續發展目標」）相結合，以促進可持續發展之實踐。

報告範圍及期間

本報告披露本集團截至二零二三年一月一日至二零二三年十二月三十一日止財政年度（「本年度」）在環境及社會方面的表現。本報告涵蓋本集團的八個主要營運分部，包括香港一個、中國台州一個及歐洲六個。本集團全資擁有該等實體，其加工能力每月超過10,000噸。本集團持續改進其收集環境、社會及管治相關數據的方法並適時擴大報告範圍。於本年度，本集團組織架構概無重大變動，亦無任何重大數據重述。

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ABOUT THIS REPORT (continued)

Feedback

Your thoughts and feedback on the report are appreciated for ongoing improvement of the Group's ESG performance. Please feel free to contact us for any inquiries.

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關於本報告 (續)

反饋

歡迎提供反饋意見，幫助我們持續提高本集團在環境、社會及管治方面的表現。如有任何疑問，請隨時與我們聯繫。

齊合環保集團有限公司

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ABOUT CHIHO

Chiho is one of the world's largest publicly listed scrap metal recycling companies. Headquartered in Hong Kong, the Group has extensive global operations in recycling of ferrous and non-ferrous scrap metal, end-of-life vehicles, waste electrical and electronic equipment, wasted oil and plastic.

Our geographical presence extends across Asia, Europe and North America through a portfolio of over 200 processing plants and yard operations, enabling us to operate a truly vertically integrated business covering everything from sourcing to sales in these regions while also integrating upstream, mid-stream and downstream in different recycled scrap metals markets.

關於齊合

齊合為全球最大的再生金屬回收上市公司之一。本集團總部位於香港，業務遍佈全球各地，涉及黑色及有色廢金屬、報廢汽車、廢電器電子產品、廢油及塑膠的回收。

我們的業務基地遍及亞洲、歐洲及北美洲，擁有逾200家處理廠及料場，以垂直整合業務模式營運，在該等地區進行由採購至銷售方面的業務，同時整合與各金屬回收市場相關的上游、中游及下游作業。

3.64 million tonnes
of recycled products
3.64百萬噸再生產品

In 2023, the Group processed and sold about 3.64 million tonnes of recycled products, equivalent to a reduction of carbon emissions by approximately 6.6 million tonnes. 二零二三年，本集團加工及出售約3.64百萬噸再生產品，相當於減少碳排放約6.6百萬噸。

3 Continents
3大洲

The Group is a listed metals recycling corporation with major operating bases covering three continents including Asia, Europe and North America in the world. 本集團是一家上市再生金屬回收公司，經營業務基地遍及亞洲、歐洲及北美洲三大洲。

2,250+ Employees
2,250+ 僱員

Our diverse and dynamic workforce contributes expertise and talent across a wide range of skillsets. 我們的團隊氛圍多元化且充滿活力，我們的員工專業知識豐富，工作能力出眾。

Note: Our 2023 carbon emissions savings are lower than the 2022 savings, despite the Group processing and selling a greater amount of recycled products in 2023. The reason for this difference is due to change in calculation methodology. The 2022 calculation was previously based on an industry specific calculator, which is not specific to our operations. This year, we have developed a product calculator to reflect the emissions associated with our operations more accurately and transparently.

註：儘管本集團在二零二三年加工及出售了更多的回收產品，我們二零二三年減少的碳排放量仍低於二零二二年。造成這種差異的原因是計算方法的變化。二零二二年的計算是基於行業特定的計算機，而非特定於我們的運營。今年，我們開發了一個產品計算機，以更準確、更透明地反映與我們運營相關的排放量。

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OUR VISION 願景

Becoming a global circular economy solution partner.
成為全球循環經濟解決方案合作夥伴。

OUR MISSION 使命

To be a global market leader in resources recycling and environmental protection, earning a quality return for shareholders through provision of quality products and services, by a group of motivated and diversified staff force.

我們高效多樣的團隊通過提供優質產品及服務，致力成為全球再生資源及環保行業的市場領導者，並為股東獲取理想回報。

OUR CULTURE 文化

We are committed to building a long-term and win-win partnership with our customers and suppliers.
我們重視與客戶和供應商建立長期合作關係並共同成長。

We provide a safe workplace and career development opportunities for our employees.
我們重視為員工提供安全的工作環境並創造職業增長空間。

We are devoted to achieving a quality, stable and continuous return to our shareholders.
我們重視為股東取得優質、穩定和持久的回報。

We bear our share of corporate social responsibility by making continuous contributions to social well-being and environmental protection.

我們承擔企業社會責任，為社區福祉及環境保護不斷作出貢獻。

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Our Operations

我們的業務

China

5 yards and 3 offices situated in:

- **Hong Kong**, the Group's headquarters and one of the few operations in the area recycling materials within a closed-loop system
- **Beijing**, head office of the Mainland China operations
- **Taizhou**, a major metal importer and domestic metal trader
- **Yantai**, engaging in metal recycling and waste-lubricant oil recycling operations
- **Binzhou**, joint venture engaging in end-of-life vehicles dismantling, mixed scrap metals recycling, secondary aluminium production and electric vehicle batteries recycling
- **Shanghai**, trading hub with focus on import of recycled metals

中國

5個工場及3個辦事處位於：

- **香港**，本集團的總部及該地區為數不多、能於一個閉環式供應鏈中回收並利用物料的營運商之一
- **北京**，中國大陸營運總部
- **台州**，主要金屬進口商及國內金屬貿易商
- **煙台**，從事金屬回收及廢油回收業務
- **濱州**，透過合營企業運作，從事報廢汽車拆卸、混合廢金屬回收，再生鋁生產及電動汽車鋰電池回收
- **上海**，專注於再生金屬進口的交易中心

Southeast Asia

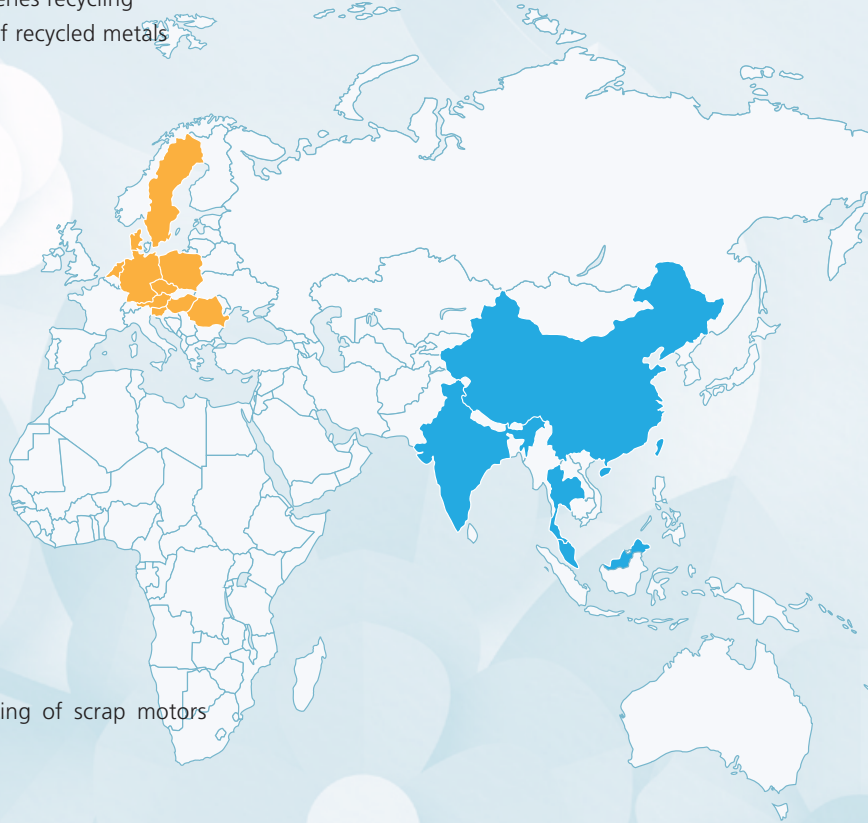
1 yard situated in:

- **Thailand**, joint venture engaging in dismantling of scrap motors and other mixed scrap metal

東南亞

1個工場位於：

- **泰國**，透過合營企業運作，從事廢舊電機及其他廢舊混合金屬拆解



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Europe

Over 200 yards situated in:

- **Germany**, covering full scope of collection, sorting and processing with all types of equipment including the most advanced post-shredder material recovery technology
- **Poland**, covering full scope of collection, sorting and processing with all types of equipment
- **Austria**, a joint venture that is market leader for ferrous scrap trading in the country and with strong track record in project business
- **Czech Republic**, with a very strong market share in ferrous market covering both old scrap and new scrap market
- **Slovenia**, well equipped with yard network, transportation assets and processing capabilities to cover all suppliers, with footprint in paper and plastic recycling
- **Romania**, joint venture with strong supply from industry and has high share in sales of non-metals, including significant portion of wood, paper and plastics



歐洲

超過200個工場位於：

- **德國**，設備齊全（包括最先進的破碎後物料回收技術），涵蓋全面的收集、分類及處理服務
- **波蘭**，設備齊全，涵蓋全面的收集、分類及處理服務
- **奧地利**，透過合營企業運作，乃當地再生黑色金屬買賣的市場領軍者，在項目業務表現出眾
- **捷克共和國**，於黑色金屬市場所佔市場份額獨佔鰲頭，涵蓋舊廢料及新廢料市場
- **斯洛文尼亞**，配備良好的工場網絡、運輸配套及加工設施以覆蓋全部供應商，涉足紙張及塑膠回收方面
- **羅馬尼亞**，透過合營企業運作，受惠於當地工業供應強勁，非金屬的銷售額佔比高，包括佔比大的木、紙張及塑膠

North America

USA

- Divestment of most of the loss-making operations in 2022
- Current focus is on trade business

北美

美國

- 大部分虧損業務已於二零二二年出售
- 目前重點將放在貿易業務上

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MESSAGE FROM CHAIRMAN

Dear Stakeholders,

In 2023, Chiho has taken strides towards its corporate vision of becoming a global circular economy solutions partner. In July, our Taizhou Qishun (Zhejiang) Recycling Technology Co., Ltd. successfully passed the assessment set out by the Zhejiang Provincial Department of Commerce, and has officially been awarded with a qualification to handle the recycling and dismantling of end-of-life (ELV) vehicles. In October, we held the grand opening of Kovošrot Group CZ, marking a ceremonial start to our strategic investment in the Plzeň region (Czech Republic). Lastly, in November, Scholz Group embarked on a long-term collaborative venture with Voestalpine Group to support its Greentec Steel strategy,¹ in alignment with the EU's 2050 carbon neutrality target. These milestones mark crucial steps for us in expanding our global presence, and ensuring product and service quality in our yards.

Following the nature of our business operations as an international scrap metal recycler, Chiho continues to align with the United Nations' Sustainable Development Goals, particularly Goal 9 of building resilient infrastructure, promoting sustainable industrialisation, and fostering innovation. Over the Year, we have processed 3,638,182 tonnes of scrap metal, equivalent to a reduction of 6.6 million tCO₂eq when compared to using virgin metals.

To adequately handle and process large volumes of scrap metal, we ensure that our yards and sites are led by appropriate managerial personnel. We continue to invest in more energy efficient equipment and renewable energy, exchange dialogue and knowledge with industry peers, and strengthen the supervision and discharge of waste, emissions, and wastewater in our operations with the end goal of reducing our overall environmental footprint.

¹ Note: Greentec steel is a long-term decarbonisation strategy implemented by Voestalpine to align with the EU climate goals. The strategic aim is to reduce the Group's carbon dioxide emissions by about 30% by 2030 and achieve carbon neutrality by 2050.

主席致辭

各位利益相關者：

二零二三年，齊合朝著成為全球循環經濟解決方案合作夥伴的企業願景邁進。七月，台州齊順（浙江）循環科技有限公司成功通過浙江省商務廳的評核，正式獲得回收及拆卸報廢汽車的合格資證。十月，我們隆重舉行了 Kovošrot Group CZ 的開幕式，這標誌著我們在捷克共和國比爾森地區戰略投資的開端。最後，於十一月，順爾茨集團與奧鋼聯集團展開長遠合作，支持其「Greentec steel」鋼鐵生產脫碳計劃¹，與歐盟二零五零年實現碳中和的目標相符。此等里程碑凸顯了我們在拓展全球足跡及保障工場的產品及服務質量上取得重大進展。

作為一家國際廢金屬回收企業，齊合根據其業務營運性質，繼續秉持聯合國可持續發展目標，尤其致力於實現第9項目標—建立具有韌性的基礎建設，促進包容且永續的工業，並加速創新。於本年度，我們處理了 3,638,182 噸廢金屬，與使用原生金屬相比，相當於減少了 6.6 百萬噸二氧化碳排放。

為妥善處理及加工大量廢金屬，我們確保我們的工場及工地由合適的管理人才帶領。我們繼續投資於更節能的設備及再生能源，與業界同仁交流和分享知識，加強對我們運營中的廢棄物、排放及廢水的監督與處理，最終目標是減少我們整體的環境足跡。

¹ 附註：「Greentec steel」鋼鐵生產脫碳計劃乃奧鋼聯為配合歐盟氣候目標而實施的長期脫碳策略。其戰略目標是於二零三零年前將本集團的二氧化碳排放量降低約 30%，並於二零五零年前達到碳中和。

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MESSAGE FROM CHAIRMAN (continued)

Prioritising our workforce, we ensure that our employees are equipped with the appropriate knowledge to enhance safety and to promote their continuous development at Chiho. Our Scholz Academy – a comprehensive and diverse training system – offers employees with advanced and Learning Management System courses and this Year, a total of 850 employees received training and continued to grow alongside Chiho.

Moving forward, we understand that achieving our goals will require continued partnership with employees, supply chain partners, customers, and communities where we have operations, and we will continue to strive towards creating even more of values shared with all our stakeholders. Sustainability is, and will continue to be, an ongoing effort, and so I would like to extend my gratitude to all our partners who have embarked on and will continue to be a part of Chiho's journey towards sustainability.

By Order of the Board,
Qin Yongming
Chairman

主席致辭 (續)

我們優先關注我們的員工，確保我們的員工掌握專業的知識，以增強安全並促進彼等在齊合的持續發展。我們的Scholz Academy – 一個全面且多元化的培訓系統 – 為員工提供先進的學習管理系統課程，而於本年度，共有850名員工接受了培訓，與齊合同伴成長。

展望未來，我們深知實現目標需要與員工、供應鏈夥伴、客戶及我們營運所在社區的持續合作，我們將不遺餘力繼續為所有利益相關者創造更多共享價值。可持續發展確是漫長跋涉，未來也將繼續如此，因此，本人謹此對所有已經與我們一同踏上這條道路，並將持續與齊合同伴一起走向可持續未來的合作夥伴表達衷心謝意。

承董事會命
秦永明
主席

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AWARDS AND RECOGNITIONS

獎項與榮譽

Awarding Body 頒獎機構	Award Name 獎項名稱
Hong Kong Q-Mark Council Federation of Hong Kong Industries (FHKI) 香港工業總會香港優質標誌局	Hong Kong Q-Mark Service Scheme Certificate 香港Q嘜優質服務計劃認證
Hong Kong Q-Mark Council Federation of Hong Kong Industries (FHKI) 香港工業總會香港優質標誌局	The Hong Kong Green Mark Certification Scheme 香港Q嘜環保管理計劃
Key Import Platform of Zhejiang Province 浙江省重點進口平台	A Key Import Platform of Zhejiang Province 浙江省重點進口平台
Occupational Safety & Health Council 職業安全健康局	Recycling Industry-OSH Star Enterprise 回收再造業—職安健星級企業
Office of the Guidance Group for the Creation of Ecological Environment Education Demonstration Base of Zhejiang Province 浙江省生態環境教育示範基地創建指導小組辦公室	Zhejiang Province Ecological Environment Education Demonstration Base 浙江省生態環境教育示範基地
Office of the Special Task Force for the Construction of "No Waste City" of Taizhou City 台州市「無廢城市」建設專項工作小組辦公室	No Waste Factory of Taizhou City 台州市無廢廠房

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Being a Member Towards A Sustainable Future

成為可持續發展未來的一員

Organisation Name 組織名稱	Memberships 會籍
Bureau of International Recycling (BIR) 國際回收利用工業局	Member (China Level) 成員 (中國級別)
Bureau of International Recycling (BIR) 國際回收利用工業局	Member (Scholz Level) 成員 (Scholz級別)
China Nonferrous Metals Industry Association Recycling Metal Branch 中國有色金屬工業協會再生金屬分會	Vice-president member 副會長成員
Civilized Units Association of Taizhou City 台州市文明單位協會	Member 成員
Environmental and Science Association of Taizhou City 台州市環境科學協會	Member 成員
Federal Association for Secondary Raw Materials and Waste Disposal (BVSE) 二次原料廢物處理聯邦協會	Member 成員
Federal Association of German Steel Recycling (BDSV) 德國鋼鐵回收聯邦協會	Member 成員
German Federation of Metal Traders (VDM) 德國金屬貿易商聯合會	Member 成員
Metal Resource Recycling Association of Luqiao District, Taizhou City 台州市路橋區金屬資源再生利用協會	Vice-president member 副會長成員

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SUSTAINABILITY APPROACH

Sustainability forms the core of our vision, mission and business strategy because recycling natural resources extracted from used products reduces the need for consumption of virgin resources, thereby helping the world move towards a circular economy.

Board Statement

The Board assumes the overall responsibility for overseeing ESG-related risks and considers them when making decisions about the Group's operations. A senior management team is responsible for managing risk, and implementing sustainability strategies and plans with the support of key functional departments. They report to the Board on a regular basis and the Board assesses the outcome of all ESG-related decisions.

可持續發展方針

從廢舊產品中提取自然資源加以回收利用可減少原始資源的消耗，助力世界邁向循環經濟，因此，可持續發展成為我們願景、使命及業務策略的核心。

董事會聲明

董事會整體負責監控所有的環境、社會及管治相關風險，並在有關本集團業務營運的決策時考慮此等風險。高級管理層團隊負責管理風險，在關鍵職能部門的支持下實施可持續發展戰略及計劃。高級管理層團隊定期向董事會匯報工作，董事會評估所有環境、社會及管治相關決策的成效。

Board of Directors 董事會

The Chairman and the Board oversee execution of the Company's sustainability strategy concerning environmental, social and governance, as part of oversight of business strategy and risk management.
董事會主席及董事會全面監察本公司有關環境、社會及管治可持續發展戰略的執行，作為其經營戰略及風險管理監督工作的一部分。

Board Review for 2023 material ESG topics 董事會檢討二零二三年環境、 社會及管治重大議題

Climate Change | Supply Chain Management | Product Responsibility | Corporate Governance | Compliance | Commercial Risk Management
氣候變化 | 供應鏈管理 | 產品責任 | 企業管治 | 合規 | 商業風險管理

Sustainability Management Approach 可持續發展管理方針

Chiho's sustainability management approach is embedded in its strategies across different departments and subsidiaries, including but not limited to Quality, Environmental, Health & Safety, Human Resources, Operations, Purchasing, Trading, Legal & Compliance, etc.
齊合將可持續發展管理方針融入其為不同部門及子公司制定的戰略之中，包括但不限於質量、環境、健康及安全、人力資源、業務營運、採購、貿易以及法務合規等方面。

The Group's risk management strategy takes ESG-related issues into consideration. Targets are established for mitigating the impact of our operations on the environment and the community and progress is reviewed by the Board regularly. The Board has reviewed and approved this report to ensure integrity of the disclosures. To the best of its knowledge, this report addresses all material topics and fairly presents the ESG management approach and performance of the Group.

本集團的風險管理策略涵蓋環境、社會及管治相關議題。設定目標減少我們的營運對於環境及社區造成的影響，並由董事會定期檢討此等目標的進展。董事會已審閱並批准本報告，保證披露的完整性。據董事會所知，本報告回應所有重大議題，且公平公正地呈報本集團的環境、社會及管治管理方針與表現。

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Chiho's Materiality Assessment

We believe the only way to understand needs and expectations of all stakeholders in a holistic manner is to communicate with them effectively. Therefore, we have been maintaining regular communication with our internal as well as external stakeholders to identify material ESG-related topics and their corresponding risks and opportunities. Adopting the impact and stakeholder materiality approaches, we assigned relative priority to each of the issues, according to the significance of its impact on the economy, environment and the society, and expectations of the Group and our stakeholders.

ESG-related topics that are considered important are listed and are prioritised after engaging with stakeholders. In 2023, six topics were identified as Tier I material topics. The list of material topics is validated by the Board, forming the basis for formulation of the Group's ESG management strategy.

齊合重要性評估

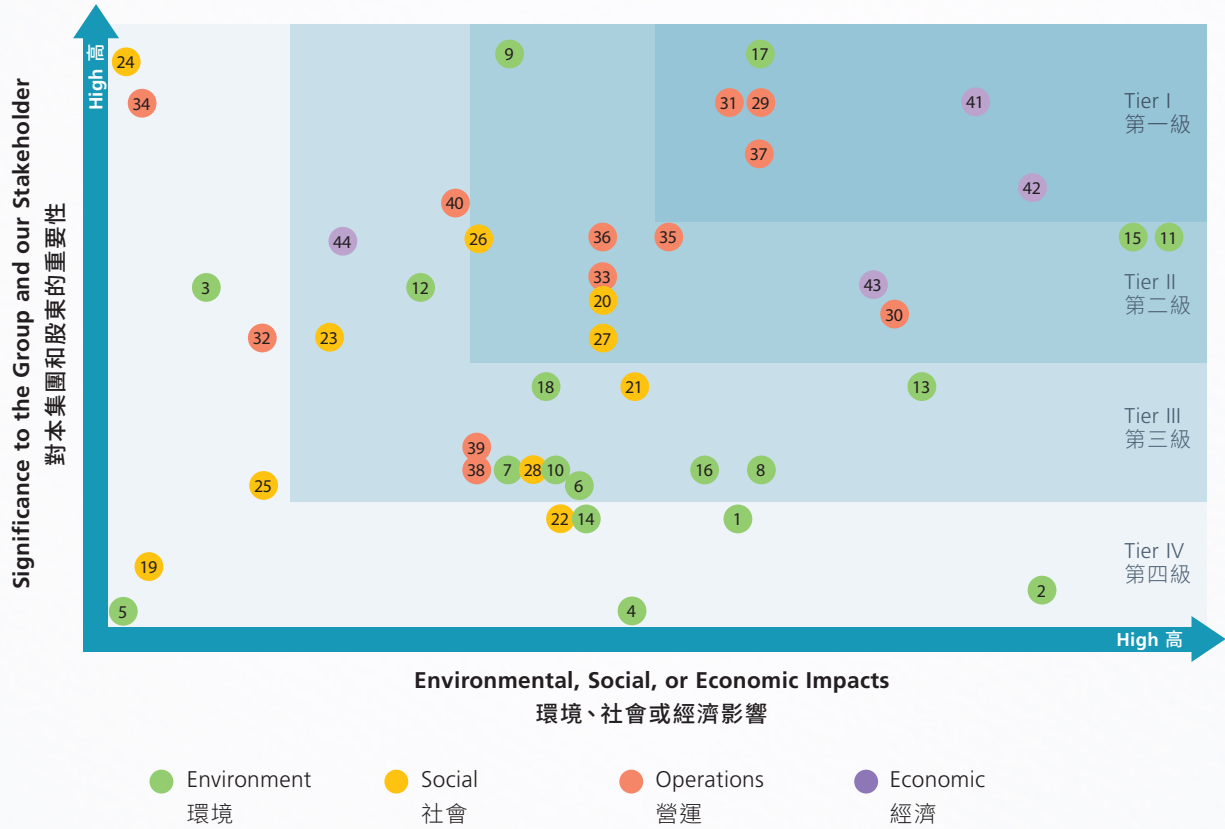
我們認為，全面了解所有利益相關者的需求與期望的唯一途徑是與利益相關者保持有效的溝通。因此，我們定期與內部及外部利益相關者溝通，以識別重大環境、社會及管治相關議題以及其相應風險及機遇。我們運用了影響評估及利益相關者的重要性方法，按照議題對經濟、環境及社會的影響程度，以及本集團及我們的利益相關者所持的期望，為此等議題定下了相對的優先順序。

經過與利益相關者的積極互動後，我們認為重要的環境、社會及管治議題已被梳理及排序。於二零二三年，六項議題被確定為第一級重大議題。董事會確認該重要議題清單，並以此作為制定本集團環境、社會及管治治理策略的基礎。

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Materiality Matrix

重要性矩陣



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Tier I 第一級	Tier II 第二級	Tier III 第三級	Tier IV 第四級
17 Climate Change 氣候變化	9 Environmental Compliance 環境合規	6 Waste Management 廢棄物管理	1 Water Resources 水資源
29 Supply Chain Management 供應鏈管理	11 Land Resource 土地資源	7 Effluent Management 污水管理	2 Energy Consumption 能源消耗
31 Product Responsibility 產品責任	15 Expenditure on Environmental Protection 環境保護支出	8 Hazardous Waste Management 有害廢棄物管理	3 Resource Recycling 資源回收
37 Corporate Governance 企業管治	20 Health & Safety 健康與安全	10 Ecological Conservation 生態保護	4 Exhaust Gas Emissions 廢氣排放
41 Compliance 合規	26 Human Rights Protection 人權保護	12 Clean Energy Development 清潔能源開發	5 Greenhouse Gas Emissions 溫室氣體排放
42 Commercial Risk Management 商業風險管理	27 Human Capital 人力資源	13 Environmental Education and Inputs 環境教育與投入	14 Benefits from Environmental Inputs 環境投入帶來的收益
	30 Sustainable Supply Chain & Green Procurement 可持續供應鏈及綠色採購	16 Environmental Impact Assessments 環境影響評估	19 Talent Management 人才管理
	33 Customer Privacy Protection 客戶私隱保障	18 Transparency of ESG Report 環境、社會及管治報告透明度	22 Employee Communication 僱員溝通
	35 Technological R&D and Innovation 技術研發及創新	21 Development and Training 發展及培訓	24 Child Labour and Forced Labour 童工和強制勞工
	36 Value Chain 價值鏈	23 Diversity & Equal Opportunity 多樣化及平等機會	25 Anti-discrimination 反歧視
	43 Economic Value Generated 產生的經濟價值	28 Community Engagement 社區參與	32 Customer Satisfaction 客戶滿意度
		38 Business Ethics 商業道德	34 Intellectual Property 知識產權
		39 Cartel & Monopoly 企業聯合及壟斷	
		40 Anti-corruption 反貪污	
		44 Circular Economy 循環經濟	

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Aligning with UNSDGs

The Group has aligned with 6 SDGs and put in considerable efforts to attain these SDGs and hope to continue to work in this direction and help create long-term value for the environment, economy, and the community.

與聯合國可持續發展目標保持一致

本集團已與6個可持續發展目標保持一致，並大量投入資源以實現此等可持續發展目標，並希望按照這一方向繼續努力，為環境、經濟及社區創造長期的利益。

Stakeholder groups and material Tier I topics 利益相關者群體及第一級重大議題	Communication channel 溝通渠道	Our actions taken in 2023 於二零二三年採取的行動	UNSDGs 聯合國可持續發展目標
Customer 客戶 <ul style="list-style-type: none"> Product Responsibility 產品責任 	<ul style="list-style-type: none"> Meetings 會議 Customer satisfaction survey 客戶滿意度調查 Phone interviews 電話訪談 	<ul style="list-style-type: none"> Risk assessment of product quality to ensure effective recycling process and high quality metal output 對產品質量進行風險評估，以確保有效的回收過程和高質量的金屬輸出 Customer engagement to meet quality requirements 客戶參與以滿足質量要求 	
Government 政府 <ul style="list-style-type: none"> Compliance 合規 Product Responsibility 產品責任 	<ul style="list-style-type: none"> Annual report 年報 	<ul style="list-style-type: none"> Corruption risk assessment and training programmes 貪污風險評估及培訓計劃 	
Employees 僱員 <ul style="list-style-type: none"> Compliance 合規 Corporate Governance 企業管治 	<ul style="list-style-type: none"> Regular meetings 定期會議 Surveys 調查 General manager 總經理 Mailbox 郵箱 	<ul style="list-style-type: none"> Regular safety trainings conducted and safety equipment upgrades 定期進行安全培訓及升級安全設備 13% decline of work-related injuries compared to 2022 與二零二二年相比，工傷事故減少13% Management systems and committees in place to align expectations across operations 建立管理體系及委員會，以協調各營運層面的期望一致 Zero tolerance for the use of child or forced labour 對使用童工或強制勞工抱零容忍的態度 Ensure equal employment opportunity 確保平等就業機會 Complies with relevant laws and regulations to protect human rights and interests of women 遵守相關法律法規以保障女性人權和利益 	  

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Stakeholder groups and material Tier I topics 利益相關者群體及第一級重大議題	Communication channel 溝通渠道	Our actions taken in 2023 於二零二三年採取的行動	UNSDGs 聯合國可持續發展目標
Suppliers 供應商 <ul style="list-style-type: none"> Supplier Chain Management 供應鏈管理 Compliance 合規 Product Responsibility 產品責任 	<ul style="list-style-type: none"> Qualification reviews 資格審查 	<ul style="list-style-type: none"> Provision of training for new suppliers 為新供應商提供培訓 Comprehensive assessment of suppliers to ensure compliance with Group's requirements 對供應商進行全面評估以確保符合本集團要求 	
Shareholders/ Investors 股東／投資者 <ul style="list-style-type: none"> Commercial Risk Management 商業風險管理 Compliance 合規 Corporate Governance 企業管治 	<ul style="list-style-type: none"> Annual general meeting 股東週年大會 Annual report 年報 ESG report 環境、社會及管治報告 	<ul style="list-style-type: none"> Grand opening of Kovošrot Group CZ in Plzeň Kovošrot Group CZ在皮爾森隆重開幕 Regular portfolio reviews to optimise and enhance business efficiency 定期對產品組合進行評估以優化及提高業務效率 	
Environment 環境 <ul style="list-style-type: none"> Climate Change 氣候變化 Corporate Governance 企業管治 	<ul style="list-style-type: none"> ESG report 環境、社會及管治報告 	<ul style="list-style-type: none"> Investments into green equipment such as Kyocera original toner and systems for carbon emission reduction 投資綠色設備，如Kyocera原裝碳粉及減少碳排放的系統 Established Self-Monitoring Management System and Self-Monitoring Plan on the Group's environmental impacts 建立本集團環境影響的自我監控管理系統及計劃 Collaboration between Scholz Group and Voestalpine Group to drive sustainable steel production in Austria 順爾茨集團與奧鋼聯集團合作，推動奧地利的可持續鋼鐵生產 Expansion of climate-related risks and opportunities analysis, following recommendations set out by the Task Force on Climate-related Financial Disclosures 根據氣候相關財務信息披露工作組的建議，擴大氣候相關風險和機會分析 Continued investments into renewable energy, utilising 24,836,798 kWh of renewable energy in 2023 持續投資於可再生能源，於二零二三年使用了24,836,798千瓦時的可再生能源 	

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ENVIRONMENTAL COMMITMENT

In a world grappling with environmental challenges, our role as a premier scrap recycling company underscores our commitment to global environmental stewardship, mitigating impacts through effective environmental practices. Chiho offers recycled products that reduce reliance on primary raw materials, mitigating a significant amount of carbon emissions annually. Additionally, we prioritise minimising the environmental footprint of our production processes, demonstrating our commitment to sustainable practices and environmental stewardship.

The commitments outlined above are helping Chiho achieve the following targets:



Target 12.4, 12.5 Achieve environmentally sound management of chemicals and all wastes throughout their life cycles, as well as substantial reduction in waste through recycling and reuse
目標12.4、12.5—在化學品及所有廢棄物的整個生命週期中實現無害環境管理，並通過回收及再利用大幅減少廢棄物



Target 13.3 – Improve human and institutional capacity for climate change mitigation
目標13.3—增強人類及機構在減緩氣候變化方面的能力

Managing Our Environmental Impacts

The Group emphasises compliance with regional environmental legislation across all major sites and subsidiaries, each maintaining its Environmental Management System (EMS) certified to ISO 14001. The effectiveness of our EMS is regularly and rigorously assessed for potential risks, and appropriate actions are taken to ensure the operational effectiveness of the EMS. To strengthen the environmental management, we conduct Environmental Impact Assessments (EIAs) of all new facilities to ensure compliance with applicable legislations, and hold regular internal and external on-site audits to ensure compliance with environmental system protocols.

環境承諾

在全球努力應對環境挑戰下，我們作為頂尖廢棄物回收公司，強調我們對全球環境管理的承諾，透過有效的環境實踐減輕影響。齊合提供回收產品，降低對原生原材料的依賴，大大減少每年的碳排放。此外，我們優先考慮縮減生產過程的環境足跡，這彰顯了我們對可持續實踐及環境管理的承諾。

上述承諾有助於齊合實現下列目標：

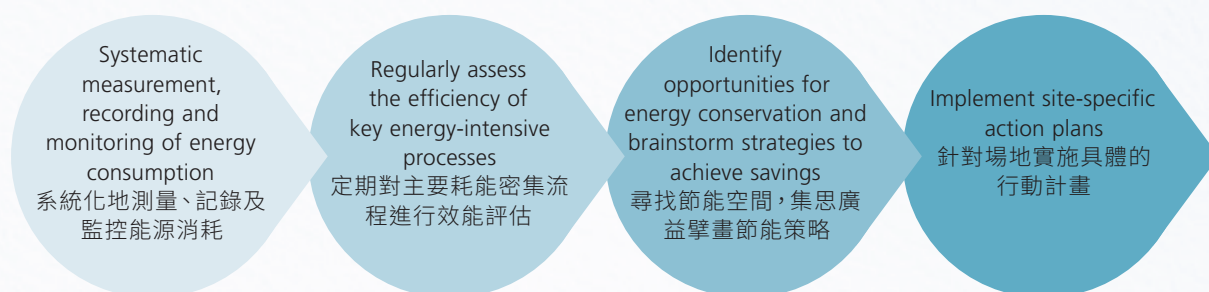
管理我們的環境影響

本集團重視遵守所有主要工地及附屬公司所在地的區域環境法規，每一處都維持其獲得ISO 14001認證的環境管理體系。我們對環境管理體系的成效會定期和嚴格地評估潛在風險，並採取適當行動以確保環境管理體系的運作效率。為加強環境管理，我們對所有新設施進行環境影響評估，以確保遵守適用法規，並定期進行內部及外部的現場審核，以確保遵守環境體系的規範。

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To ensure that we are prepared for environmental incidents, detailed emergency procedures are in place for contingencies such as fires or explosions, alongside ongoing environmental training for staff, ensuring familiarity with ISO 14001 standards and relevant regulations.

為確保我們準備好應對環境事故，我們備有詳盡的應急程序，以應對火災或爆炸等突發事件，並對員工進行持續的環境培訓，確保彼等熟悉ISO 14001標準及相關法規。



Our Approach in China

我們在中國的方針

Taizhou 台州	<p>ISO Certification and Compliance: ISO認證與規範遵循：</p> <ul style="list-style-type: none"> • ISO 50001 certification for energy management 獲頒ISO 50001能源管理體系認證 • “Environmental Operation Control Procedures” focusing on the management of waste, emissions, and noise 專門針對廢棄物、排放物及噪音管理的《環境營運控制程序》 • Conducting regular internal audits to ensure ongoing compliance 定期展開內部審核，以保持恪守相關規範
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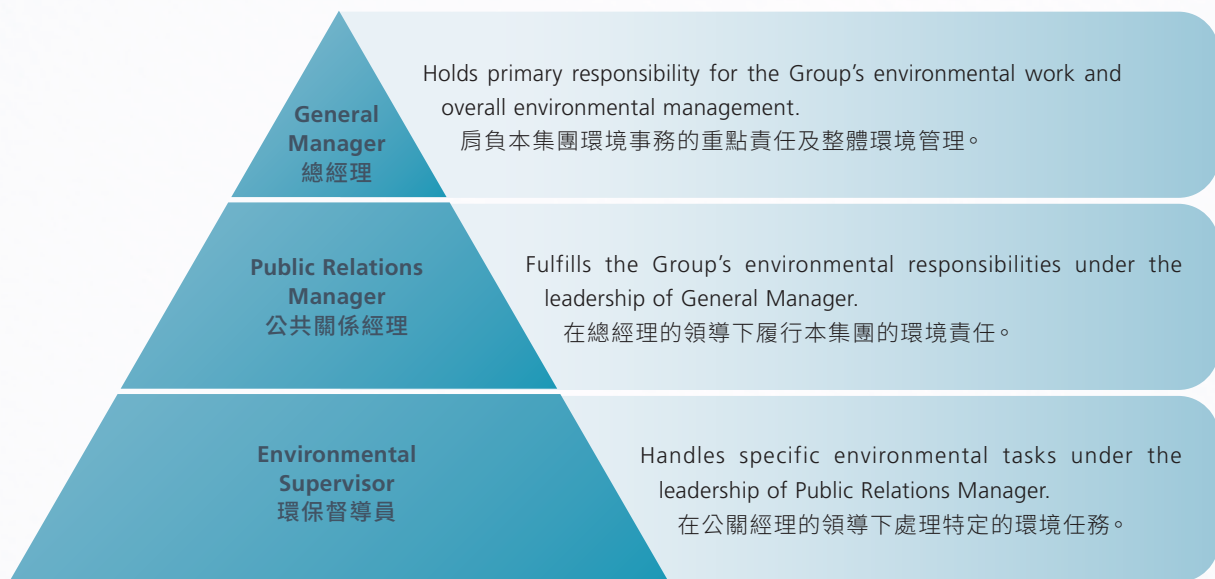
In Taizhou, we have a robust environmental management structure. Our General Manager, Public Relations Manager, and Environmental Supervisor have been assigned specific roles and responsibilities for managing environmental affairs. Furthermore, we have conducted training sessions on hazardous waste management systems in the dismantling workshop for newly hired employees, in accordance with relevant regulations. This initiative aims to enhance employee awareness and understanding of environmental impact control measures.

在台州，我們擁有一套穩固的環保管理架構。我們的總經理、公共關係經理及環保督導員已被委以環境事務的專責與職責。此外，我們遵循相關規定，為新聘員工提供了在拆解工作坊內進行危險廢棄物管理系統的培訓，旨在提高員工對於環境影響控制措施的認識與了解。

To control the environmental impact of our operations, we have established the Environmental Operations Control Procedures to effectively control environmental factors and manage emissions from our operations and production activities. This ensures normal functioning of our environmental management system while continuously improving it, achieving environmental policies, objectives, and targets. It also ensures that our waste, emissions and noise comply with relevant technical standards and regulations.

為控制我們營運對環境的影響，我們制定了《環境營運控制程序》，以有效控制環境因素及管理我們營運及生產活動的排放。這確保了環境管理系統的正常運作，同時推進持續優化，實現環境政策、目標及指標，亦確保我們的廢棄物、排放物及和噪音符合相關的技術標準及規定。

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In March, our Qishun Phase I Project for the Intelligent Comprehensive Utilisation of Scrap Vehicles in Taizhou was reviewed and we received feedback on the Environmental Impact Assessment Report from relevant authorities. In May, we developed and released our Self-Monitoring Management System and Self-Monitoring Plan. Covenants stipulated in these documents were implemented to facilitate better monitoring and control of our environmental impacts.

Furthermore, we visited our industry peers to exchange views on environmental management and carbon reduction strategies. We were inspired by their production management experience and are now striving to establish a recycled aluminium project for enhance high-end manufacturing and contribute to carbon reduction efforts.

於三月，我們位於台州的報廢汽車智慧綜合利用齊順第一期項目通過審查，並從相關機構獲得了環境影響評估報告的反饋。五月，我們開發並發佈了《自我監控管理系統》及《自我監控計劃》。我們已實施該等文件所訂明的契約，以更有效地監察及控制我們的環境影響。

此外，我們拜訪同業，共商環境管理與碳減排之策。彼等的生產管理經驗給予我們啟發，我們現在正努力建立一項鋁回收項目，以完善高端製造能力並為減碳事業貢獻力量。

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Our Approach in Europe

我們在歐洲的方針

Europe 歐洲

ISO Certification and Compliance:

ISO認證與規範遵循：

- DINOS d. o. o. successfully conducted internal and external audits for ISO 9001 and 14001 in 2023, with four warehouses achieving ISO 14001 certification.
DINOS d. o. o. 於二零二三年成功完成ISO 9001及14001標準的內外部審計，四個倉庫獲得ISO 14001認證。
- SRG signed a long-term agreement with Voestalpine on a Greentec Steel decarbonisation plan
SRG與奧鋼聯簽署了一份長期的Greentec Steel鋼鐵生產脫碳計劃協議。

In Europe, since 2020, Scholz Recycling GmbH (SRG) has partnered with an external service provider to ensure legal compliance. Monthly meetings are held to discuss these changes and derive appropriate actions. There is regular monitoring of noise, wastewater, and combustion devices. In our efforts to minimise carbon emissions, we have installed a system for refilling cartridges with Kyocera original toner. This year, we entered into a long-term agreement with Voestalpine on a Greentec Steel decarbonisation plan, which aims to provide high-quality recycled steel raw materials and drive the transformation of the steel industry, bolstering sustainable steel production.

For DINOS d. o. o., all four warehouses are certified with ISO 14001. In 2023, successful internal and external audits were conducted for both ISO 9001 and ISO 14001 standards. Besides, the yard in Celje has achieved compliance with wastewater treatment standards and is now connected to the public sewerage system. New pools for wastewater treatment and oil separators have been constructed across all yards that were previously non-compliant. These upgrades underwent rigorous inspections to ensure adherence to environmental standards.

For Scholz Polska Sp. z.o.o., our research on discharged wastewater has shown encouraging outcomes, and we continue to evaluate environmental risks under ISO 14001 without any recent alterations.

During the Year, we did not find any instance of non-compliance with relevant laws and regulations that could have a significant impact on the environment or the Group in relation to air and greenhouse gas emissions, discharges to water and land, and the generation of hazardous and non-hazardous waste.

在歐洲，自二零二零年起，Scholz Recycling GmbH (SRG)與外部服務商攜手協作，確保業務遵從法規。該公司每月召開會議，針對該等變動進行討論並制定相關行動方針，並對噪音污染、廢水排放及燃燒裝置進行定期監測。為了盡量減少碳排放，我們引入了一套補充Kyocera原裝碳粉的系統。今年，我們與奧鋼聯簽訂了一份長期的Greentec Steel鋼鐵生產脫碳計劃協議，旨在供應高質素的回收鋼材原料，並推動鋼鐵行業的轉型，從而加強可持續鋼鐵生產。

對於DINOS d. o. o.，四個倉庫全部均獲得ISO 14001認證。於二零二三年，該公司成功完成ISO 9001及ISO 14001標準的內外部審計。此外，在採列的工場已符合廢水處理標準，並已連入公共下水系統。所有先前不符合標準的工場已新建了廢水處理池及油水分離裝置。此等設施的升級經過了嚴格的檢查，以確保設施符合環保標準。

對於Scholz Polska Sp. z.o.o.，我們對排放廢水的研究取得了令人鼓舞的成果，並且我們持續在ISO 14001的框架下評估環境風險，而該框架近期並無變更。

於本年度，我們並未識別任何違反有關廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物且對環境或本集團有重大影響的法律法規的情況。

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Energy Consumption

Our strategy to improve energy efficiency is marked by a harmonious integration of technological innovation, adherence to international norms, and innovative efforts aimed at reducing energy usage. Leveraging state-of-the-art telemetry systems, transitioning to electric vehicles, and the unwavering dedication of certain subsidiaries to the ISO 50001 energy management standards, the Group not only diminishes its environmental footprint but also sets pioneering benchmarks in energy efficiency in the industry.

能源消耗

我們提高能源效率的策略的特點是將技術創新、遵守國際規範及旨在減少能源使用的創新努力和諧地結合起來。我們採用尖端遙測系統、過渡到電動車輛，並且旗下部分附屬公司堅定奉行ISO 50001能源管理標準，本集團不僅減少了環境足跡，更在節能效率上為行業樹立了開創性的標竿。

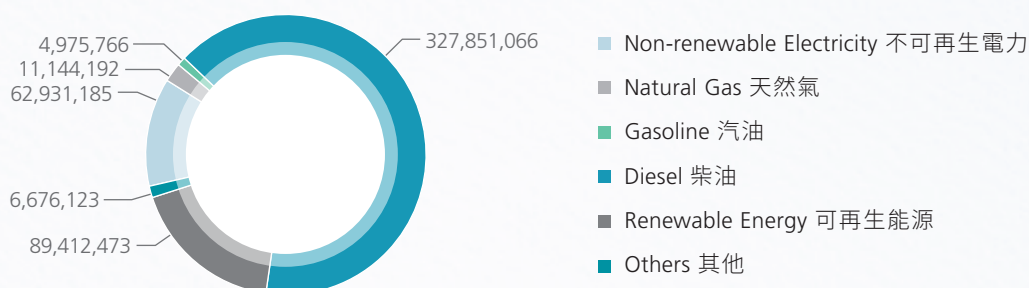


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In 2023, the primary energy sources utilised by the Group were diesel, gasoline, and natural gas. As a result of the above initiatives, the total energy consumption of the Group was 502,990,804 Megajoules (MJ), marking a decrease of 12.7% relative to the previous year. Meanwhile, the Group's energy intensity stood at 138.3 MJ/tonne of product.

於二零二三年，本集團主要使用的能源來源是柴油、汽油及天然氣。由於上述舉措使然，本集團的總能源消耗為502,990,804兆焦耳，相較去年下降了12.7%。同時，本集團的能源密度為每噸產品138.3兆焦耳。

2023 Energy Profile (MJ)
二零二三年能源簡況 (兆焦耳)



The drop in energy usage is mainly contributed to by the reduction in non-renewable electricity and heating oil consumption. This reduction is a result of the energy-saving measures implemented, including the installation of a heat recovery system from compressed air generation. Additionally, since December 2022, a ground-mounted photovoltaic system was connected to the grid in Espenhain, Germany. With a total output of 1,660.8 kWp, it supplies SRW Metalfloat GmbH with photovoltaic electricity.

能源使用量下跌主要歸因於不可再生電力及燃料油消耗量減少，此乃由於實施節能措施所致，當中包括安裝空氣壓縮機的熱回收系統。此外，自二零二二年十二月起，德國埃斯彭海恩的地面光伏系統併網，總輸出功率為1,660.8峰瓦，為SRW Metalfloat GmbH供應光伏電力。

Greenhouse Gas (GHG) Emissions

During the Year, the Group's mitigation efforts resulted in total emissions of 34,148 tCO₂e, with a carbon intensity of 0.0094 tCO₂e per tonne of product sold.

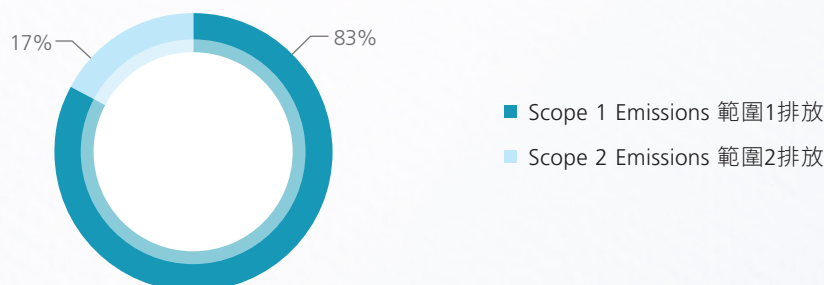
溫室氣體排放

於本年度，本集團努力減少排放，致使總排放量達至34,148噸二氧化碳當量，碳密度為每售出噸產品0.0094噸二氧化碳當量。

Our carbon emissions decreased by 7.9% compared to 2022 emissions. Of this total, direct emissions (Scope 1) accounted for 28,292 tonnes, while indirect emissions (Scope 2) constituted 5,856 tonnes.

我們的碳排放量較二零二二年的排放減少了7.9%。其總量中，直接排放（範圍1）為28,292噸，而間接排放（範圍2）則為5,856噸。

2023 Carbon Emissions
二零二三年碳排放



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Energy Conservation and Carbon Reduction

In 2023, our dedication to environmental sustainability and our targeted initiatives resulted in considerable progress in our sustainability journey. We continuously assess and evaluate our energy performance to ensure a robust improvement plan is in place.

節能減碳

於二零二三年，我們致力於實踐環境可持續性及落實針對性的行動方案，使我們在實現可持續發展目標的征程上邁出了堅實的一步。我們持續評估及評價我們的能源表現，確保落實一套穩健的能源改善計劃。

Scholz Recycling GmbH

Energy Saving Measures: Implemented several key measures to save energy, including upgrading the control system of scissors in Zwickau for energy savings, and enhancing vehicle efficiency through purchase of electric lorries.

節能措施：實施了數項關鍵節能舉措，包括改進在茲威考的剪刀控制系統剪切機控制系統以節省能源，以及透過購買電動卡車來提高車輛效率。

Telemetry Systems: Installed telemetry systems in all lorries and most excavators, enabling advanced monitoring and management of energy use in vehicles and heavy machinery.

遙測系統：在所有卡車及大多數挖掘機上裝置了遙測系統，從而能夠對車輛及重型機械的能源使用進行先進的監控和管理。

SRW metalfloat GmbH

ISO 50001 Standard: This subsidiary adheres to the ISO 50001 standard for energy management, demonstrating a structured approach to continuously improve energy performance, including energy efficiency, use, and consumption.

ISO 50001標準：此附屬公司遵循ISO 50001能源管理標準，展示了一種結構化方法來持續提升能源效能，涵蓋能源效率、使用及消耗的改進。

Scholz Polska Sp. z o.o

Vehicle Telemetry: Equipped 32 vehicles with telemetry systems, facilitating detailed tracking and optimisation of energy consumption.

車輛遙測：為32輛車配備了遙測系統，便於詳細追蹤及優化能源消耗。

DINOS d. o. o.

Advanced Telemetry Equipment: Entire fleet is outfitted with advanced telemetry equipment, showcasing our commitment to monitoring and optimising energy use.

先進遙測設備：整個車隊均配備了最先進的遙測設備，體現出我們對監控及優化能源使用的承諾。

Technology Integration: Most processes are supported by technology that enables advanced monitoring, ensuring efficient operation and energy use across various operations.

技術整合：大多數流程均有先進的監控技術支持，確保各種操作的高效運作及能源使用。

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Taizhou 台州



Greener Systems and Equipment

Adopting bag-type dust collectors and desulfurisation devices, meeting GB16297-1996 and GB1843-2001 emission standards.

環保系統及設備

採用袋式除塵器及脫硫裝置，符合GB16297-1996及GB1843-2001排放標準。

Europe 歐洲



Energy Efficiency and Emissions Reduction

DINOS d. o. o. successfully conducted internal and external audits for ISO 9001 and 14001 in 2023; four warehouses got ISO 14001 certification.

能源效益及排放減少

DINOS d. o. o.於二零二三年成功完成ISO 9001及14001標準的內外部審計，四個倉庫獲得ISO 14001認證。



Waste and Recycling Enhancements

Implementation of a new Near Infrared (NIR) sorting plant for separating plastics, and expansion of early fire detection systems.

廢棄物及回收改進

新建了近紅外線分選廠用於分離塑料及擴展了早期火警偵測系統。



Renewable Energy Initiatives

Further planning for the expansion of solar (PV) systems at Essingen, Erfurt, Dingolfing, and Fichtenberg. Invested in renewable sources of electricity, resulting in carbon reductions of around 7,112,057 kg CO₂ compared to national German electricity mix.

可再生能源舉措

在埃辛根、埃爾富特、丁戈爾芬及菲希滕貝格進一步規劃擴展太陽能系統。投資於可再生電力來源，與德國國家電力結構相比，碳減排約為7,112,057千克二氧化碳。



Fleet Modernisation

Replacement of EURO 3 vehicles with EURO 6 trucks, purchase of new cranes, and infrastructure improvements like strengthening and replacing concrete substrate in storage yards to mitigate soil impact.

車隊現代化改造

引進EURO 6型卡車替換EURO 3型車輛，購買新型起重機，並改進基礎設施，如加固及替換堆存場地的混凝土基底，以減少對土壤的影響。



Investment in Greener Technology

Invested in greener technology by modernising trucks and optimising for cost and environmental efficiency. Planning significant investments in production for improved sorting and plastic processing.

綠色科技投資

透過對卡車進行現代化改造並優化成本及環境效益，投資於更環保的技術。計劃對生產進行重大投資，以改善分類及塑膠加工。

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Water Sourcing

As part of water efficiency initiatives, the Group has implemented daily monitoring of water consumption, particularly in SRW metalfloat GmbH, which operates five sink/float systems alongside various spray systems. This meticulous monitoring allows the Group to closely track and analyse water usage patterns, identify areas for improvement, and implement targeted measures to enhance water use efficiency.

By systematically assessing the performance of the sink/float and spray systems, the Group can optimise water recycling and reuse strategies, significantly reducing freshwater intake and minimising the environmental impact of its operations. This initiative not only underscores the Group's commitment to sustainable water management but also contributes to the broader goal of reducing industrial water consumption and promoting environmental stewardship in the sector.

In 2023, the predominant uses of water in the Group were factory operations and municipal applications, and the Group witnessed a total water consumption of 95,467 m³, reflecting a reduction of 3.0% compared to the previous year, with an intensity of 0.026 m³ per tonne of product sold. Throughout the Year, the Group successfully sourced water that was adequate for its operational needs without any challenges.

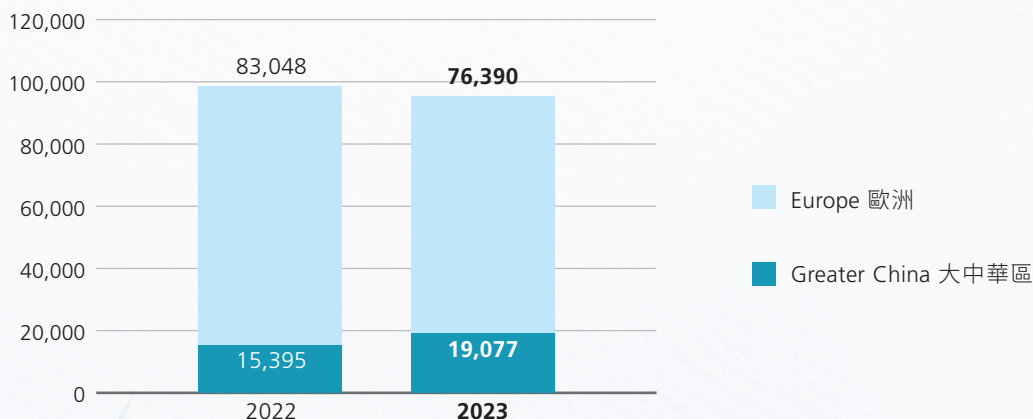
謀取水源

作為水資源效益措施的一環，本集團已實施日常用水監控，尤其是在SRW metalfloat GmbH運營的五個沉浮系統及各種噴灑系統中。這種精細的監測使本集團能夠密切追蹤及分析用水模式，發現改善空間，並實施針對性措施以提高用水效益。

通過系統性地評估沉浮及噴灑系統的運作表現，本集團得以優化水回收及再利用策略，顯著減少淡水攝入量，並將營運對環境的影響降至最低。此項舉措不僅凸顯了本集團對於可持續水資源管理的承諾，亦有助於實現更廣泛目標，即降低工業用水消耗及推動行業內的环境管理。

二零二三年，本集團的用水方向集中在工廠運營及市政用途，本集團的總用水量為95,467立方米，較去年減少了3.0%，每售出噸產品的用水密度為0.026立方米。於本年度，本集團成功求取足夠其營運需求的水源，並未面臨任何供水挑戰。

2023 Water Consumption (tonnes)
二零二三年水消耗 (噸)



Effluents Management

The main sources of wastewater generation include the production process (cleaning, discharge, exhaust gas treatment, and ground flushing), domestic sewage, and initial rainwater.

污水管理

廢水產生的主要來源包括生產過程(清洗、排放、廢氣處理及地面清洗)、生活污水及初期雨水。

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The wastewater discharge facilities in Taizhou comply with Level III standards of GB8978-1996, with wastewater being treated by sewage treatment facilities. Wastewater generated from construction sites is treated through septic tanks before being discharged into the sewage network, while collected domestic sewage is not discharged.

Plastic Granulation Project in Taizhou 台州塑膠造粒項目

7,495 tonnes of wastewater
2,440 tonnes of contaminated
rainwater were processed.
處理了7,495噸廢水及
2,440噸受污染的雨水。

台州的廢水排放設施符合GB8978-1996的三級標準，廢水經過污水處理設施處理。建築工地產生的廢水在排入下水道前先通過化糞池處理，而收集的生活污水則不予排放。

Waste

Our waste management strategy profoundly reflects the Group's deep commitment to environmental protection and sustainable development. By effectively segregating hazardous and non-hazardous waste and collaborating with professional waste disposal companies, the Group focuses on recycling and proper treatment of waste, significantly reducing its environmental impact.

廢棄物

我們的廢棄物管理策略深刻體現了本集團對環境保護及可持續發展的堅定承諾。通過有效地分離有害廢棄物及無害廢棄物，並與專業廢棄物處理公司合作，本集團專注於對廢棄物進行回收與妥善處理，顯著減少了其環境影響。

Additionally, we are dedicated to improving the infrastructure for waste storage and processing, creating a comprehensive waste management system. Through these efforts, the Group ensures that all waste, whether hazardous or non-hazardous, is handled with meticulous care. By emphasising waste minimisation, reuse, recycling, and appropriate disposal, the Group not only enhances its contribution to environmental sustainability but also actively contributes to the broader societal goals of environmental conservation.

此外，我們致力於改善廢棄物儲存及處理的基礎設施，創建一個全面的廢棄物管理系統。藉由此等措施，無論是有害還是無害廢棄物，本集團都確保以極致謹慎進行處理。通過強調廢棄物減量、重用、回收及適當處置，本集團不僅提升了對環境可持續性的貢獻，亦積極參與到實現更廣泛的社會環境保護目標中。

Waste Types 廢棄物種類

Hazardous Waste Management 有害廢棄物管理

- Partner with specialised companies for processing emulsions and waste oil, separating waste at the source into designated areas or certified containers, ensuring safe disposal.
與專門處理乳化液及廢油的專業企業攜手，從源頭上將各類廢棄物妥善分類至專門劃定的區域或經認證容器，確保其安全處置。
- Use hierarchical system focusing on avoidance, reuse, recycling, energy recovery, and disposal, with all steps documented and regulated.
採取分層管理系統，從避免、重用、回收利用、能源回收乃至處置，每一步驟均有文件記錄並受到規範。
- Sort hazardous waste like emulsions and waste oil into specific areas or certified containers with marked codes.
將乳化液及廢油等有害廢棄物分類至專門劃定的區域或貼有代碼的經認證容器中。

Non-hazardous Waste Management 無害廢棄物管理

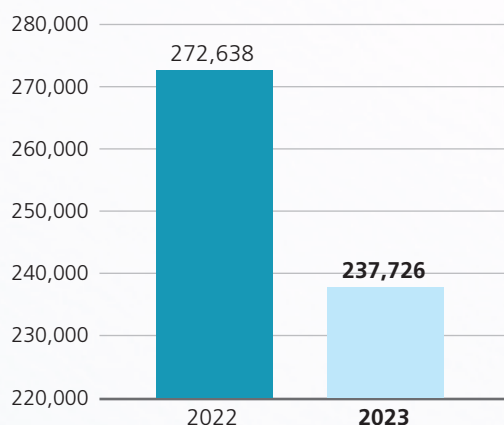
- Separately collect and recycle materials like paper, plastics, and wood, aiming to increase recycling rate and reduce landfill dependency.
分開收集並回收紙張、塑料及木材等物料，以期提高回收率，減少對垃圾填埋場的依賴。
- Enhance storage and operational efficiency without new waste initiatives, through reinforced scrap yard substrates and new storage solutions.
通過加固廢料場的基層設施及採納新的儲存解決方案，提升儲存及作業流程效率，而無需新的廢棄物處置計劃。

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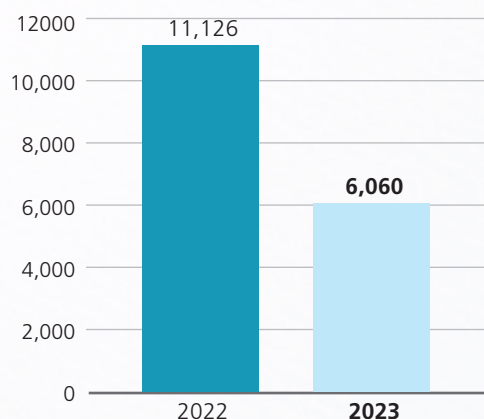
Due to our production activities, we produced 6,060 tonnes of hazardous waste and 237,726 tonnes of non-hazardous waste during the reporting period. The Group has implemented a comprehensive waste reduction strategy, focusing on minimising waste generation and enhancing the efficiency of waste management processes. This strategy encompasses both hazardous and non-hazardous waste, employing a hierarchical approach to disposal that emphasises avoidance, reuse, recycling, and energy recovery before considering elimination. Through the above initiatives and reduction in operations, hazardous waste and non-hazardous waste was effectively reduced by 45.5% and 12.8% compared to 2022 respectively.

由於我們的生產活動使然，於報告期間，我們產生了6,060噸有害廢棄物及237,726噸無害廢棄物。本集團已實施一套全面的廢棄物減量策略，專注於減少廢棄物產生量並提升廢棄物管理流程的效率。該策略覆蓋了有害和無害廢棄物，採取了重視避免、重用、回收利用及能源回收的階層式廢棄物處理方法，然後才考慮棄置。通過上述舉措及營運減少，與二零二二年相比，有害廢棄物及無害廢棄物的生產量分別有效減少了45.5%及12.8%。

Non-hazardous Waste Generation (tonnes)
無害廢棄物產生量 (噸)



Hazardous waste (tonnes)
有害廢棄物產生量 (噸)



Noise Emissions

The Group diligently monitors noise levels through regular audits. Should these levels surpass regulatory thresholds, investigations and corrective measures are promptly undertaken. To prevent abnormal noise caused by wear and tear or intensive use, we consistently maintain our equipment and machinery. Moreover, we undertake site planning, restructuring, and noise mapping to effectively manage and contain noise emissions from operational machinery, like shredders. Additionally, noise barriers have been installed to significantly reduce noise pollution, ensuring noise generated by our operations is within acceptable sound limits.

噪音排放

本集團不遺餘力地通過定期的審計監控噪音水平。一旦噪聲超出規範上限，我們將立即開展調查及實施糾正措施。為預防因設備機械磨損或過度使用造成的異常噪音，我們持續維護我們的設備和機械。此外，我們進行場地規劃、結構調整及噪音測繪，有效管理及控制來自營運機械（如粉碎機）產生的噪音。另外，我們已設置隔音屏障，顯著減少噪音污染，確保我們營運產生的噪音在可接受的聲音範圍內。

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Air Emissions

Air emissions are generated from machines used during the recycling processes. To minimise these emissions, the Group has been implementing and initiating strategies. In Europe, we have been using electric excavators, battery-powered forklifts, and hybrid vehicles to reduce emissions. This year, we are actively replacing EURO III vehicles with EURO VI vehicles. We also upgraded our dedusting systems and innovated dedusting filters to minimise dust pollution and to ensure compliance.

In Taizhou, following the installation of activated carbon adsorption devices for vehicular liquid and exhausted gas discharge in 2022, we further installed a pulse jet bag filter this year. In response to our Self-Monitoring Management System, we conducted self-monitoring on the non-methane total hydrocarbons and particulate matter emissions, and our assessments demonstrated that emission standards were met. To ensure compliance, designated staff are assigned to manage the air pollutant treatment facilities, and we collaborate with accredited third parties to carry out daily monitoring.

In Hong Kong, we regularly report on air emissions from our operations to ensure compliance. Our household electrical appliances recycling facilities systematically gather exhaust and dust produced to prevent any emissions into the atmosphere.

In 2023, the Group generated 2,361 kg of nitrogen oxides (NO_x), 2,074 kg of sulfur oxides (SO_x), and 1,003 kg of particulate matter (PM). The significant decrease in PM emissions is attributed to the modernisation of technology implemented in one of the two shredders.

Climate Change

Chiho is dedicated to tackling climate change and building resilience within our recycling operations. The Board and the CEO oversee the Company's ESG, including climate-related risks. By closely monitoring climate change challenges and opportunities, we ensure our business can prepare for timely adaptation initiatives.

Climate Risks and Opportunities Assessment

We are internally developing Scope 1, 2 and 3 emissions inventories to track progress, alongside operating a photovoltaic system for solar energy and a dust binding machine to counter increased dust in dry climates.

廢氣排放

回收過程中所使用的機器會產生廢氣。為盡量減少有關排放，本集團一直實施及開展策略。於歐洲，我們一直使用電動挖掘機、電池驅動叉車及混合動力車輛減少排放。我們於本年度正在積極將歐洲三號標準車輛更換為歐洲六號標準車輛。我們亦已升級除塵系統並引入除塵過濾器，以盡量減少粉塵污染並確保合規。

於台州，繼二零二二年安裝車液廢氣排放活性碳吸附裝置後，本年度亦安裝脈衝布袋除塵裝置。根據自我監控管理系統，我們對非甲烷總碳氫化合物及顆粒物排放進行自我監控，評估結果符合排放標準。為確保合規，我們指定專人負責空氣污染物處理設施的管理，並與獲認可的第三方合作進行日常監測。

於香港，我們定期報告其營運中的廢氣排放情況，以確保合規。我們的家用電器回收設施有系統地收集所產生的廢氣及灰塵，以防止排放至大氣中。

於二零二三年，本集團產生2,361千克的氮氧化物、2,074千克的硫氧化物及1,003千克的顆粒物。顆粒物排放量大幅減少乃歸因於兩台碎紙機之一實施技術現代化。

氣候變化

齊合致力於應對氣候變化，並在我們的回收作業中建立韌性。董事會及行政總裁監督本公司的環境、社會及管治事務，包括與氣候相關的風險。透過周密監測氣候變化所帶來的挑戰與機會，我們確保我們的業務能夠為及時的適應舉措做好準備。

氣候風險及機會評估

我們內部正編製範圍1、2及3的排放清單，以便追蹤我們的進展，並運行太陽能光伏系統以及粉塵黏合機，以應對乾燥氣候下粉塵增加的問題。

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Climate-Related Risks 氣候相關風險		
Type of Risks 風險類別	Risk Description 風險描述	Potential Financial Impact 潛在財務影響
Physical Risks 物理風險	Acute Risk 急性風險 More intense extreme weather events (such as wildfires, tornadoes, droughts, etc.), resulting in damage to our infrastructure and facilities. 極端天氣事件的加劇 (如山火、龍捲風、乾旱等)，導致我們的基礎設施及設施受損。	Additional costs may have to be incurred for repairing or maintaining the infrastructure and facilities vulnerable to natural disasters. 可能需要承擔額外的費用來修繕或維護容易受自然災害影響的基礎設施及設施。
	Chronic Risk 慢性風險 Rising temperatures facilitate the transmission of infectious diseases, posing a threat to employees' health. 氣溫上升有利於傳染病的傳播，對員工的健康構成威脅。	Epidemics may cause interruptions in operations, leading to loss of revenue. 流行病可能導致營運中斷，從而導致收入損失。
	Extreme heat and shifting rainfall patterns, potentially result in scarcity of natural resources (such as water) during specific seasons. 極端的高溫及降雨模式變化可能會導致在特定季節中的自然資源 (如水資源) 稀缺。	Increased operational costs result from the rising prices of stressed resources. 資源緊缺導致價格上升，進而營運成本增加。
	Coastal properties of the Group face risk from rising sea levels and soil erosion. 本集團的沿岸物業面臨海平面上升及土壤侵蝕的風險。	Relocation of affected sites may be required, leading to extra costs. 可能需要搬遷受影響的場所，從而產生額外成本。

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Climate-Related Risks 氣候相關風險		
Risk Categories 風險類別	Risk Description 風險描述	Potential Financial Impact 潛在財務影響
Transition Risks 過渡風險	Technology Risk 科技風險 The carbon neutrality plans in many nations require industries to reduce their emissions by upgrading their machinery. 許多國家的碳中和計劃要求工業通過升級其機器來減少排放。	Large-scale technological transformation is costly and carbon capture or low-carbon metal technologies are not fully developed. 大規模技術改造成本高，碳捕集或低碳金屬技術尚未充分發展。
	Policy/Regulation Risk 政策／監管風險 Carbon tax on products, notably on metals, is a global trend: 對產品徵收碳稅（特別是金屬產品）已成為全球大勢所趨： – China: Introducing carbon tax for steel industry. 中國：對鋼鐵產業引入碳稅。 – EU: CBAM policy from October 2023, tariffs on steel imports based on carbon content. 歐盟：從二零二三年十月起推出CBAM政策，根據進口鋼材的碳含量徵收關稅	New global regulations are raising carbon costs for metal-related businesses, impacting the Group and its partners. Failure to adapt may harm competitiveness. 全球性的新法規增加了金屬業務的碳成本，這對本集團及其合作夥伴造成影響。若未能適時調整，將可能削弱競爭力。
	Reputation Risk 聲譽風險 Failing to meet regional climate targets may harm stakeholder perception and image of the Group. 若未能達成區域氣候目標，可能會損害利益相關者對本集團的觀感及形象。	Loss of existing and potential business clients resulting in reduced revenue. 現有及潛在業務客戶的流失導致收益減少。

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Climate-Related Opportunities 氣候相關機會

Opportunities 機遇	Opportunity Description 機遇描述	Potential Financial Impact 潛在財務影響
Demand 需求	The increasing societal awareness of limited resources, especially metals, will increase demand for scrap recycling services. 社會對有限資源 (尤其是金屬資源) 意識的增強將增加對廢料回收服務的需求。	Potential for more clients and business. 更多客戶及業務的潛力。
Resource Efficiency 資源效益	Use of more efficient production processes such as advanced sorting and separation technologies. 採用更高效的生產過程，譬如使用先進的分類及分離技術。	Increased revenue from selling higher-quality recycled materials and reduced operational costs through more efficient processing. 通過更高效的處理方式，出售更高質量的回收材料，從而增加收益及節減營運成本。
Operational Resilience 業務韌性	Investing in renewable energy sources such as solar power and engaging in resource diversification and potential substitutes. 投資於太陽能等可再生能源，並致力於資源的多元發展及尋找潛在的替代能源。	Decreased vulnerability to potential increases in fossil fuel prices and supply chain instability. 降低受化石燃料價格的潛在上漲及供應鏈不穩定的影響程度。
Diversification of Business Activities 商業活動多樣化	Ability to diversify business activities due to changes in demand for a variety of recycling services, used cars, battery recycling and new energy vehicle recycling. 隨著對各類回收服務、二手車、電池回收及新能源汽車回收需求的轉變，我們有能力使業務多樣化。	Increased revenue via diverse innovative adaptation solutions and increased business channels. 透過多元創新的適應解決方案及增加業務渠道來增加收益。




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VALUING OUR WORKFORCE

The Group is dedicated to fostering a corporate culture that values employees and provides a safe and conducive working environment. As of 31 December 2023, the Group had a total of 2,251 employees, with 4 employees based in Hong Kong, 43 employees in Taizhou, and the remaining 2,204 employees in Europe. The gender ratio (Male: Female) is approximately 3.5 to 1, with a majority of employees aged between 30 and 50, accounting for 46.5% of the total workforce.

重視我們的員工

本集團致力於構建以員工為中心的企業文化，提供安全宜人的工作環境。截至二零二三年十二月三十一日，本集團共有2,251名員工，香港有4人，台州有43人，其餘2,204名員工分佈在歐洲。性別比例（男性：女性）約為3.5比1，大部分員工年齡集中在30至50歲之間，佔總勞動力的46.5%。

	<p>Target 8.5 – Achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value 目標8.5—實現所有男女（包括年輕人及殘疾人）的充分生產性就業和體面工作，並且同工同酬</p>
	<p>Target 10.3 – Ensure equal opportunity and reduce inequality of income, and adopt policies to progressively achieve greater equality 目標10.3—確保機會均等，減少收入不平等，並採取政策逐步實現更大程度的平等</p>
	<p>Target 4.3 – Provide equal access to affordable technical, vocational and higher education 目標4.3 —提供公平、可負擔的技職、職業與高等教育機會</p>

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2023 Employee Diversity 二零二三年僱員多樣性

Gender 性別

Male 男性	78.0%
Female 女性	22.0%

Age 年齡

Below 30 30歲以下	10.5%
30 to 50 30至50歲	46.5%
Above 50 50歲以上	43.0%

Geographical location 地理位置

Europe 歐洲	97.9%
Mainland China 中國內地	1.9%
Hong Kong 香港	0.2%

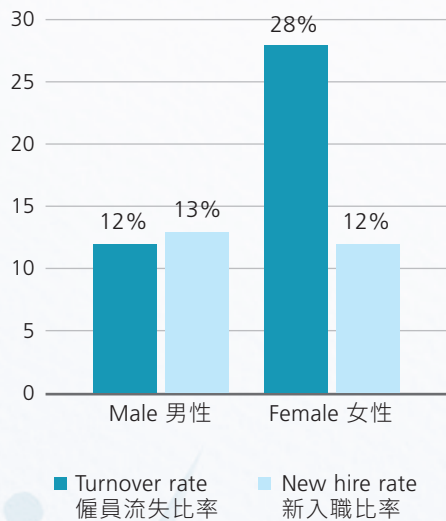
Profession 專業

Management 管理層	9.8%
Non-management 非管理層	90.2%

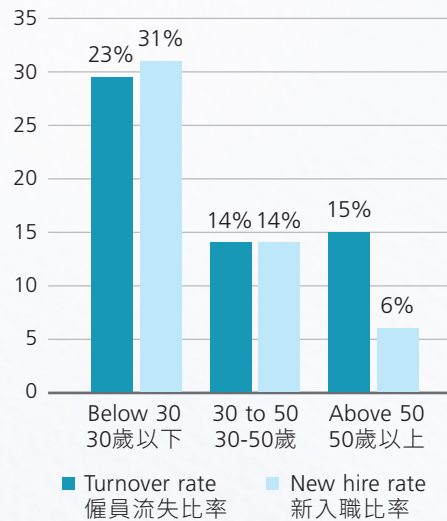
Through robust human resources management, the Group has nurtured a culture where people stay for the long term. During the Year, the Group's overall employee turnover rate was 15.1%. The new hire rate was 12.6%.

通過強有力的人力資源管理，本集團培育了員工長期留任的文化。於本年度，本集團的整體僱員流失比率為15.1%。新入職比率為12.6%。

Turnover and New Hire Rates (by Gender)
僱員流失比率和新入職比率 (按性別劃分)



Turnover and New Hire Rates (by Age)
僱員流失比率和新入職比率 (按年齡劃分)



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Nurturing Our Employees

We are dedicated to creating a diverse and inclusive work environment, rejecting any form of discrimination based on race, age, gender, sexual orientation, or personal background. To achieve this goal, the Group has carefully formulated comprehensive employment and recruitment policies, ensuring equal treatment for every employee and taking a strong stance against any form of discriminatory behaviour. In the event of allegations of policy violations, such as discrimination, harassment, intimidation, or retaliation, we promptly initiate thorough and impartial investigation. If necessary, appropriate disciplinary measures are taken to uphold the company culture and protect the rights of employees, including, if warranted, termination.

All our employee policies and practices strictly comply with relevant laws and regulations. We are committed to respecting and treating every employee fairly, as evidenced by employment contracts mutually agreed upon by both parties. Additionally, the Group has established clear guidelines for employee working hours and provides additional leave or higher overtime pay as compensation for employees who work overtime, ensuring their rights are fully protected.

Equal Employment

The Group is committed to achieving equal employment opportunities and has implemented relevant policies to ensure fairness in recruitment and employment standards. We provide clear and detailed explanations regarding the qualifications, knowledge, skills, and experience required for job positions. Furthermore, the Group has strict regulations in place to prevent the hiring of relatives of current employees. If there is a familial relationship, employees are required to report it to the management to ensure fairness.

The Group strictly adheres to all relevant laws and regulations, firmly upholding women's rights and interests, and striving for diversity. In every aspect, including recruitment, compensation, training, promotion, and benefits, we adhere to the principle of equal treatment, prohibiting any form of discrimination based on gender, race, nationality, place of birth, marital status, or pregnancy. We are dedicated to creating a diverse and inclusive work environment for all employees.

Employee Training Programmes

Chiho regards its employees as its most important capital and firmly believes that the long-term sustainable development of a virtuous enterprise cannot be achieved without training its workforce. We provide high-quality and extensive training to help employees continuously enrich themselves, acquire new skills, adapt to changing job requirements, and thus enhance their competitiveness in the workplace. This approach also aims to improve job satisfaction and loyalty among employees, allowing them to utilise their talents more comfortably.

培育我們的員工

我們致力於打造一個多元包容的工作環境，嚴禁基於種族、年齡、性別、性取向或個人背景等任何形式的歧視。為了實現此目標，本集團嚴謹制定了全面的僱傭及招聘政策，確保每位員工得到平等的待遇，並堅決拒絕任何形式的歧視行為。一旦有違反政策的指控，如歧視、騷擾、恐嚇或報復，我們會立即啟動徹底及公正的調查。如有必要，採取適當的紀律處分措施，以維護企業文化並保護員工權益，包括在有據可查的情況下，終止合同。

我們的所有員工政策及實踐嚴格遵守相關法律法規。我們矢志尊重每一位員工，讓彼等得到公平對待，此乃通過雙方共同商定的僱傭合約得以證明。此外，本集團亦為員工制定了清晰的工作時間指引，並為加班的員工提供額外的休假或更高的加班費作為補償，全力維護員工福祉。

平等就業

本集團始終堅持追求公平就業機會，為此制定了相關政策以確保招聘及僱傭標準的公正性。我們明確闡述了工作崗位所需的資格、知識、技能及經驗。此外，本集團嚴格規定防止僱用現有員工的親屬。若有親屬關係，員工必須向管理層申報，確保公平。

本集團嚴格遵守所有相關法律法規，堅定維護婦女權益，致力於多元化發展。無論是招聘、薪酬、培訓、晉升及福利等各個方面，我們一律秉持平等待遇原則，嚴禁基於性別、種族、國籍、出生地、婚姻狀態或懷孕等任何形式的歧視。我們致力於為所有員工創建一個多元包容的工作環境。

僱員培訓計劃

齊合將員工視為企業最寶貴的資產，堅信唯有培育人才，方能踏上企業的長遠與可持續之路。我們提供高品質及多元化的培訓，幫助員工持續進修，掌握新技能，適應職場的變遷，從而提高職場競爭力。此方法亦旨在提高員工的工作滿意度及忠誠度，讓彼等能更自在地發揮才華。

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Based on this belief, we strive to create a scientific, comprehensive, and diverse training system to better meet the skill needs of different employees. Our subsidiaries have established clear personal development and training plans for their staff. We ensure the training system encompasses Practice, Feedback, and Knowledge through four major steps, outlined below, with external training and seminars to enhance communication between the group's management, employees, and the industry, keeping knowledge up to date. This new knowledge gained from exchanges is further discussed in internal workshops, and subsequent training programmes include specialists for guidance, coaching, and feedback, helping employees better absorb information regarding the projects.

秉持這一信念，我們努力打造一個科學、全面及多元的培訓體系，以更精準地滿足不同員工的技能需求。我們的附屬公司為員工設計了清晰的個人發展及培訓計劃。我們確保培訓系統涵蓋實踐、反饋及知識的環節，並透過下文的四個主要步驟，以外部培訓與研討會加強本集團管理層、員工及行業之間的溝通，確保知識與時俱進。通過交流所得的新知識，我們會在內部工作坊中進行深入探討，並在隨後的培訓計畫中納入專家的指導、輔導及反饋，幫助員工充分吸收與項目相關的資訊。



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This Year, the Group continued to work closely with leading companies in the metal recycling industry to garner advanced knowledge.

於本年度，本集團繼續與金屬回收行業的翹楚企業緊密協作，以汲取尖端專業知識。

18 January 2023

We visited the joint venture Hidaka-Chiho Metal Recycling in Thailand for an inspection and exchange on safe production and recycling technology processes, communicating with plant managers and summarising significant improvements in production technology, training and recycling business volume with the Thai partners during the Year.

二零二三年一月十八日

我們參觀了位於泰國的合資企業Hidaka-Chiho Metal Recycling，進行了安全生產和回收技術流程方面的考察與交流，亦與工廠管理人員進行溝通，總結了本年度與泰國合作夥伴在生產技術、培訓及回收業務量方面的顯著改進。

7 March 2023

We conducted a month-long support and exchange with technical experts from Scholz Group and Shandong Hongshun Recycling Technology Co., Ltd. The Scholz technical experts provided our operational staff with advanced technical training, including management and guidance on the installation and commissioning of aluminum crushing lines and scrap car crushing line equipment, sharing valuable insights into Europe's rich experience in recycling and regeneration.

二零二三年三月七日

我們與順爾茨集團及山東宏順循環科技有限公司的技術專家開展了為期一月的支援與技術交流。順爾茨的技術專家為我們的運營人員帶來了高端的技術培訓，內容涵蓋了管理及指導鋁碎裂線和報廢汽車碎裂線設備的安裝及調試，並分享了歐洲在回收再生方面豐富領域的深厚經驗與洞見。

Learning Management System

Besides the above initiatives, we have also established the Scholz Academy, which aims to strengthen participants' professional knowledge and skills to fundamentally enhance competitiveness. The programme courses are mainly divided into LMS (Learning Management System) courses and further training, offering practical courses in different disciplines, including leadership, Microsoft skills, and basics of the metal industry. During this reporting year, the Scholz Academy offered 1,370 employees 17 advanced courses and 116 LMS courses, receiving widespread acclaim from 543 employees.

學習管理系統

除了上述舉措，我們亦成立Scholz Academy，其宗旨在於強化學員的專業知識及技能，從根本上提高競爭力。課程主要分為學習管理系統課程及進階培訓，提供各學科實務課程，包括領導能力、微軟技能與金屬產業基礎知識等。於本報告年度，Scholz Academy為1,370名員工提供17門高階課程和116門學習管理系統課程，受到543名員工的廣泛好評。

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Sample of Scholz Academy Courses Scholz Academy課程實例

LMS Courses 學習管理系統課程

- Business Development
業務發展
- Design Thinking – From the idea to the prototype in two days!
設計思維—在兩天內從想法到落地!
- Leadership and personal responsibility
領導力及個人責任
- Health work at the VDU workplace
在VDU工作場所健康地工作
- Microsoft Skills
微軟技能
- Time, self and stress management
時間、自我及壓力管理
- 44 Questioning techniques: Communicate more effectively with good questions
44個提問技巧：用好問題進行更有效的溝通

Further Training 其他培訓

- Changes in labour, wage tax and social security law for 2022
二零二二年勞動、工資稅及社會保障法的變動
- Fundamentals of the Metal Industry (VDM Junior Program)
金屬工業基礎 (VDM初級課程)
- Yesterday a technical expert – today a manager
昨日是技術專家—今天則是經理

Induction Training Programme

Starting from the previous year, our European subsidiaries have launched and implemented the Induction Training Programme. We carefully considered the main issues faced by staff and developed a systematic and comprehensive training content across six major modules, covering various management processes and regulations.

入職培訓計劃

從去年開始，我們的歐洲附屬公司推出並實施了入職培訓計劃。針對員工面對的主要問題，我們精心開發了一套系統且全面的培訓內容，涵蓋了六大模組，涉及各種管理流程及規範。

Induction Training Programme Contents 入職培訓計劃內容

Information of
HR Management Process
人力資源管理流程資訊

ISO 9001:2015 Quality
Management System
ISO 9001:2015 品質管理體系

ISO 14001:2015 Environmental
Management System
ISO 14001:2015 環境管理體系

Regulations of Health
and Safety at work
職場健康安全規定

Work Standard Process
(for Production Workers)
生產人員工作標準流程

Work Standard Process
(of administrative work)
行政工作標準流程

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Career Development

Furthermore, to better assist employees in overcoming difficulties and formulating plans, our European subsidiaries conduct an annual survey and interview employees. This project reviews employees' past performance in six parts, helping them to self-evaluate more clearly, identify strengths and weaknesses, and thus better understand and improve work processes for self-enhancement. Aiming for efficient operations and sustainable development of human resources and management models, Chiho continues to refine and improve this project.

職業生涯發展

此外，為了更好地幫助員工克服困難及規劃職業路徑，我們的歐洲附屬公司開展年度員工調查與訪談。該計劃分六個部分檢視僱員過往的表現，幫助他們更清晰地自我評估，識別長短處，從而更深入地理解及改善工作流程，以達到自我提升的效果。齊合致力於該項目的持續改進與提升，旨在實現高效營運及人力資源和管理模式的可持續發展。



Through our comprehensive and scientific training system and the efforts for mentoring staff, a total of 850 employees received training during this reporting year.

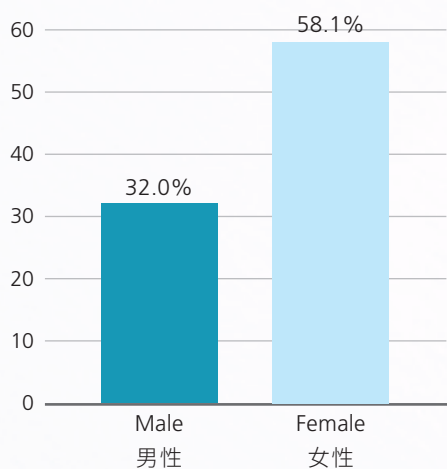
通過我們全面的科學培訓體系及對員工的指導，於本報告年度，共有850名員工接受了培訓。

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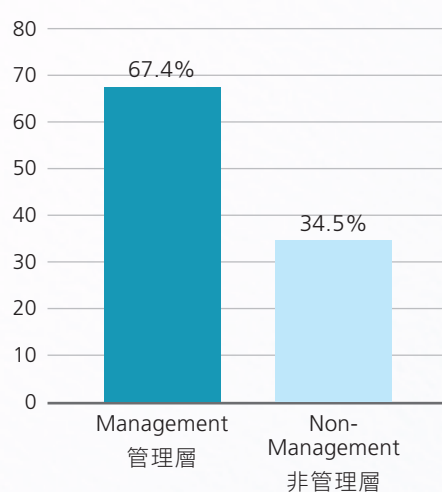
Thanks to the Group's determination and investment for enhancing the training system, we have achieved comprehensive growth in Training Cover Rate and Average Training Hours among male and female employees at all levels. This effectively fulfills our commitment to providing employees with higher quality and more extensive training.

得益於本集團對完善培訓體系的決心及投入，無論男女員工，我們在各級別的培训覆蓋率及平均培訓時數均實現了全面增長。這有效地履行了我們為員工提供更優質、更全面培訓的承諾。

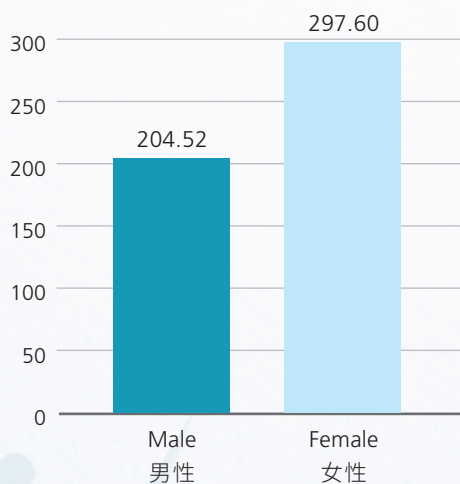
2023 Training Cover Rate (by gender)
二零二三年培訓覆蓋率(按性別劃分)



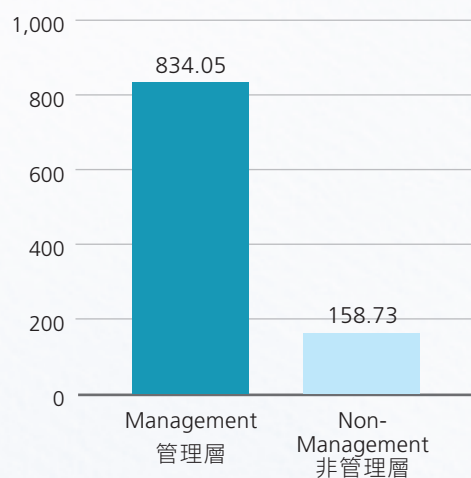
2023 Training Cover Rate (by category)
二零二三年培訓覆蓋率(按職別劃分)



Average Training Hours (by gender)
平均培訓時數(按性別劃分)



Average Training Hours (by category)
平均培訓時數(按職別劃分)



WORKPLACE SAFETY

Since its establishment, the Group has always been committed to creating a culture that provides a safe working environment and facilitates professional growth of its employees. We have been dedicated to establishing a safe and healthy working environment to ensure that all employees can comfortably unleash their potential while safeguarding their health.



Target 3.9 – Reduce the number of deaths and illnesses from hazardous chemicals and other types of environmental pollution

目標3.9—減少危險化學品及其他環境污染物所致死亡及生病人數

Safety Management Approach

In consideration of the potential health and safety risks to employees, Chiho has established a comprehensive Safety Management System and disciplinary procedures. In subsidiaries located in China, Hong Kong, and Europe, we have set up different safety committees responsible for continuously improving working conditions. Our services cover Safety Production Management, Corporate Safety, Site Safety, and Safety policies to promote health and safety performance.

Moreover, in addition to continuously focusing on relevant laws and regulations to ensure the Group's safety policies are compliant, Europe's Health and Safety Organisation conducts a safety inspection every three years to identify potential hazards. Similarly, Hong Kong's Site Safety Committee organises employees to participate in evaluating and reviewing potential hazards in the work environment and the site, making suggestions to the Corporate Safety Committee for communication, and setting the corresponding safety goals every two years based on employee assessments and opinions.

工作場所安全

自成立以來，本集團一直致力於營造一種文化氛圍，旨在提供安全的工作環境及促進員工的專業發展。我們持續努力，打造一個安全與健康並重的工作場所，確保每一位職員在維護自身健康的同時，能夠自在地發揮個人潛能。

安全管理方針

考慮到員工可能面臨的健康及安全風險，齊合建立了一套全面的安全管理系統及紀律程序。在位於中國、香港及歐洲的附屬公司中，我們設立了不同的安全委員會，專責於工作環境的持續改善事宜。我們的服務涵蓋了安全生產管理、企業安全、工地安全及安全政策，以促進健康及安全績效。

此外，除了持續關注相關法律法規以確保本集團的安全政策符合規定外，歐洲的健康及安全組織每三年進行一次安全檢查，以識別潛在危險。同樣地，香港的工地安全委員會安排員工參與評估及檢視工作環境及工地的潛在風險，並向企業安全委員會提出建議並進行溝通，依據員工的評估及意見，每兩年設定相應的安全目標。

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Chiho's Operations 齊合的業務			
China 中國	Hong Kong 香港		Europe 歐洲
Safety Production Management Committee 安全生產管理委員會	Corporate Safety Committee 企業安全委員會	Site Safety Committee 工場安全委員會	Health and Safety Organisation 健康及安全組織
<ul style="list-style-type: none"> Identifying risks 識別風險 Responding to risks 應對風險 Risk mitigation 減緩風險 	<ul style="list-style-type: none"> Oversee, advise, and communicate with Site Safety Committee 監察工場安全委員會、向其提出建議，並與其進行溝通 	<ul style="list-style-type: none"> Engage employees to evaluate, review, and update policies 組織員工參與評估、審查及更新政策 	<ul style="list-style-type: none"> Focus on implementation of policies 專注於實行政策 Review policies to comply with relevant laws and regulations 審查政策，以遵守相關法律法規

Based on ongoing discussions, follow-up and oversight of the Safety Management Committee, the Group has refined and improved many details to ensure that the workplace always meets all safety standards, providing employees with a secure occupational environment. Given the nature of our business, we place extra emphasis on fire safety issues. The Group has not only developed fire safety guidelines for employees but also mandated regular inspections and records of fire-fighting equipment to ensure that all combustion, smoke extraction, and ventilation equipment meet the conditions for safe operation. Furthermore, we provide relevant first aid training to our staff and ensure that each workplace has at least one employee who has received training, so that in the event of an accident, minor injuries can be promptly attended to.

在安全管理委員會的持續討論、跟進及監督下，本集團細化及改進了許多細節，以確保工作場所時刻符合所有安全標準，為員工提供一個安全的職業環境。考慮到我們業務的性質，我們對消防安全問題格外重視。本集團不僅為員工制定了消防安全指南，亦要求定期檢查及記錄滅火設備，以確保所有燃燒、排煙及通風設備符合安全運行的條件。此外，我們為員工提供相關的急救培訓，確保每個工作場所至少有一名接受過培訓的員工，以便在發生事故時能迅速處理輕傷。

- All points of access to fire extinguishers, hydrants, electrical cabinets must always be free.
所有滅火器、消防栓、電氣櫃的通道必須時刻保持暢通無阻。
- All fire extinguishers and hydrants must always have free access of at least 0.70 m.
所有滅火器及消防栓必須時刻保持至少0.70米的無障礙空間。
- Fire extinguishers required for backup must be stored in a designated room and can be immediately used and unlocked in the event of a fire.
備用滅火器必須存放在指定的房間內，確保一旦發生火警，可立即取用及開啟。
- A large "Hydrant" must be visibly in sight.
大型的「消防栓」標誌必須清晰可見。



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- For storage of gases, a dedicated space must be arranged on the site.
儲存氣體需在工地另設專區。
- Cylinders must be stored in a dedicated space, secured, bound by, and connected with a chain or steel rope, so they cannot fall. They must be put below a canopy or in an otherwise shaded place.
氣瓶必須存放在專用區域，並以鏈條或鋼索牢固固定，以防翻倒，且應置於遮蔽處或其他有遮蔽的地方。

Health and Safety Measures and Services

The Group strictly adheres to the Occupational Health and Safety Management System, complying with relevant laws, regulations, standards, and systems pertaining to safe production. We adhere to the policy of “safety first, prevention foremost, and comprehensive management.” To illustrate, our recycling plants located in Mainland China and in Scholz Recycling GmbH have been certified with ISO45001.

Besides having in place a safety management system, the Group is also providing the necessary health and safety services to its employees, by way of meticulous preventive and emergency measures to further ensure that employees receive adequate attention and protection in the course of work.

健康與安全措施及服務

本集團嚴格遵守職業健康與安全管理體系，符合相關安全生產的法律、法規、準則與制度。我們堅持「安全至上、預防為先、全方位管理」的方針。舉例來說，我們位於中國內地的回收廠及Scholz Recycling GmbH已獲得ISO 45001認證。

除了設置安全管理系統外，本集團亦為員工提供必要的健康與安全服務，通過周密的預防及緊急措施，進一步確保員工在工作過程中得到充分的關注與保護。

Scholz Recycling GmbH

CEO and the Safety Management Committee organise regular programmes to set operational objectives and assess employees' physical and mental stress. Based on these assessments, SRG implements a variety of preventive measures, and provides corresponding assistance to comprehensively safeguard employees' health and safety. These measures and assistance include, but are not limited to issuing extensive and regular directives, establishing an accident management system, identifying accident risks and causes, formulating emergency response plans, and conducting analyses, evaluations, and tests for chemical, biological, or physical agents.

行政總裁及安全管理委員會定期策劃活動，確立運營目標並評估員工的身心壓力。基於此等評估，SRG實施各種預防措施，並提供相應的支援，周全地守護員工的健康與安全。該等措施及支援包括但不限於發佈廣泛且定期的指導方針，建立事故管理系統，識別事故風險及成因，編製緊急應對計劃，以及對化學、生物或物理因子進行分析、評估及測試。

SRW metalfloat GmbH

Regular medical services are provided, thus allowing employees to have their physical and mental health assessed and receive medical assistance free of charge. Additionally, we organise and encourage employees to participate in public sports activities, such as football and running. This initiative is not only intended to provide employees with a break from their work routines but also to encourage them to enhance their mental and physical well-being through sports.

定期提供醫療服務，讓員工能夠免費評估身心健康及獲得醫療援助。同時，我們組織並鼓勵員工參加公共體育活動，如足球及跑步。這項舉措不僅旨在讓員工從日常工作中抽身，也鼓勵彼等通過體育活動增進身心健康。

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In our European factories, we require employees to wear standard protective gear while working. Should any equipment be damaged, workers are to report immediately and ask for a replacement to ensure they can avoid abrasions from material handling and distractions. To further enhance workplace safety and protect employees from potential injuries, we have introduced the innovative technology of the Bionic Back into use.

在我們的歐洲工廠，我們要求員工在工作時穿著標準防護裝備。一旦設備出現損壞，工人應立即報告並要求更換，以保障他們在處理物料過程中避免受傷或因分心造成事故。為進一步提高工作場所安全並保護員工免遭意外傷害，我們引入了創新技術Bionic Back，並投入使用。



Bionic Back

The core of Bionic Back is a flexible back that bears the tensile force of the elastic force component, but does not put any additional pressure on the spine. The flexural stiffness simulates the muscle tissue of the spinal extension, helping the wearer to maintain the extended spinal position. Bionic Back aims for high lifting loads, and realises unlimited operation through active support, intuitive support settings and flexible application possibilities for dynamic and static activities.

Bionic Back的核心是具有彈性的背脊，承受彈力部分的拉力，但不會對脊椎施加任何額外壓力。可彎曲的剛硬材質會模擬脊椎伸展的肌肉組織，幫助佩戴者維持脊椎伸展的姿勢。Bionic Back旨在承受較大的提舉負荷，並透過主動支撐、直覺性支撐設置和動態及靜態活動的靈活應用可能性來實現無限制的操作。

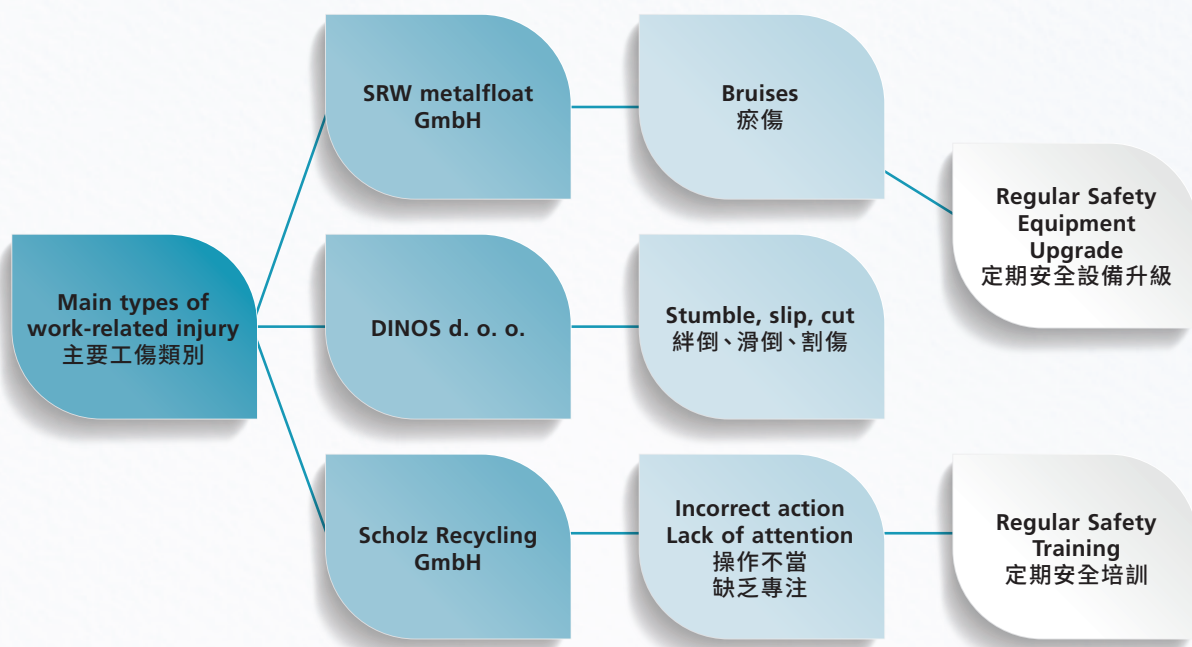
Over the past two reporting years, there have been no work-related fatalities and in 2023, we recorded 171 workplace injuries, a 13% decrease from the previous year.

在過去兩個報告年度中，概無發生任何與工作相關的致命事故，於二零二三年，我們錄得171宗工傷事故，較去年減少13%。

		2022 二零二二年	2023 二零二三年
Total number of workplace injuries	工傷總數	197	171
Lost days due to work injury	因工傷損失工作日	2,704	3,613

Through our accident management system, we can identify the primary types of workplace injuries at SRW metalfloat GmbH, Scholz Recycling GmbH, and DINOS d. o. o. such as bruises and their causes, including incorrect actions and lack of attention, or a stumble or a slip. We have developed different response plans for safety improvements to mitigate the severity and frequency of workplace injuries.

藉由我們的事務管理系統，我們可以識別出SRW metalfloat GmbH、Scholz Recycling GmbH及DINOS d. o. o.的主要工傷類別（如瘀傷）及其原因，包括操作不當、缺乏專注，或絆倒或滑倒。我們已經制定了有關安全改進的不同應對計劃，以減輕工傷的嚴重性及發生頻率。



Safety Training and Protection

To address workplace injuries caused because of improper use of equipment, Chiho is committed to providing employees with more comprehensive occupational health and safety training, thereby helping them gain a deeper understanding of operating guidelines and raising awareness of related regulations.

At SRW metalfloat GmbH, we have invited the Red Cross to conduct First Aid Courses for our employees, ensuring that in the event of an accident, the injured person can receive immediate assistance. At DINOS d. o. o., regular safety training is provided to all new employees to help them become quickly familiar with handling processes and equipment. Other employees also undergo safety training regularly to ensure they strictly follow prescribed operating procedures and take responsibility for their own and others' health and safety. Additionally, China's Qishun Recycling Technology Co., Ltd. and Chiho Tiande Metals Co., Ltd. have conducted multiple safety education and training sessions for both new and existing employees. The training covers a range of topics, including safe operation procedures for scrapped cars, and the management system for hazardous waste in disassembly workshops, encompassing both theoretical knowledge and practical operations.

安全培訓與防護

為了解決由於不當使用設備而造成的工傷問題，齊合致力於為員工提供更全面的職業健康與安全培訓，從而幫助彼等更深入地了解操作指南並提高對相關規例的認識。

在SRW metalfloat GmbH，我們邀請了紅十字會為我們的員工舉辦急救課程，確保在事故發生時，傷者能夠立即得到援助。在DINOS d. o. o.，我們為全體新員工提供定期的安全培訓，幫助彼等快速熟悉操作流程及設備。其他員工亦定期接受安全培訓，確保彼等嚴格遵守既定的操作程序，並對自己及他人的健康及安全負責。此外，中國的齊順循環科技有限公司及齊合天地金屬有限公司亦為新員工及現職員工進行了多次安全教育及培訓課程。培訓涵蓋了一系列主題，包括報廢汽車的安全操作程序，以及拆解車間危險廢棄物管理系統，當中既包括理論知識亦包括實際操作。

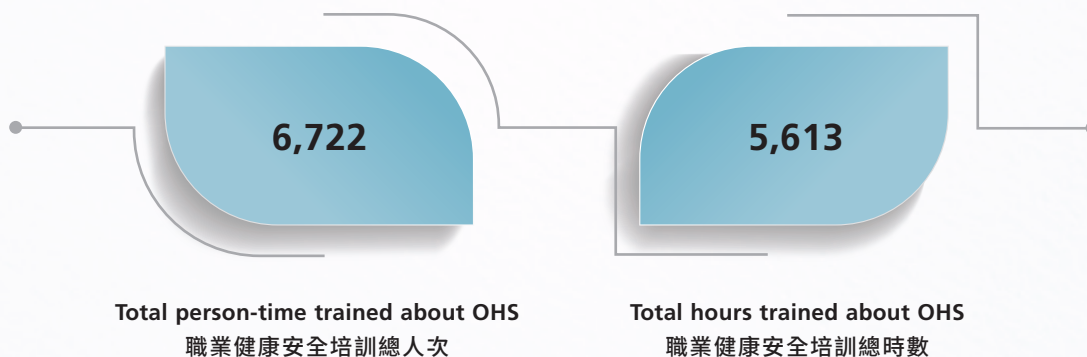
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Moreover, as one of the global leaders in metal recycling, the Group aims to expand its scope of safety protection responsibilities. We have launched a Contractor Health and Safety Policy, requiring external partners, including all contractors, to comply with and improve upon it, and to accept supervision and review by the relevant committees. The policy covers a variety of risk assessments, implementation of preventive measures, and handling of hazardous materials and incidents. We also commit to providing regular safety training for contractors' personnel and have factory managers and safety guides available to answer any work safety queries.

This Year, a total of 6,722 person-time have received health and safety-related training, for a total of 5,613 hours.

此外，作為全球金屬回收業界的翹楚之一，本集團旨在擴大其安全保護責任的範圍。我們推出了承包商健康與安全政策，要求包括所有承包商在內的外部合作夥伴遵守並改進該政策，並接受相關委員會的監督及審查。政策涵蓋了各種風險評估、預防措施的實施，以及危險物質和事件的處理。我們同時承諾為承包商人員提供定期的安全培訓，並設有工廠管理人員及安全指導員，以解答任何工作安全的疑問。

於本年度，共有6,722人次接受了健康與安全相關的培訓，總計5,613小時。



Elimination of Child Labour and Forced Labour

The Group has a zero-tolerance policy towards the use of child labour or forced labour. To prevent such situations, our Human Resources department carries out strict age verification and follows onboarding procedures to ensure that all employees meet the legally required age. Any instances of forged identities or violations of regulations are immediately addressed, and relevant contracts are terminated. Additionally, we strictly adhere to laws and regulations regarding overtime work, ensuring that all working hours are properly recorded. Overtime work is only conducted after obtaining appropriate authorisation and formal documentation.

During the Year, the Group has not identified any significant violations of employment and labour standards, and we did not receive any complaints related to child labour or forced labour. We continue to uphold high standards of compliance with labour laws and continuously improve our policies and procedures to ensure that every employee enjoys a workplace environment that is fair, just, and respectful.

消除童工和強制勞工

本集團對使用童工或強迫勞動持有零容忍政策。為了預防該等情況，我們的人力資源部門嚴格執行年齡核並遵循入職程序，確保所有員工符合法定年齡要求。假如查出有偽造身分或違反規定的行為，我們將立即處理此事宜，並終止違規人員的合同。此外，我們嚴格遵守有關加班工作的法律法規，確保所有工作時間均正確記錄，並且只有在獲得適當授權及正式文件後，才可加班工作。

於本年度，本集團未發現任何重大的僱傭及勞動標準違規事件，我們亦無收到任何與童工或強迫勞動相關的投訴。我們持續堅守對勞動法規的高標準遵從，不斷優化我們的政策和程序，以確保每位員工都能享受到一個公正、公平、互相尊重的職場環境。

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Extending Our Care

Chiho continues to pay close attention to the community's needs and responds in a proactive manner. As an example, in February 2023, a powerful earthquake struck Turkey, causing significant devastation within the region and leaving affected areas facing severe shortages of essential supplies. The Group closely monitored the situation following the earthquake and actively participated in relief efforts initiated jointly by the city of Aalen, Germany, and Turkey. By promptly contacting the relief organisation in Aalen and gathering information on the needs of the affected area, the Group swiftly mobilised its procurement and transportation departments to dispatch over 600 sets of relief supplies, including clothing, to Aalen for donation to Turkey, valued at EUR23,782.53. We believe these supplies have aided frontline rescue workers in braving the elements and contribute to post-disaster reconstruction efforts, while conveying the Group's warmth and concern for those affected.

延伸企業關懷

齊合持續密切關注社區的需求，並積極作出回應。舉例來說，於二零二三年二月，土耳其發生強烈地震，當地遭受嚴重破壞，受影響地區面臨基礎物資極度短缺的困境。本集團在地震後密切關注災情，並積極參與由德國阿倫及土耳其共同發起的救援行動。本集團迅速聯繫在阿倫的救援組織，收集受影響地區的需求資訊，迅速動員採購和運輸部門，向阿倫寄送超過600套衣物等救援物資，總值23,782.53歐元，全部捐助給土耳其。我們相信此等物資不僅支援了前線救援人員抵抗惡劣天氣，並對災後重建工作貢獻力量，同時傳達本集團對受災人民的關懷與關注。

Disaster Relief Materials Donation Site 災害救濟物資捐贈站



Furthermore, the Group is committed to promoting green and low-carbon development. The Group actively engages with local communities worldwide, striving to foster sustainable and improved living environments. In 2023, the Group collaborated with the fashion brand C&A to recycle plastic products for window displays, conveying to consumers the concepts of environmental protection and reuse. The Group also partnered with schools to promote the concept of Caring for the Environment and Turning Waste into Treasure among primary and secondary school students. This initiative aims to disseminate knowledge about recycling and reuse of renewable resources while advocating for the significance of resource reuse in preserving the Earth's ecology.

再者，本集團致力推動綠色及低碳發展。本集團與全球各地的社群積極互動，努力營造永續與更美好的居住環境。於二零二三年，本集團與時尚品牌C&A聯手，將塑料製品轉化為櫥窗展覽的素材，向消費者傳達環保及再利用的觀念。本集團亦與學校合作，向小學生及中學生灌輸「愛護環境、廢物變寶物」的理念。此舉旨在推廣回收利用再生資源的知識，同時倡導資源再利用在保護地球生態中的重要性。

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In addition, the Group also contributed to the local community in areas such as culture, education, environmental concerns, and sports, bringing positive environmental and social impacts to the people and contributing to improvement of global climate issues. The Group invested EUR28,370.00 in sports, and another EUR26,782.53 in social associations and others.

此外，本集團亦在文化、教育、環境關懷及體育等領域對當地社區作出貢獻，為當地居民帶來正面的環境及社會影響，助力改善全球氣候問題。本集團在體育上投資了28,370.00歐元，另外在社會組織及其他方面投資了26,782.53歐元。

A fundraising campaign was held for children at the Ostalb clinics in Aalen and Mutlangen, with 1,270 teddy bears worth a total of €18,000 arriving at the clinic and proving very popular with the young patients.

在阿倫及穆特朗根的Ostalb診所，為兒童舉辦了一場籌款活動，共計1,270隻價值總額為18,000歐元的泰迪熊在阿倫及穆特朗根的，受到小患者們的熱烈迎接。

Shining Children's Eyes in the Clinic
診所內的童心明亮計劃



With our sponsorship contract, Scholz Recycling GmbH made a contribution to the safety and stability of our handball club. We have been a partner of EHV Aue for several years. In the 2022/2023 handball season, we had the unique chance to witness how EHV Aue made it to League 2. 藉由我們的贊助合約，Scholz Recycling GmbH對我們的手球俱樂部的安全性及穩定性作出貢獻。多年來，我們一直是EHV Aue的合作夥伴。於二零二二年／二零二三年手球賽季中，我們有幸見證EHV Aue躋身乙級聯賽的時刻。

Sponsorship of the Handball Club EHV Aue
贊助EHV Aue手球俱樂部



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Overall, the Group has contributed to numerous other charitable projects, surrounding sports clubs, local associations, kindergartens, village festivals, and Ukraine. We donated a total of EUR55,152, including materials such as teddy bears, football equipment, and weightlifting equipment.

總體而言，本集團對許多其他慈善項目有所建樹，包括對體育俱樂部、地方協會、幼稚園、村慶活動及烏克蘭作出捐贈。我們合共捐贈55,152歐元，包括泰迪熊、足球器材、舉重器材等物資。



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OPERATIONAL EXCELLENCE

The Group is committed to continuous operational improvement to achieve standards of excellence. To meet this expectation in supply chain management, product quality, customer service and data privacy protection, our European subsidiaries have commenced the implementation of management systems certified for ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 27001:2013 Information Security, which we plan to complete in 2024. In addition, we conduct regular internal audits and site inspections in our European operations, where the majority of the Group's suppliers are located. We document all significant findings and resolve issues on-site to ensure that operations meet standards of excellence.

In 2023, Chiho Environmental Group and its subsidiary Scholz Group joined hands to promote Qishun (Zhejiang) Recycling Technology Co., Ltd, a joint venture dedicated to the development of scrapped vehicle recycling and reusing and recycling of lithium batteries. Both parties will continue to uphold the spirit of cooperation, jointly promote the development of the project, and contribute to the cause of environmental protection.

Furthermore, at the China International Import Expo (CIIE) held in November 2023, we are pleased to announce that our subsidiary, Taizhou Chiho Tiande Metal Co., Ltd., accepted an award for being a key import platform in Zhejiang Province. The award honours enterprises or markets that have demonstrated a driving effect to promote sustainable development of Zhejiang's foreign trade.

營運卓越

本集團不斷追求運營改善，以達到卓越的營運標準。為了在供應鏈管理、產品質量、客戶服務及數據隱私保護方面實現此期望，我們的歐洲附屬公司已著手進行ISO 9001:2015 質量管理體系、ISO 14001:2015環境管理體系及ISO 27001:2013資訊安全管理體系的認證，預計在二零二四年完成。此外，我們定期對本集團大部份供應商所在的歐洲運營據點進行內部審計及現場檢查。我們記錄所有重大發現並在現場進行整改，保障運營水準之卓越。

於二零二三年，齊合環境集團及其附屬公司順爾茨集團攜手推進齊順（浙江）循環科技有限公司的發展，其為一家致力於開發報廢汽車回收再利用及鋰電池回收的合資企業。雙方將繼續秉承合作精神，共同推動項目的發展，為環境保護事業貢獻力量。

此外，於二零二三年十一月舉行的中國國際進口博覽會上，我們欣然宣佈，我們的附屬公司台州齊合天地金屬有限公司榮獲浙江省重點進口平台獎項。該獎項旨在表彰對促進浙江省對外貿易永續發展具有帶動作用的企業或市場。



Target 8.2 – Through constant collaboration with our suppliers, Chiho aims to achieve higher levels of economic productivity through diversification, technological upgrading and innovation
目標8.2—通過與供應商的持續合作，齊合旨在通過多元化、技術升級及創新實現更高水平的經濟生產力

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Supply Chain Management

Supplier Engagement

To maximise the value of waste materials, the Group takes on the important task of educating suppliers on the importance of recycling. We run induction courses to train new suppliers and organise seminars to keep all suppliers up to date with the latest legislative changes taking place in the waste management industry. The Group's suppliers include the stakeholder groups stated below.

Goods Suppliers
(e.g., equipment or spare parts)
貨品供應商 (如設備或零部件)

Waste Material Providers
廢料提供商

Service Providers
(e.g., sorting / transportation)
服務提供商 (如分類／運輸)

To engage suppliers and customers in our business and to obtain feedback on our performance, we use the following multi-channel mix.

供應鏈管理

供應商參與

為充分發揮廢棄物資源的價值，本集團承擔起教育供應商關於回收重要性的重要任務。我們安排上崗培訓課程，對新供應商進行培訓，並組織研討會，讓所有供應商均能跟上廢棄物管理行業發生的最新立法動態。本集團的供應商包括以下所述的利益相關者群組。

我們使用以下各種渠道，讓供應商及客戶參與到我們的業務之中，並獲得彼等對我們的表現回饋。

Stakeholder Engagement Channels 利害相關者聯繫管道



Personal Visits 親自拜訪

Relevant personnel reach out to customers and suppliers to obtain more personalised feedback
相關人員會主動聯繫客戶及供應商，獲取更多個性化反饋



Online Communication 網上溝通

Telephone or email communication to obtain feedback
電話或郵件溝通以獲取反饋



Survey Sheets 調查表

Survey questionnaires are handed out to materials and services providers to obtain more information on their business practices
為物料及服務提供商提供調查評估，以獲取有關其業務實踐的更多信息



Partners' Comments 合作夥伴意見

Business partners provide valuable insights towards the Group's performance
業務夥伴為本集團績效提供寶貴意見

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Supplier Assessment and Green Procurement

Before commencing the supplier selection process, we conduct a thorough assessment of the supplier's business, which includes personal visits to verify the validity of the information provided. We expect suppliers to align with our values of being reliable, collaborative, valuable and compliant. All the Group's key supplier partners are required to comply with specific regulations on occupational health and safety, environmental impact, and energy efficiency measures. Sustainability commitments, product quality and financial considerations are the basis for supplier selection. If a supplier fails to comply with the Group's standards, corrective action is required to address the shortcomings, and failure to comply may result in termination of the partnership, when appropriate.

供應商評估與綠色採購

在挑選供應商之前，我們對供應商的業務進行徹底評估，其中包括親身訪問以核實所提供信息的真實性。我們期望供應商能與我們的價值觀相一致，即可靠、合作、價值創造及合規。本集團所有的關鍵供應商夥伴均須遵守有關職業健康與安全、環境影響及能源效益措施的特定規定。可持續性承諾、產品質量及財務考量是挑選供應商的基礎。倘供應商未能符合本集團的標準，我們將要求進行糾正行動來解決不足之處，並且在適當的情況下，不合規的供應商可能會遭到終止合作關係。

Number of Suppliers by Geographical Region

按地區劃分的供應商數目

Europe 歐洲	30,608
Taizhou 台州	58
Hong Kong 香港	1
Total 總計	30,667

Upholding Product Quality

保持產品質量



Target 12.5 – By recycling scrap metals and creating high quality metals that can be reused or repurposed, Chiho is contributing to a substantial reduction in waste generation

目標12.5 – 通過回收再生金屬並製造可再利用或作其他用途的優質金屬，齊合為大幅減少廢棄物產生做貢獻

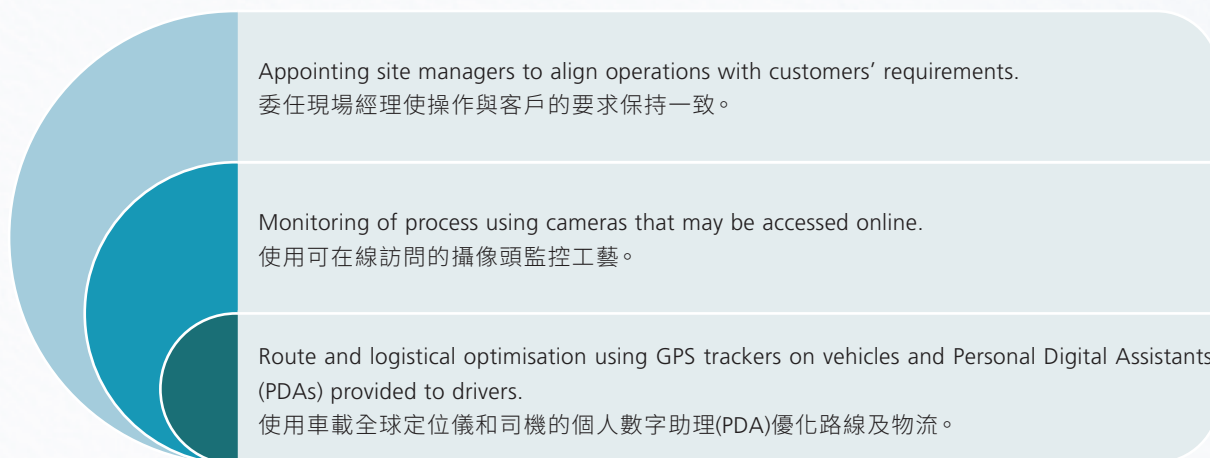
The Group has always been committed to providing quality products and services to its customers. To achieve this goal, our quality management system has been certified to the ISO 9001 Quality Management System standard. In addition, we assign site managers to oversee and handle customers' quality requirements, performance deadlines and operational safety to provide a direct channel to monitor and ensure product quality.

本集團一直致力於為客戶提供優質產品與服務。為了達成此目標，我們的品質管理體系已獲得ISO 9001品質管理體系標準認證。此外，我們指派現場管理人員監督及處理客戶的品質要求、履約期限及營運安全，提供一個直接渠道用以監控及保證產品質量。

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The measures taken by the Group to monitor the quality of its products and processes include the following.

為監控產品及流程質量，本集團實施以下措施。

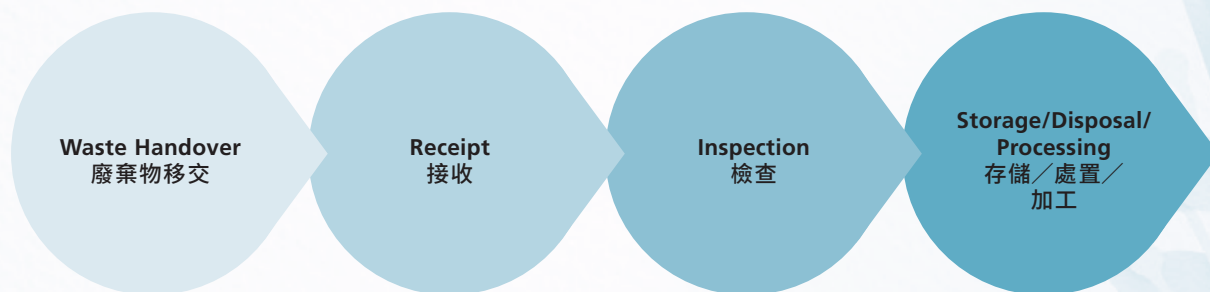


Product Responsibility

Prior to processing, waste materials procured by the Group undergo a rigorous labelling and sorting process. Waste materials are categorised according to the type of waste, source and discharge point as well as customer number. For hazardous waste, supplementary transfer orders and waste disposal certificates are required for location and tracking purposes. This process ensures that all waste materials are traceable and that there is a clear understanding of the flow of waste, starting from the receipt of goods by the Group, through sorting, and inspection results, to storage, disposal, or processing stage. All waste and scrap data are summarised and updated daily to ensure a complete record of the entire process.

產品責任

本集團所採購的廢棄物在處理前會經過嚴格的標識及分類程序。廢棄物資源根據廢棄物類型、來源、排放點及客戶編號進行分類。對於有害廢棄物，必須有附加的運輸命令及廢棄物處理許可證，以便於定位及追蹤。該過程確保所有廢棄物均可追蹤，從本集團收貨開始，到分類、檢驗結果，乃至儲存、處置或處理階段，廢棄物的去向均是清晰明瞭。所有廢料及廢金屬數據按日彙總及更新，以保持整個過程記錄的完整性。



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Product Safety

Risk assessments are carried out on the materials we intend to process to ensure that there is no risk to the health and safety of employees. Materials obtained from our suppliers are stored and processed in separate storage areas to prevent any mix-ups. In addition, all scrap and processed metals are placed in containers and carefully loaded by magnets or forklifts to prevent any contamination from earthmoving excavations. The Group monitors the testing equipment in accordance with set maintenance procedures and any defects are reported to the site manager for proper handling. These steps help the Group to ensure that all scrap and processed metals are handled in a manner free from mixing or impurities, while complying with all relevant occupational health and safety, environmental protection, and workplace cleanliness regulations.

In March 2023, we welcomed the Deputy Mayor of Taizhou City in our Hidaka-Chiho Metal Recycling JV factory, located in Thailand, to attend a waste recycling workshop and to inspect the factory's operations. The visit culminated into the Deputy Mayor's commendation for the exemplary performance of our factory with regard to employee health and environmental protection, and we look forward to creating more synergies for metal recycling in Taizhou city.

Intellectual Property Rights

The Group enters into non-disclosure agreements and legal agreements with business partners to protect sensitive business information. These agreements cover our proprietary technical information and protect the Group's intellectual property rights. During the Year, the Group was not aware of any violation of laws and regulations relating to health and safety, advertising, labelling and privacy matters involving our products and services.

產品安全

我們針對擬處理的材料進行風險評估，確保不會對員工的健康與安全構成威脅。我們從供應商獲得的材料均在獨立儲存區存放及處理，以防止任何混淆情況。此外，所有廢料及經加工的金屬被放置在容器中，並使用磁鐵或叉車謹慎裝載，以防土石方開挖作業的污染。本集團依照既定的維護程序監控測試設備，並將任何設備缺陷上報現場管理人員，確保妥善處理。此等過程有助本集團確保所有廢料及經加工的金屬在無雜質摻雜的情況下處理，同時遵守所有相關的職業健康安全、環境保護及職場清潔規定。

於二零二三年三月，我們的泰國合資工廠 Hidaka-Chiho Metal Recycling 迎來了台州市副市長的蒞臨。副市長出席廢物回收研討會並檢查工廠營運。此行以副市場讚許工廠在員工健康及環境保護方面的模範表現作為結尾，我們期待在台州市創造更多金屬回收領域的協同發展。

知識產權

本集團與業務合作夥伴訂立保密協議及法律協議，保護敏感商業信息。該等協議覆蓋我們的專有技術信息，保護本集團的知識產權。於本年度內，本集團並無發現任何違反有關健康及安全、廣告、標籤及本集團產品及服務涉及的私隱事宜的法律和法規的情況。

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Engaging Our Customers

The Group maintains close relationships with its customers and suppliers to help plan sales volumes and allocate processing capacity accordingly. The process is overseen by site managers and other key personnel to ensure an optimal balance between our scrap inventory and sales of newly processed products. The Group obtains feedback through a variety of channels and closely monitors customer and business partner satisfaction. Our sales department conducts an annual customer satisfaction survey to reassure that the Group understands customers' needs. We pay attention to all details such as delivery status, packaging, or other special requirements of our customers. The above requirements are all stored in our customer management database, which is regularly updated to ensure that customer quality requirements are accurately reflected in our products and interactions.

Privacy Protection

As a provider of goods and services, the Group manages the transportation, handling, and processing of waste materials. The Group does not collect customers' personal data and has established an internal management policy governing the handling of confidential customer information. In addition, the Group has established an information technology and data protection policy which is regularly reviewed and updated to meet regulatory standards. The Group conducts relevant audits to ensure compliance with the policies and to understand how the policies can be further strengthened. Disclosure of any personal or other confidential information to any third-party entity is strictly prohibited and our data protection officers are responsible for maintaining and protecting the Group's sensitive data. If any employee is found to be in breach of this policy, the Group has protocols in place to take appropriate disciplinary action.

與我們的客戶緊密合作

本集團與其客戶及供應商保持密切關係，此舉有助於規劃銷量及相應分配加工產能。該過程由現場經理及其他關鍵人員監督，確保我們廢料存貨及新加工產品的銷售達到最佳平衡。本集團通過多種渠道獲取反饋，並密切關注客戶及業務合作夥伴的滿意度。我們的銷售部門每年進行一次客戶滿意度調查，以確保本集團了解其客戶需求。我們注重所有細節，如交付情況、包裝或客戶的其他特殊要求。該等要求全部存置於我們的客戶管理數據庫中，該數據庫定期更新，以確保客戶質量要求於我們的產品及交互中精確反映。

私隱保障

作為貨品及服務提供商，本集團管理廢料運輸、處理及加工。本集團不會收集客戶個人資料，並制定內部管理政策規管客戶機密資料的處理。此外，本集團已制定信息技術及數據保護政策，並定期檢討及更新該政策以符合監管標準。本集團進行相關審核以確保遵守政策，並了解如何進一步加強該等政策。我們嚴禁向任何第三方實體披露任何個人或其他機密資料，我們的數據保護人員負責維護及保護本集團的敏感數據。倘發現任何僱員違反該政策，本集團將根據已有條例採取適當紀律處分。

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Anti-corruption



Target 16.5, 16.6 – Reduce all forms of corruption and bribery, to develop effective, accountable and transparent institutions at all levels

目標16.5、16.6—減少一切形式的貪污及賄賂，並在各級建立有效、具問責性及透明度的機構

The Group continues to uphold high standards of integrity, strictly adhering to the Supervision Law of the People's Republic of China, the Criminal Law of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China. We prohibit any form of corruption, money laundering, bribery, fraud, and other unethical behaviours. Our anti-corruption policy outlines the business norms to be followed and is incorporated in the employee handbook, aiding employees in understanding the relevant rules, requirements, and their responsibilities. At the same time, we regularly organise employee training sessions to enhance awareness of anti-corruption measures, fostering a fair and just working environment. We also conduct timely revisions of internal audit documents in different departments.

In 2023, The Group did not experience any incidents related to corruption or illegal activities. We take all illegal matters seriously and employ strict measures to strengthen our defences against corruption and bribery risks.

Furthermore, we conduct reviews to pinpoint any possible corruption hazards in our business operations and organise training sessions to tackle these risks. The group has established an internal whistleblowing policy and implemented a rigorous internal reporting mechanism to encourage employees to report corrupt practices such as bribery, fraud, and deception. Employees have multiple avenues to file concerns, including a 24-hour hotline, email, and postal mail. We conduct investigations based on the severity of the incident and credibility of the information received. Appropriate actions are taken to resolve any issues identified.

反貪污

本集團堅持高標準的誠信，嚴格遵守《中華人民共和國監察法》、《中華人民共和國刑法》及《中華人民共和國反不正當競爭法》。我們禁止任何形式的貪污、洗錢、賄賂、欺詐和其他不道德行為。我們的反貪污政策概述了應遵循的業務規範，並納入員工手冊，有助員工了解相關規則、要求及彼等責任。同時，我們定期組織員工培訓，增強員工對反貪污措施的認識，營造公平公正的工作環境。我們還對不同部門的內部審計文檔進行及時修訂。

本集團於二零二三年並未發生任何貪污或違法事件。我們嚴肅對待一切違法行為，並採取嚴格措施，加強防範貪污賄賂風險。

此外，我們還進行審查，查明業務營運中可能存在的腐敗風險，並舉辦培訓課程，以應對這些風險。集團制定了內部舉報政策，實施嚴格的內部舉報機制，鼓勵員工舉報賄賂、欺詐、欺騙等腐敗行為。員工可以通過24小時熱線、電子郵件和郵政信件等多種途徑提出疑慮。我們根據事件的嚴重性和收到的信息的可信度進行調查。我們會採取適當的行動解決所發現的任何問題。

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APPENDIX
PERFORMANCE DATA SUMMARY

附錄
數據表現概要

		2023 二零二三年	2022 二零二二年
Environment 環境	Annual Group Sales Quantities (tonnes) 年度集團銷量 (噸)	3,638,182	3,392,208
	Total Energy Consumption (MJ) 能源消耗總量 (兆焦耳)	502,990,804	576,020,466
	Energy Intensity (MJ/tonne of product sold) 能源密度 (兆焦耳/噸售出產品)	138.3	169.8
	Non-renewable electricity purchased (kWh) 外購不可再生電力 (千瓦時)	17,480,885	26,654,190
	Renewable energy purchased or generated (kWh) 外購或產生可再生能源 (千瓦時)	24,836,798	6,082,768
	Heating purchased (kWh) 外購熱能 (千瓦時)	147,610	154,444
	Diesel (litres) 柴油 (升)	9,093,948	9,982,640
	Natural gas (m ³) 天然氣 (立方米)	288,754	283,282
	Propane gas (litres) 丙烷 (升)	13,220	108,743
	Heating oil (litres) 燃料油 (升)	41,749	91,292
	Gasoline (litres) 汽油 (升)	162,220	176,337
	Liquid gas (litres) 液化氣 (升)	152,064	148,874
Water 水			
	Water (m ³) 水 (立方米)	95,467	98,443
	Water intensity (m ³ /tonne of product sold) 水密度 (立方米/噸售出產品)	0.026	0.029
Packaging 包裝			
	Plastic bags (Hong Kong) (pcs) 塑膠袋 (香港) (個)	320	1,720
	Packaging material (Europe) (tonnes) 包裝材料 (歐洲) (噸)	185	207

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2023 二零二三年	2022 二零二二年
Greenhouse Gases Emissions 溫室氣體排放量		
Total emissions (tCO ₂ e) 總排放量 (噸二氧化碳當量)	34,148	37,069
Scope 1 (tCO ₂ e) 範圍1 (噸二氧化碳當量)	28,292	31,323
Scope 2 (tCO ₂ e) 範圍2 (噸二氧化碳當量)	5,856	5,746
Emission intensity (tCO ₂ e/tonne of product sold) 排放密度 (噸二氧化碳當量/噸售出產品)	0.0094	0.0109
Air Emissions 廢氣排放		
Sulphur oxides (SO _x) (kg) 硫氧化物(SO _x) (千克)	2,074	1,984
Nitrogen oxides (NO _x) (kg) 氮氧化物(NO _x) (千克)	2,361	2,274
Particulate matters (PM) (kg) 懸浮顆粒(PM) (千克)	1,003	1,770
Waste 廢棄物		
Hazardous waste (tonnes) 有害廢棄物 (噸)	6,060	11,126
Non-hazardous waste (tonnes) 無害廢棄物 (噸)	237,726	272,638

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2023 二零二三年	2022 二零二二年
Workforce Demographics 員工統計	Total Number of Employees 僱員總數	2,251	2,309
	By Geographical Distribution 按地區劃分		
	Hong Kong 香港	4	12
	Taizhou 台州	43	56
	Europe 歐洲	2,204	2,241
	By Age 按年齡劃分		
	Below 30 30歲以下	236	241
	30 to 50 30歲至50歲	1,047	1,075
	Above 50 50歲以上	968	993
	By Gender 按性別劃分		
	Male 男性	1,755	1,786
	Female 女性	496	523
	By Employment Type 按僱傭類型劃分		
	Full-time 全職	2,122	2,182
	Part-time 兼職	129	127
	By Profession 按專業劃分		
	Management 管理層	221	232
	Non-management 非管理層	2,030	2,077

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2023 二零二三年	2022 二零二二年
Employee Turnover Rate 僱員流失比率	15%	14%
By Age 按年齡劃分		
Below 30 30歲以下	23%	33%
30 to 50 30歲至50歲	14%	14%
Above 50 50歲以上	15%	10%
By Gender 按性別劃分		
Male 男性	12%	15%
Female 女性	28%	14%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	200%	42%
Taizhou 台州	49%	11%
Europe 歐洲	14%	14%

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

	2023 二零二三年	2022 二零二二年
Employee New Hire Rate 新聘僱員比率	13%	13%
By Age 按年齡劃分		
Below 30 30歲以下	31%	34%
30 to 50 30歲至50歲	14%	15%
Above 50 50歲以上	6%	5%
By Gender 按性別劃分		
Male 男性	13%	12%
Female 女性	12%	15%
By Geographical Distribution 按地區劃分		
Hong Kong 香港	0%	8%
Taizhou 台州	19%	16%
Europe 歐洲	12%	13%

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2023 二零二三年	2022 二零二二年
Health and Safety 健康及安全	Safety Performance 安全表現		
	Work-related injuries 工傷	171	197
	Lost days due to work injury 因工傷損失工作日數	3,613	2,704
	Injury rate 工傷率	8%	9%
	Work-related fatalities 因工作關係而死亡		0
	Safety Training 安全培訓		
	Training person-times 受訓人次	6,722	6,835
	Total training hours 培訓總時數	5,613	5,563

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2023 二零二三年	2022 二零二二年
Training 培訓	Average Training Hours 平均培訓時數		
	By Gender 按性別劃分		
	Male 男性	204.52	114.01
	Female 女性	297.60	225.77
	By Profession 按專業		
	Management 管理層	834.05	541.08
	Non-management 非管理層	158.73	96.12
	Percentage of Employees Trained 受訓僱員百分比		
	By Gender 按性別劃分		
	Male 男性	32.0%	24.3%
	Female 女性	58.1%	36.7%
	By Profession 按專業		
	Management 管理層	67.4%	55.6%
	Non-management 非管理層	34.5%	23.9%

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PERFORMANCE DATA SUMMARY (continued)

數據表現概要 (續)

		2023 二零二三年	2022 二零二二年
Supply Chain 供應鏈	Total Number of Suppliers 供應商總數	30,667	31,109
	Hong Kong 香港	1	12
	Taizhou 台州	58	66
	Europe 歐洲	30,608	31,031

* Notes:

(1) Calculation standards and methodologies for GHG emissions:

Carbon emissions are calculated using "Greenhouse Gas Protocol" published by the World Resources Institute and World Business Council on Sustainable Development

The sources of published emission factors for the reporting of GHG emissions are:

- (a) 2022 Sustainability Report of CLP
- (b) "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Environmental Protection Department
- (c) "Notice on the Management of Reporting of Greenhouse Gas Emissions of Power Generation Enterprises in 2023-2025" published by the Ministry of the People's Republic of China

* 附註：

(1) 溫室氣體排放之計算標準及方法：

碳排放乃使用世界資源研究所及世界企業永續發展委員會刊發的「溫室氣體盤查議定書」計算

用於報告溫室氣體排放的已公佈排放因素之來源為：

- (a) 中電2022年可持續發展報告
- (b) 環境保護署刊發的「香港建築物(商業、住宅或公共用途)的溫室氣體排放及減除的核算和報告指引」
- (c) 中華人民共和國住房和城鄉建設部發佈的《關於做好2023-2025年發電業企業溫室氣體排放報告管理有關工作的通知》

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GRI AND HKEX ESG CONTENT INDEX

GRI及香港交易所環境、社會及管治內容索引

Statement of Use

Chiho Environmental Group Limited has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.

使用聲明

齊合環保集團有限公司已參考GRI準則報告此GRI內容索引於二零二三年一月一日至二零二三年十二月三十一日期間所引述的資料。

GRI 1 Used

GRI 1: Foundation 2021

採用GRI 1

GRI 1：基礎2021

Topics	Disclosure	HKEX ESG Guide 香港交易所環境、 社會及管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述		章節	頁碼	備註／遺漏理由
GRI 2021 General Disclosures GRI 2021：一般披露					
The organisation and its reporting practices 該組織及其報告實踐					
2-1	Organisational details 組織詳情		ABOUT CHIHO 關於齊合		
2-2	Entities included in the organisation's sustainability reporting 該組織可持續性報告中所涵蓋 的實體		ABOUT THIS REPORT – Reporting Boundary and Period 關於本報告 – 報告範圍及期間		
2-3	Reporting period, frequency and contact point 報告週期、頻率及聯系點		ABOUT THIS REPORT – Reporting Boundary and Period – Feedback 關於本報告 – 報告範圍及期間 – 反饋		
2-4	Restatements of information 資料重述				There are no restatements. 概無作出重述。
2-5	External assurance 外部鑑證				No external assurance was sought for this report. 本報告並無尋求外部鑑證。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及 管治內容索引 (續)

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
2. Activities and workers					
2. 活動及工人					
2-6	Activities, value chain and other business relationships 活動、價值鏈和其他商業關係	KPI B5.1 關鍵績效指標B5.1	ABOUT CHIHO – Our Operations OPERATIONAL EXCELLENCE – Supply Chain Management 關於齊合 –我們的業務 營運卓越 –供應鏈管理		
2-7	Employees 僱員	KPI B1.1 關鍵績效指標B1.1	VALUING OUR WORKFORCE 重視我們的員工		
2-8	Workers who are not employees 非僱員之工人	KPI B1.1 關鍵績效指標B1.1	VALUING OUR WORKFORCE 重視我們的員工		
3. Governance					
3. 管治					
2-9	Governance structure and composition 管治架構及組成	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針		More details are set out in the “Profile of Directors and Senior Management” section on pages 26 to 34 of Chiho’s 2023 Annual Report. 更多詳情載於齊合二零二三年年報第26至34頁的「董事及高級管理人員履歷」一節。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及 管治內容索引 (續)

Topics	Disclosure	HKEX ESG Guide 香港交易所環境、 社會及管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
2-10	Nomination and selection of the highest governance body 最高管治機構的提名及選擇				Details are set out in the “Nomination Committee” section on pages 64 to 67 and “Procedures for Shareholders to Propose a Person for Election as a Director” on pages 81 to 83 of Chiho’s 2023 Annual Report and terms of reference of the nomination committee of Chiho group. 詳情載於齊合二零二三年年報第64至67頁的「提名委員會」一節及第81至83頁的「股東建議推選一名人士為董事之程序」以及齊合集團提名委員會的職權範圍。
2-11	Chair of the highest governance body 最高管治機構主席	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針		
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治機構在監督影響管理方面的角色	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針		
2-13	Delegation of responsibility for managing impacts 管理影響的責任授權				Information not currently publicly available. 資料目前無法公開獲得。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及 管治內容索引(續)

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
2-14	Role of the highest governance body in sustainability reporting 最高管治機構在可持續發展報告中的角色	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針		
2-15	Conflicts of interest 利益衝突				Information not currently publicly available. 資料目前無法公開獲得。
2-16	Communication of critical concerns 關鍵問題的溝通	Governance Structure 管治架構	SUSTAINABILITY APPROACH 可持續發展方針		
2-17	Collective knowledge of the highest governance body 最高管治機構的集體知識				Information not currently publicly available. 資料目前無法公開獲得。
2-18	Evaluation of the performance of the highest governance body 最高管治機構績效評估				Information not currently publicly available. 資料目前無法公開獲得。
2-19	Remuneration policies 薪酬政策	B1 general disclosure B1一般披露	VALUING OUR WORKFORCE – Nurturing Our Employees 重視我們的員工 — 培育我們的員工		
2-20	Process to determine remuneration 釐定薪酬的流程	B1 general disclosure B1一般披露			
2-21	Annual total compensation ratio 年度總薪酬比例				Information not currently publicly available. 資料目前無法公開獲得。

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GRI AND HKEX ESG CONTENT INDEX (continued)

GRI及香港交易所環境、社會及 管治內容索引(續)

Topics	Disclosure	HKEX ESG Guide 香港交易所環境、 社會及管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註/遺漏理由
4. Strategy, policies and practices					
4. 策略、政策及實踐					
2-22	Statement on sustainable development strategy 可持續發展策略聲明		MESSAGE FROM CHAIRMAN 主席致辭		
2-23	Policy commitments 政策承諾				Information not currently publicly available. 資料目前無法公開獲得。
2-24	Embedding policy commitments 嵌入政策承諾				Information not currently publicly available. 資料目前無法公開獲得。
2-25	Processes to remediate negative impacts 補救負面影響的流程				Information not currently publicly available. 資料目前無法公開獲得。
2-26	Mechanisms for seeking advice and raising concerns 尋求建議及提出疑慮的機制		OPERATIONAL EXCELLENCE – Anti-corruption 營運卓越 – 反貪污		
2-27	Compliance with laws and regulations 遵守法律及法規		OPERATIONAL EXCELLENCE – Anti-corruption 營運卓越 – 反貪污		
2-28	Membership associations 會員協會		Being a Member Towards A Sustainable Future 成為可持續發展未來的一員		

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Topics	Disclosure	HKEX ESG Guide 香港交易所環境、 社會及管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述		章節	頁碼	備註／遺漏理由
5. Stakeholder engagement					
5. 利益相關者參與					
2-29	Approach to stakeholder engagement 利益相關者參與方針		SUSTAINABILITY APPROACH – Chiho’s Materiality Assessment 可持續發展方針 – 齊合重要性評估		
2-30	Collective bargaining agreements 集體談判協議				No employees are covered by collective bargaining agreements. 概無僱員受集體談判協議保障。
Material Topics					
重要議題					
3-1	Process to determine material topics 釐定重要議題的流程		SUSTAINABILITY APPROACH – Chiho’s Materiality Assessment 可持續發展方針 – 齊合重要性評估		
3-2	List of material topics 重要議題列表				
3-3	The management approach and its components 管理方法及其組成部分				
Climate Change					
氣候變化					
GRI 305: Emissions 2016					
GRI 305：排放2016					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分	KPI A1.5 關鍵績效指標 A1.5	ENVIRONMENTAL COMMITMENT 環境承諾		

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GRI及香港交易所環境、社會及 管治內容索引(續)

Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Topic-specific Disclosures 專項議題披露					
305-1	Direct (Scope 1) GHG emissions 直接(範圍1)溫室氣體排放	KPI A1.2 關鍵績效指標 A1.2	Performance Data Summary 數據表現概要		
305-2	Energy indirect (Scope 2) GHG emissions 能源間接(範圍2)溫室氣體 排放	KPI A1.2 關鍵績效指標 A1.2	Performance Data Summary 數據表現概要		
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions 氮氧化物(NO _x)、硫氧化物(SO _x) 和其他重大廢氣排放	KPI A1.1 關鍵績效指標 A1.1	Performance Data Summary 數據表現概要		
Supply Chain Management 供應鏈管理					
GRI 308: Supplier Environmental Assessment 2016 GRI 308：供應商環境評估2016					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		OPERATIONAL EXCELLENCE – Supply Chain Management 營運卓越 — 供應鏈管理		

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Topic-specific Disclosures 專項議題披露					
308-1	New suppliers that were screened using environmental criteria 使用環境標準篩選的新供應商	B5 General Disclosures KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B5一般披露 關鍵績效指標B5.1 關鍵績效指標B5.2 關鍵績效指標B5.3 關鍵績效指標B5.4	OPERATIONAL EXCELLENCE – Supply Chain Management 營運卓越 – 供應鏈管理		
GRI 414: Supplier Social Assessment 2016 GRI 414：供應商社會評估2016					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		OPERATIONAL EXCELLENCE – Supply Chain Management 營運卓越 – 供應鏈管理		
Topic-specific Disclosures 專項議題披露					
414-1	New suppliers that were screened using social criteria 使用社會標準篩選的新供應商	B5 General Disclosures KPI B5.1 KPI B5.2 KPI B5.3 KPI B5.4 B5一般披露 關鍵績效指標B5.1 關鍵績效指標B5.2 關鍵績效指標B5.3 關鍵績效指標B5.4	OPERATIONAL EXCELLENCE – Supply Chain Management 營運卓越 – 供應鏈管理		

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Product Responsibility 產品責任					
GRI 416: Customer Health and Safety 2016 GRI 416：客戶健康與安全2016					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		OPERATIONAL EXCELLENCE – Upholding Product Quality 營運卓越 – 保持產品質量		
Topic-specific Disclosures 專項議題披露					
416-1	Assessment of the health and safety impacts of product and service categories 產品及服務類別健康及安全影響的評估	KPI B6.1 關鍵績效指標B6.1	OPERATIONAL EXCELLENCE – Upholding Product Quality 營運卓越 – 保持產品質量		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services 與產品及服務健康及安全有關的違規事件				No Incidents of non-compliance 無違規事件
Corporate Governance 企業管治					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分		SUSTAINABILITY APPROACH 可持續發展方針		

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Topics	Disclosure	HKEX ESG Guide 香港交易所環境、 社會及管治指引	Section Title	Page	Remarks/Reasons for Omission
議題	描述		章節	頁碼	備註／遺漏理由
Compliance					
合規					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分	B1 General Disclosures B2 General Disclosures B4 General Disclosures B6 General Disclosures B7 General Disclosures B1一般披露 B2一般披露 B4一般披露 B6一般披露 B7一般披露	WORKPLACE SAFETY; VALUING OUR WORKFORCE OPERATIONAL EXCELLENCE 工作場所安全； 重視我們的員工 營運卓越		
Environmental Compliance					
環境合規					
GRI 3: Material Topics 2021					
GRI 3：重要議題2021					
3-3	The management approach and its components 管理方法及其組成部分	A1 General disclosures A1一般披露	ENVIRONMENTAL COMMITMENT 環境承諾		

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Commercial Risk Management 商業風險管理					
GRI 3: Material Topics 2021 GRI 3：重要議題2021					
3-1	Process to determine material topics 釐定重要議題的流程		SUSTAINABILITY APPROACH – Chiho’s Materiality Assessment 可持續發展方針 – 齊合重要性評估		
3-2	List of material topics 重要議題列表				
3-3	The management approach and its components 管理方法及其組成部分		ENVIRONMENTAL COMMITMENT – Climate Change 環境承諾 – 氣候變化		
Other Topics 其他議題					
Economic Value Generated 產生的經濟價值					
GRI 201: Economic Performance 2016 GRI 201：經濟表現2016					
201-1	Direct economic value generated and distributed 所產生及分配的直接經濟價值				2023 Annual Report 二零二三年年報
201-2	Financial implications and other risks and opportunities due to climate change 氣候變化帶來的財務影響以及其他風險和機遇	A4 General Disclosure; KPI A4.1 A4一般披露； 關鍵績效指標 A4.1	ENVIRONMENTAL COMMITMENT – Climate Change 環境承諾 – 氣候變化		

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議題	描述		章節	頁碼	備註／遺漏理由
Anti-corruption					
反貪污					
GRI: 205: Anti-corruption 2016					
GRI: 205 : 反貪污2016					
205-1	Operations assessed for risks related to corruption 已評估與腐敗相關的風險的業務		OPERATIONAL EXCELLENCE – Anti-corruption 營運卓越 – 反貪污		
205-2	Communication and training about anti-corruption policies and procedures 關於反貪污政策及程序的溝通和培訓	KPI B7.3 關鍵績效指標B7.3			
205-3	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	KPI B7.1 KPI B7.2 關鍵績效指標B7.1 關鍵績效指標B7.2	OPERATIONAL EXCELLENCE – Anti-corruption 營運卓越 – 反貪污		
Resource Recycling					
資源回收					
GRI 301 Materials 2016					
GRI 301 : 材料2016					
301-1	Materials used by weight or volume 按重量或體積使用的材料	KPI A2.5 關鍵績效指標 A2.5	Performance Data Summary 數據表現概要		
301-2	Recycled input materials used 使用回收再利用的物料	KPI A3.1 關鍵績效指標 A3.1	ENVIRONMENTAL COMMITMENT 環境承諾		

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Energy Consumption 能源消耗					
GRI 302: Energy 2016 GRI 302：能源2016					
3-3	The management approach and its components 管理方法及其組成部分	A2 General Disclosures KPI 2.3 A2一般披露 關鍵績效指標2.3	ENVIRONMENTAL COMMITMENT – Energy Consumption 環境承諾 — 能源消耗		
302-1	Energy consumption within the organisation 組織內能源消耗	KPI A2.1 關鍵績效指標 A2.1	Performance Data Summary 數據表現概要		
302-3	Energy intensity 能源密度	KPI A2.1 關鍵績效指標 A2.1	Performance Data Summary 數據表現概要		
Water Resource & Effluent Management 水資源及污水管理					
GRI 303: Water and Effluents 2018 GRI 303：水資源與污水2018					
303-1	Interactions with water as a shared resource 組織與水(作為共有資源)的相互影響	KPI A2.2, A2.4 關鍵績效指標 A2.2、A2.4	ENVIRONMENTAL COMMITMENT – Water Sourcing 環境承諾 — 謀取水源		

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議題	描述		章節	頁碼	備註／遺漏理由
Ecological Conservation 生態保護					
GRI 304: Biodiversity 2016 GRI 304：生物多樣性2016					
3-3	The management approach and its components 管理方法及其組成部分	A3 General Disclosures A3一般披露	ENVIRONMENTAL COMMITMENT – Managing Our Environmental Impacts 環境承諾 –管理我們的環境影響		
304-2	Significant impacts of activities, products and services on biodiversity 活動、產品和服務對生物多樣性的重大影響	KPI A3.1 關鍵績效指標 A3.1	ENVIRONMENTAL COMMITMENT – Managing Our Environmental Impacts 環境承諾 –管理我們的環境影響		
Waste Management 廢棄物管理					
GRI 306: Waste 2020 GRI 306：廢棄物2020					
306-3	Waste generated 廢棄物的產生	KPI A1.3, A1.4, A1.6 關鍵績效指標 A1.3、A1.4、A1.6	Performance Data Summary 數據表現概要		
Talent Management 人才管理					
GRI 401: Employment 2016 GRI 401：僱傭2016					
401-1	New employee hires and employee turnover 新進僱員和僱員流失比率	KPI B1.2 關鍵績效指標B1.2	VALUING OUR WORKFORCE 重視我們的員工		

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Topics	Disclosure	HKEX ESG Guide	Section Title	Page	Remarks/Reasons for Omission
議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Health & Safety					
健康與安全					
GRI 403: Occupational Health and Safety 2018					
GRI 403：職業健康與安全2018					
403-1	Occupational health and safety management system 職業健康安全管理體系	B2 General Disclosure; KPI B2.3 B2一般披露； 關鍵績效指標B2.3	WORKPLACE SAFETY 工作場所安全		
403-2	Hazard identification, risk assessment, and incident investigation 危險識別、風險評估和事故調查				
403-3	Occupational health services 職業健康服務				
403-5	Worker training on occupational health and safety 工作者職業健康安全培訓				
403-6	Promotion of worker health 促進員工健康				
403-8	Workers covered by an occupational health and safety management system 職業健康安全管理體系所涵蓋之工人				
403-9	Work-related injuries 工傷	KPI B2.1, B2.2 關鍵績效指標 B2.1、B2.2	Performance Data Summary 數據表現概要		

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議題	描述		章節	頁碼	備註／遺漏理由
Development and Training 發展及培訓					
GRI 404: Training and Education 2016 GRI 404：培訓與教育2016					
3-3	The management approach and its components 管理方法及其組成部分	B3 General Disclosures B3一般披露	Employee Training Programs 僱員培訓計劃		
404-1	Average hours of training per year per employee 每名僱員每年接受培訓的平均時數	KPI B3.1 KPI B3.2 關鍵績效指標B3.1 關鍵績效指標B3.2	Performance Data Summary VALUING OUR WORKFORCE – Employee Training Programmes 數據表現概要 重視我們的員工 —僱員培訓計劃		
Diversity & Equal Opportunity 多樣化及平等機會					
GRI 405 Diversity and Equal Opportunity 2016 GRI 405：多樣化及平等機會2016					
405-1	Diversity of governance bodies and employees 管治機構及僱員的多樣性	KPI B1.1 關鍵績效指標B1.1	VALUING OUR WORKFORCE 重視我們的員工		
Anti-discrimination 反歧視					
GRI 406 Non-discrimination 2016 GRI 406：反歧視2016					
406-1	Incidents of discrimination and corrective actions taken 歧視事件以及所採取的改善行動				No incidents of discrimination 無歧視事件

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議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Child Labour and Forced Labour 童工和強制勞工					
GRI 408: Child Labour 2016 GRI 408：童工2016					
408-1	Operations and suppliers at significant risk for incidents of child labour 營運據點和供應商使用童工之重大風險	B4 General Disclosure; KPI B4.1, B4.2 B4一般披露； 關鍵績效指標 B4.1、B4.2	WORKPLACE SAFETY – Elimination of Child Labour and Forced Labour 工作場所安全 – 消除童工和強制勞工		
GRI 409: Forced or Compulsory Labour 2016 GRI 409：強迫或強制勞動2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour 具強迫或強制勞動事件重大風險的營運據點和供應商	B4 General Disclosure B4一般披露	WORKPLACE SAFETY – Elimination of Child Labour and Forced Labour 工作場所安全 – 消除童工和強制勞工		
Community Engagement 社區參與					
GRI 413: Local Communities 2016 GRI 413：當地社區2016					
413-1	Operations with local community engagement, impact assessments, and development programs 有當地社區參與、影響評估和發展計劃的營運據點	B8 General Disclosure; KPI B8.1, B8.2 B8一般披露； 關鍵績效指標 B8.1、B8.2	WORKPLACE SAFETY – Extending Our Care 工作場所安全 – 延伸企業關懷		

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議題	描述	香港交易所環境、 社會及管治指引	章節	頁碼	備註／遺漏理由
Customer Privacy Protection 客戶私隱保障					
GRI 418: Customer Privacy 2016 GRI 418：客戶私隱2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data 與侵犯客戶私隱及丟失客戶資料有關的經證實的投訴	B6 General disclosures KPI B6.5 B6一般披露 關鍵績效指標B6.5			No complaints concerning breaches of customer privacy and losses of customer data 概無與侵犯客戶私隱及丟失客戶資料有關的投訴
Customer Satisfaction 客戶滿意度					
3-3	The management approach and its components 管理方法及其組成部分	KPI B6.1 KPI B6.2 KPI B6.3 KPI B6.4 關鍵績效指標B6.1 關鍵績效指標B6.2 關鍵績效指標B6.3 關鍵績效指標B6.4	OPERATIONAL EXCELLENCE – Upholding Product Quality 營運卓越 — 保持產品質量		



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