



美亞控股有限公司^{*}
MAYER HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 1116

Environmental, Social and
Governance Report
環境、社會及管治報告

2024

Environmental, Social and Governance Report

環境、社會及管治報告

OBJECTIVES

The board of directors (the “**Board**”) of Mayer Holdings Limited (the “**Company**”, together with its subsidiaries, the “**Group**”) is pleased to present the environmental, social and governance (the “**ESG**”) report (the “**Report**”) for the year ended 30 June 2024 (the “**Year 2024**”) with the aim of demonstrating to internal and external stakeholders the effectiveness of the Group’s efforts in promoting sustainable development.

The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**Guide**”) in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and mainly covers the environmental and social measures and activities of the Group for Year 2024. For information on the corporate governance of the Group, please refer to the Company’s annual report 2024 to be published as soon as reasonably practicable.

The Group is committed to maintaining the sustainability of its business as well as supporting environmental protection and the communities where it operates. It manages its business in a prudent approach and provides high-quality products and services to customers according to rational decision-making procedures. The Group maintains close relationships with its stakeholders (including shareholders, customers, employees, suppliers, creditors, government and regulators, as well as the public) and strives to accommodate their views and interests through constructive communications so as to determine the direction of the Group’s long-term development. The Board is responsible for assessing and identifying the ESG risks of the Group and ensuring proper and effective management of the risks and operation of the internal control systems.

GOVERNANCE STRUCTURE

The Board’s Oversight of ESG Issues

The Board has a primary role in overseeing the Group’s ESG issues. During Year 2024, the Board, the management and the ESG Working Team evaluated the impacts of ESG-related risks on the operation and formulated ESG-related policies in dealing with relevant risks. The oversight of the Board is to ensure that the management and the ESG Working Team have all the right tools and resources to oversee the ESG issues.

To demonstrate the Group’s commitment to transparency and accountability, the management and the ESG Working Team review and evaluate the Group’s performance in respect of ESG issues and report to the Board regularly.

宗旨

美亞控股有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）之董事會（「**董事會**」）欣然發佈截至2024年6月30日止年度（「**2024年度**」）的《環境、社會及管治（「**ESG**」）報告》（「**本報告**」），旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據《香港聯合交易所有限公司證券上市規則》（「**上市規則**」）附錄C2的《環境、社會及管治報告指引（「**指引**」）》編寫，主要匯報本集團截至2024年度有關環境及社會範疇的措施及活動。有關本集團的企業管治資料，請參閱本公司在合理可行的情況下盡快刊印的《年報2024》。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品及服務。本集團與其持份者包括股東、客戶、員工、供應商、債權人、政府及監管機構及公眾保持緊密聯繫，並透過具建設性的溝通，努力平衡該等持份者的意見及利益，從而釐定長遠的發展方向。董事會負責評估及決定本集團的ESG風險，並確保相關風險管理及內部監控系統適當及有效運作。

管治架構

董事會對ESG事宜的監督

董事會在督導本集團的ESG事宜方面擔當主要角色。於2024年度，董事會、管理層與負責ESG事宜的員工評估ESG相關風險對營運的影響，並制定ESG相關政策以處理相關風險。董事會的督導確保管理層及負責ESG事宜的員工擁有一切合適的工具及資源，以便督導ESG事宜。

為展示本集團對透明度及問責性的承擔，管理層及負責ESG事宜的員工會檢討及評估本集團在ESG事宜的表現並定期向董事會匯報。

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The Board's ESG Management Approach and Strategy for Material ESG-Related Issues

In order to deeply understand the opinions and expectations of different stakeholders on the ESG issues, materiality assessment of the Group is conducted annually. The Group ensures that various platforms and channels of communication are used to reach, as well as listen and respond to its key stakeholders. Through general communication with stakeholders, the Group is able to understand the expectations and concerns from its stakeholders. The feedback obtained allows the Group to make more informed decisions, and to better assess and manage the resulting impacts of the business decisions.

The Group has evaluated the materiality of ESG aspects through the following steps: (i) identification of ESG issues by the Group; (ii) prioritisation of key ESG aspects with stakeholder engagement; and (iii) validation and determination of material ESG issues based on the results of communication with stakeholders.

These steps can help the Group understand the degree of concern that stakeholders show to each ESG issue, and enable the Board to make a more comprehensive plan for the future direction of sustainable development.

The Board's Review Progress Against ESG-Related Goals and Targets

The Group closely reviews the performance of the ESG-related goals and targets as well as the progress of implementation from time to time. If the progress falls short of expectations or the business operation changes, rectification may be needed and communication about the goals and targets with key stakeholders such as employees, customers and suppliers may be conducted.

Setting strategic goals for the future enables the Group to develop a realistic roadmap and focus on the development direction in achieving the visions. The Board will carefully examine the attainability of the targets which should be weighed against the Group's principles and goals.

REPORTING PRINCIPLES

The Report is centred on 4 principles:

Materiality: Stakeholder engagement and materiality assessment are conducted regularly to identify material ESG issues, and to ensure that these issues are addressed in the Report.

Quantitative: Data presented in the Report has been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used for calculation of key performance indicators.

Balance: Both positive and negative impacts of the business have been presented in a transparent manner.

Consistency: Unless otherwise stated, the disclosures, data collection and calculation methods have remained consistent throughout the years to facilitate comparability over time.

董事會對重大 ESG 相關事宜的 ESG 管理方法及策略

為深入地了解不同持份者對 ESG 事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以了解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

本集團已透過以下步驟評估 ESG 方面的重要性：(i) 本集團識別 ESG 事宜；(ii) 在持份者參與下，排列關鍵 ESG 範疇優先順序；及 (iii) 根據與持份者的溝通結果驗證及釐定重大 ESG 事宜。

進行該等步驟可加強了解本集團持份者對各 ESG 事宜的重視程度，並使董事會可對未來的可持續發展方向作出更為全面的規劃。

董事會對 ESG 相關目的與目標的進度檢討

本集團會不時仔細檢討 ESG 相關目的與目標的績效及實施進度。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者（如員工、客戶及供應商）就目的與目標進行溝通。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。董事會會就本集團的理念及目的作出權衡，仔細審視能否達成有關目標。

匯報原則

本報告著重於 4 個原則：

重要性：定期進行持份者參與及重要性評估，以識別重大 ESG 事宜，並確保該等事宜反映於我們的報告中。

量化：本報告所呈列的數據乃經謹慎收集。請參閱環境及社會績效數據，以了解用於計算關鍵績效指標的標準及方法。

平衡性：業務所帶來的正面及負面影響均以透明方式呈列。

一致性：除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。

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REPORTING SCOPE

During Year 2024, the Group was engaged in the manufacture of steel pipes, steel sheets and other steel products through its core subsidiary Guangzhou Mayer Corporation Limited (“**Guangzhou Mayer**”) for nearly 30 years. Guangzhou Mayer is a benchmark brand in the stainless steel water pipe industry of the People’s Republic of China (“**China**”) and a manufacturer in China that can independently control all aspects and processes of stainless steel pipe production. Upholding the philosophy of “Harmony, Innovation and Sustainability” and with the positive development of its production and operation, the Group has enjoyed well-established reputation and strong brand awareness, making it one of the leading enterprises in the industry. All of the raw materials used in manufacturing the Group’s stainless steel products are steel coils supplied by the top five steel suppliers in China. The Group has received widespread recognition and public acclaim for its persistent efforts in offering quality products and services.

During Year 2024, being the Group’s principal operating member company, Guangzhou Mayer had production plants, office buildings, staff quarters, canteens and leisure space. In addition, Guangzhou Mayer also has two subsidiaries, namely Guangzhou Mayer Technology Development Co., Ltd. (“**Mayer Technology**”) and Guangzhou Mayer Energy Storage Technology Co., Ltd. (“**Mayer Energy Storage**”). The main businesses of these two subsidiaries are the manufacture of nano phase change energy storage material products and the development of new energy storage products, respectively. The above companies have high relevance to ESG matters. Hence, the Report focuses on the disclosure of the policies and performance regarding the four environmental and eight social aspects of Guangzhou Mayer during Year 2024.

滙報範圍

於2024年度，本集團透過其核心附屬公司廣州美亞股份有限公司（「**廣州美亞**」）經營生產鋼管、鋼片及其它鋼製品接近30年。廣州美亞是中華人民共和國（「**中國**」）不銹鋼水管行業的標杆品牌，亦為中國一間可以獨立控制不銹鋼管製作所有環節及流程的製造商。本集團秉承「和諧、創新、永續經營」的理念，其生產、經營處於良好發展狀態，業內聲譽好，品牌知名度高，是行業龍頭企業之一。本集團之不銹鋼產品所有原料均採用中國5大鋼材供應商供應之鋼卷，不斷精耕細作，以優質的產品和服務贏得社會各界的廣泛認可及讚譽。

於2024年度，廣州美亞是本集團的主要營運成員公司，設有生產廠房、辦公樓、員工宿舍、食堂及休憩地方。此外，廣州美亞亦有兩間附屬公司，即廣州美亞科技發展有限公司（「**美亞科技**」）及廣州美亞蓄能科技有限公司（「**美亞蓄能**」），該兩間附屬公司主營業務分別為製造納米相變蓄能材料產品及新型蓄能產品開發。上述公司對ESG相關性較高，故於2024年度，本報告以此項目的4個環境範疇及8個社會範疇之政策及表現作披露。



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STAKEHOLDER ENGAGEMENT

Stakeholder engagement is the core element of the Group's sustainable development. With regard to the establishment of a regular communication mechanism for the stakeholders, the Group has set up online and offline communication channels to timely demonstrate to the stakeholders its strategic plans for and performance in sustainable development and to consult various parties about their opinions and needs, so as to fulfil their demands and reasonable expectations following a more precise understanding.

The Group's stakeholders include the shareholders, employees, government and regulators, customers, suppliers, communities, potential and existing shareholders/institutional and individual investors, etc. The Group will engage in discussions with the stakeholders about relevant issues through various channels. The communication channels of the Group with, as well as the expectations and demands of, the stakeholders are as follows:

持份者的參與

持份者參與是本集團可持續發展工作的核心部分。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通渠道，適時向持份者闡述本集團可持續發展戰略規劃與績效表現，諮詢各方的意見與要求，在更了解下以達至持份者的需求及符合彼等的合理期望。

本集團的持份者包括股東、員工、政府及監管機構、客戶、供應商、社區、潛在及現有股東／機構及個人投資者等。本集團會就議題內容透過不同管道與持份者進行溝通，持份者與本集團的溝通渠道及期望與要求如下：

Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Shareholders 股東	Financial results Corporate transparency Sound risk control	Improving profitability and ensuring business sustainability Regular disclosure of information Optimisation of risk management and internal control
Employees 員工	Continuous promotion mechanism Salary and benefits Safe working environment	Providing platform for career development Competitive salaries and employee benefits Provision of employee training and improvement in safety awareness
Government and regulators 政府及監管機構	Compliance with laws and regulations Fulfilling tax obligations 遵守法例及規例 履行稅務責任	Operational compliance Full payment of tax when due 合規經營 按時足額納稅
Customers 客戶	Standards of logistics and delivery services Security of customer information Protection of customers' rights and interests 物流及交付服務水準 客戶信息安全 客戶權利及權益保障	Maintaining stability in product delivery Protection of customer privacy Marketing compliance 維持產品交付穩定性 客戶私隱保護 合規營銷

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Stakeholders 持份者	Expectations 期望	Communications and feedbacks 溝通及反饋
Suppliers 供應商	Cooperation with integrity Business ethics and creditworthiness 誠信合作 商業道德及信譽	Establishment of a responsible supply chain Performance of contracts according to the law 構建負責任的供應鏈 依法履行合約
Communities 社區	Environmental protection Job opportunities 環境保護 就業機會	Use of environmentally friendly and energy saving equipment Provision of internship and job opportunities 使用環保節能設備 提供實習及就業機會
Potential and existing shareholders/institutional and individual investors 潛在及現有股東／機構及個人投資者	Annual general meetings and (if necessary) extraordinary general meetings and notices Regular corporate publications (including financial statements) Increase in transparency of corporate development 股東週年大會與(如有需要)股東特別大會及通知 定期的公司刊物(包括財務報表) 增加企業發展透明度	Provision of platforms for communications with shareholders Results announcements Issue of circulars and announcements in due course 提供與股東溝通的平台 業績公告 於適時發出通函及公告

MATERIALITY ASSESSMENT

During Year 2024, the Group conducted a comprehensive materiality assessment, which involved group discussions, interviews and a survey with internal and external stakeholders to identify “material issues” and reflect the environmental, social and operational issues which have the most significant impacts on the Group’s business and the relevant issues which are of concern to the stakeholders.

By reference to the scope of disclosure as required under the Guide as set out in Appendix C2 to the Listing Rules as well as taking into consideration its business features, the Group has identified and determined 24 issues covering greenhouse gas (“GHG”) emissions, energy consumption, employee welfare, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, as well as community investment with respect to its business operation.

重要性評估

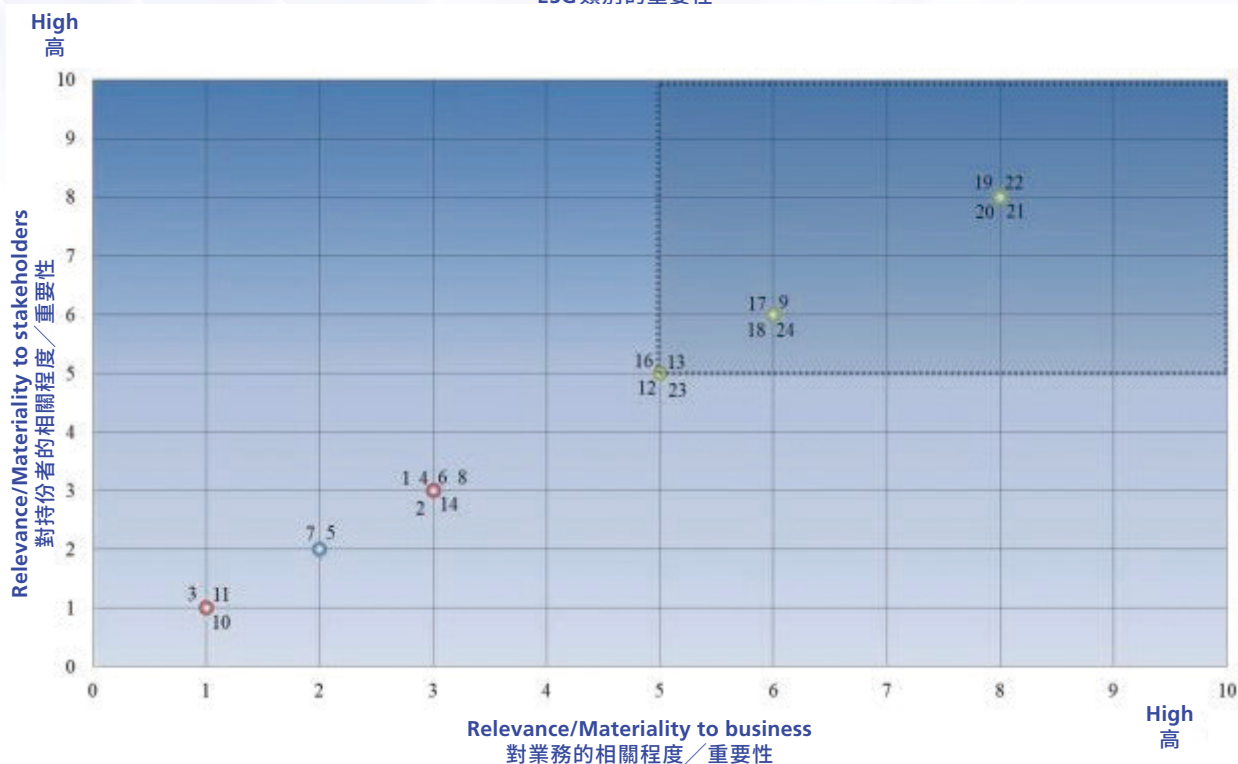
於2024年度，本集團進行了全面的重要性評估。這涉及與內部及外部持份者開展小組討論、面談及調查，以識別「重要議題」及反映對本集團業務影響最為重大的環境、社會及營運議題以及與持份者切實相關的議題。

參考載於上市規則附錄C2之指引所規定的披露範疇，結合本集團業務特點，識別並確定了24項議題。議題涵蓋業務造成的溫室氣體排放、能源消耗、員工福利、職業健康及安全、培訓及發展、供應鏈管理、客戶私隱、反貪污及社區投資等方面。

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Materiality of ESG Issues
ESG類別的重要性



Environmental aspects

環境範疇

1. GHG emissions
溫室氣體排放
2. Energy consumption and resource management
能源消耗及資源管理
3. Water resources management
水資源管理
4. Waste management
廢棄物管理
5. Use of packaging materials
包裝材料使用
6. Environmental impacts
對環境的影響
7. Climate change
氣候變化

Social aspects

社會範疇

8. Contribution to communities
社區貢獻
9. Occupational health and safety
職業健康及安全
10. Child labour
童工
11. Forced and compulsory labour
強迫和強制勞動
12. Training and development
培訓及發展
13. Remuneration and employee benefits
薪酬及員工福利
14. Diversity and equal opportunities
多元化及平等機會
15. Talent attraction and retention
吸引及挽留人才

Operational aspects

營運範疇

16. Anti-corruption
反貪污
17. Supply chain management
供應鏈管理
18. Supplier assessment and selection
供應商評估及選擇
19. Customer service and satisfaction
客戶服務及滿意度
20. Customer privacy
客戶私隱
21. Handling of opinions and complaints
意見及投訴處理
22. Product safety and quality management
產品安全及質量管理
23. Protection of intellectual property rights
保護知識產權
24. Marketing and labelling
行銷與標示

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A. ENVIRONMENTAL PROTECTION

To fulfil its sustainability commitment and comply with the requirements under the laws and regulations in respect of environmental protection, the Group has been striving to reduce the impact of its operating activities on the environment.

A1: Emissions

For Guangzhou Mayer, emissions mainly included those from vehicles and factory dust, and the major factors causing impact are respirable particles.

In addition, tailpipe emissions from vehicles and fumes have an impact on the quality of the surrounding air. The major pollutant is motor vehicle exhaust, and the polluting factors thereof are nitrogen oxide (NOx), sulphur oxide (SOx) and suspended particulate matters (PM).

During Year 2024, air pollutant emissions were as follows:

Types of emission (Note 1) 排放物種類(附註1)	Unit 單位	Year 2024 2024年度	Year 2023 2023年度
Nitrogen oxide (NOx) 氮氧化物(NOx)	kg 公斤	2,979.7	2,683.9
Sulphur oxide (SOx) 硫氧化物(SOx)	kg 公斤	3.5	3.2
Suspended particulate matters (PM) 懸浮粒子(PM)	kg 公斤	214.3	193.0

Note 1: The emission factors used to calculate the NOx, SOx and PM are sourced from: the Hong Kong Environmental Protection Department's EMFAC-HK Vehicle Emission Calculation model and the United States Environmental Protection Agency's Vehicle Emission Modeling Software – MOBILE 6.1; and the assumptions of 80% relative humidity, a temperature of 25 degrees Celsius, an average speed of 30km/h, and include running exhaust emissions only.

During Year 2024, due to an increase in transportation mileage, the fuel consumption of Guangzhou Mayer's vehicles increased slightly.

A. 環境保護

為表明本集團堅持可持續發展的承諾以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1: 排放物

廣州美亞廢氣主要為車輛廢氣排放及車間粉塵等，影響因子主要為可吸入顆粒物。

此外，汽車尾氣及油煙廢氣等也會對周圍局部大氣品質有影響，其中主要污染物為機動車尾氣，污染因數為氮氧化物(NOx)、硫氧化物(SOx)及懸浮粒子(PM)。

於2024年度，空氣污染物排放如下：

附註1：用於計算NOx、SOx和PM的排放因子來自：香港環境保護署EMFAC-HK車輛排放計算模型和美國環境保護署的車輛排放建模軟件—MOBILE 6.1；並且假設相對濕度為80%，溫度為25攝氏度，平均速度為30公里/小時，僅包括運行中的廢氣排放。

於2024年度，由於運輸里程增加，導致廣州美亞車輛的用油量略有上升。

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Reduction Target of Air Emissions

廢氣排放物的減排目標

Air emissions 廢氣排放物	Reduction target 減排目標	Baseline year 基準年	Status 狀態
Nitrogen oxide (NOx) emission intensity 氮氧化物(NOx) 排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成
Sulphur oxide (SOx) emission intensity 硫氧化物(SOx) 排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成
Particulate matters (PM) emission intensity 懸浮粒子(PM) 排放密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成

The Group has achieved its reduction target of air emissions with Year 2019 as the baseline year. Looking ahead, the new emission reduction target is to achieve a 2% emission reduction by 2029, with Year 2024 as the baseline year.

本集團已達成以2019年度為基準年的廢氣排放物的減排目標。展望未來，新的減排目標是於2029年度前實現減排2%，以2024年度為基準年。



Production plants equipped with dust collectors with filter bags
生產廠房中設有布袋除塵器

In order to effectively prevent and control dust pollution, improve air quality and ensure public health, Guangzhou Mayer's production plants are equipped with dust collectors with filter bags. The automatic dust cleaning devices can help maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

為有效防治揚塵污染、改善空氣質量及保障公眾健康，廣州美亞的生產廠房中設有布袋除塵器，其採用自動化清塵裝置，可幫助保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。

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Solid wastes from the production process of Guangzhou Mayer are collected by qualified recyclers for recycling. Details are as follows:

廣州美亞於生產過程中產生的固體廢棄物都會交由合資格的回收單位作回收，詳細表列如下：

Solid wastes 固體廢棄物

Qualified recyclers 合資格的回收商

Scrap steel
廢鋼鐵
Scrap wood frames
廢木架
Scrap cardboard
廢紙皮

Guangzhou Wanluda Materials Recycling Co., Ltd.
廣州市萬綠達物資回收有限公司
Guangzhou Huiyue Materials Recycling Co., Ltd.
廣州匯越物資回收有限公司
Guangzhou Huiyue Materials Recycling Co., Ltd.
廣州匯越物資回收有限公司

Guangzhou Mayer has formulated and implemented the Waste Management System (《廢棄物管理制度》), which aims to ensure that the wastes produced by it will not pollute the environment and will comply with the Group's environmental policy as well as local laws and regulations by separating, collecting and treating production and domestic solid wastes. Dangerous wastes and non-recyclable industrial wastes are collected by the Management Department and passed to recognised and qualified waste disposal organisations in China for treatment.

廣州美亞已制定並執行《廢棄物管理制度》，通過對生產及本土固體廢棄物的分類、收集及處理，確保其所產出的廢棄物不會對環境造成污染，並符合本集團環境方針以及當地之法律法規。危險廢棄物及不可回收的工業廢棄物由行政部交給中國認可及有相關資格的廢棄物處理機構處理。

Waste separation facilities with "Recyclable", "Non-recyclable" and "Hazardous" classifications are set up by Guangzhou Mayer to encourage employees to develop green living habits. Hazardous wastes are collected and treated by a qualified company engaged by the Group.

廣州美亞已設置「可回收物」、「不可回收物」及「有害物」廢物分類設施，鼓勵員工養成綠色生活習慣。有害廢棄物將獲收集，並由本集團委託有資質認證單位處理。



Waste separation facilities for recyclable, non-recyclable and hazardous wastes in the factory area
在廠房園區已設置可回收垃圾、不可回收垃圾及有害垃圾廢物分類設施

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GHG is considered as one of the major contributors to climate change and global warming. During the Group's operation, energy consumption accounts for a major part of GHG emissions. The Group attaches great importance to improving energy efficiency and reducing energy consumption. During Year 2024, GHG emissions of Guangzhou Mayer were as follows:

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團的營運過程中，能源消耗佔溫室氣體排放的主要部份。本集團高度重視提高能源效率及減少能源消耗。於2024年度，廣州美亞的溫室氣體排放如下：

GHG emissions 溫室氣體排放	Unit 單位	Year 2024 2024年度	Year 2023 2023年度
GHG emissions (Scope 1) 溫室氣體排放 (範圍1)	kg of carbon dioxide equivalent (CO ₂ e) 公斤二氧化碳當量	578,679	525,418
GHG emissions (Scope 2) (Note 1) 溫室氣體排放 (範圍2) (附註1)	kg CO ₂ e 公斤二氧化碳當量	1,528,994	1,020,568
GHG emissions (Scope 3) 溫室氣體排放 (範圍3)	kg CO ₂ e 公斤二氧化碳當量	84,593	18,722
Total GHG emissions (Note 2) 溫室氣體排放總量 (附註2)	kg CO ₂ e 公斤二氧化碳當量	2,192,266	1,564,708
Total production 生產總量	tonne 噸	86,793	112,444
GHG intensity (total emissions/total production) 溫室氣體密度 (排放總量/生產總量)	kg CO ₂ e/tonne 公斤二氧化碳當量/噸	25	14

Note 1: Relevant emissions from electricity consumption were calculated on the basis of the emission factor of China Southern Power Grid for 2021. Such figures were based on the Reporting Guidance on Environmental KPIs. Relevant figures have been restated for consistent comparison.

附註1：電力消耗相關排放量是以2021年中國南方電網排放系數為計算基準。該等數字乃根據「環境關鍵績效指標匯報指引」計算。相關數字已重列作一致比較。

Note 2: GHG emissions (direct, energy indirect and other indirect) can be divided into three scopes as follows:

附註2：溫室氣體排放（直接、能源間接及其它間接）可分為以下3個範圍：

Scope 1: mainly represents diesel and gasoline consumed by motor vehicles.

範圍1：主要指汽車所消耗的柴油及汽油。

Scope 2: mainly represents electricity purchased from electricity suppliers in China.

範圍2：主要指自中國電力供應商購買的電力。

Scope 3: mainly represents scrap papers and water consumed, as well as emissions from employees travelling by air for business.

範圍3：主要指消耗的廢紙及用水，以及僱員乘坐飛機出外公幹所產生的排放量。

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Reduction Target of GHG Emissions

溫室氣體排放的減排目標

GHG emission intensity 溫室氣體排放密度	Reduction target 減排目標	Baseline year 基準年	Status 狀態
GHG emission intensity (Scope 1) 溫室氣體排放密度 (範圍1)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成
GHG emission intensity (Scope 2) 溫室氣體排放密度 (範圍2)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成
GHG emission intensity (Scope 3) 溫室氣體排放密度 (範圍3)	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成

The Group has achieved its reduction target of GHG emissions with Year 2019 as the baseline year. Looking ahead, the new emission reduction target is to achieve a 2% emission reduction by 2029, with Year 2024 as the baseline year.

本集團已達成以2019年度為基準年的溫室氣體排放減排目標。展望未來，新的減排目標是於2029年度前實現減排2%，以2024年度為基準年。

Guangzhou Mayer has established an energy management system that complies with ISO 50001 standards. Through the energy management system, it can improve energy balance, reduce carbon dioxide emissions and reduce energy costs through more efficient use of energy. The energy management activities involved in Guangzhou Mayer's processing of steel strips and plates, as well as production of stainless steel welded steel pipes, stainless steel pipe connectors and carbon structural steel welded steel pipes comply with the standards and have obtained certification.

廣州美亞建立了符合ISO 50001標準的能源管理體系，通過能源管理體系，可以改善能源平衡，減少二氧化碳排放，並且通過更有效地利用能源來降低能源成本。廣州美亞鋼帶及鋼板的加工、不銹鋼焊接鋼管、不銹鋼管連接件及碳素結構鋼焊接鋼管的生產涉及的能源管理活動符合標準並取得認證。



Guangzhou Mayer has obtained ISO50001 energy management system certification, valid from 24 April 2024 to 23 April 2027

廣州美亞已取得ISO50001能源管理體系認證證書，有效期由2024年4月24日至2027年4月23日

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During Year 2024, the hazardous and non-hazardous wastes produced were as follows:

於2024年度，有害廢棄物及無害廢棄物產生量如下：

Hazardous and non-hazardous wastes produced

Hazardous and non-hazardous wastes produced 有害廢棄物及無害廢棄物產生	Unit 單位	Year 2024 2024年度	Year 2023 2023年度
Total amount of hazardous waste 有害廢棄物總量	kg 公斤	12,074	11,300
Intensity of hazardous waste 有害廢棄物密度	kg/per tonne of product 公斤／每噸單位產品	0.1	0.1
Total amount of non-hazardous waste 無害廢棄物總量	kg 公斤	2,484,106	2,340,554
Intensity of non-hazardous waste 無害廢棄物密度	kg/per tonne of product 公斤／每噸單位產品	28.6	20.8

Reduction Target of Wastes

廢棄物的減廢目標

Intensity of wastes produced 產生廢棄物密度	Reduction target 減廢目標	Baseline year 基準年	Status 狀態
Intensity of hazardous waste 有害廢棄物密度	N/A 不適用	N/A 不適用	N/A 不適用
Intensity of non-hazardous waste 無害廢棄物密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成

During Year 2019, due to a negligible amount of hazardous waste generated, the Group did not set relevant waste reduction target. During Year 2024, the Group has achieved the non-hazardous waste reduction target based on Year 2019 as the baseline year. Looking ahead, the Group has set new waste reduction targets for hazardous waste and non-hazardous waste, which are to achieve a waste reduction of 2% by 2029, with Year 2024 as the baseline year.

本集團於2019年度由於有害廢棄物產生量微不足道，未有設定相關減廢目標。於2024年度，本集團已達成以2019年度為基準年的無害廢棄物減廢目標。展望未來，本集團設定新的有害廢棄物及無害廢棄物減廢目標是於2029年度前實現減廢2%，以2024年度為基準年。

Guangzhou Mayer has completed the Emission Registration Form on the National Emission Authorization Management Information Platform and received the Receipt of National Emission Registration of Stationary Pollution Sources, which is valid from 28 April 2020 to 27 April 2025. Guangzhou Mayer has installed a sewage treatment system to directly treat the effluent generated during the production process. The treated water is then reused in production and will not be discharged to the outside.

廣州美亞已於全國排污授權管理資訊平台填報《排污登記表》，並獲得《全國固定污染源排污登記回執》，有效期由2020年4月28日至2025年4月27日。廣州美亞已安裝污水處理系統，直接處理於生產過程產生之污水，然後將處理後的水回用於生產中，不會對外排放。

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Sewage treatment system
污水處理系統

During Year 2024, Guangzhou Mayer adopted a series of energy conservation and emission reduction measures, of which the particulars and relevant effectiveness assessment were as follows:

廣州美亞於2024年度，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

Energy conservation and emission reduction measures 節能減排措施

Particulars and relevant effectiveness assessment of the measures 措施內容及相關成效評估

Light-emitting diodes (“LEDs”)

發光二極管(LED)

Some of the lighting at the production workshops, office buildings and staff quarters, where compact fluorescent lamps had been used, were replaced with LEDs, which consume less electricity compared to compact fluorescent lamps.

生產車間、辦公大樓及員工宿舍的部分照明已採用發光二極管取代慳電膽，相比慳電膽可更減少用電。

Installation of solar panels and solar energy equipment

安裝光伏發電設備及太陽能發電設備

At the staff quarters, solar energy collection equipment was installed on the roof mainly for the generation of electricity for electric water heaters, so as to reduce electricity consumption. Guangzhou Mayer has also installed solar panels with an expected average annual electricity output of 2.3 million kilowatt hours (“kWh”) on the rooftop of its production plants mainly to generate electricity used by its production equipment.

已在員工宿舍天台安裝了太陽能收集設備，該設備主要為員工宿舍熱水器提供熱能，節省電力消耗。廣州美亞亦已在生產廠房屋頂安裝光伏發電設備，預計每年平均發電量達230萬千瓦時，主要用於生產設備發電。

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Energy conservation and emission reduction measures 節能減排措施

Particulars and relevant effectiveness assessment of the measures 措施內容及相關成效評估

Installation of LED sensory lights

安裝LED感應照明燈

LED sensory lights were installed at the corridors of the office buildings and staff quarters. When someone enters the switch sensing area, the specialised sensor can detect the change in infrared spectrum, and the switch is automatically connected and will remain on as long as people do not leave the detected area and there is motion. When people leave the detected area, the switch will then be turned off, thereby reducing electricity consumption.

在辦公大樓走廊及員工宿舍均安裝了LED感應照明燈，當有人進入開關感應範圍時，專用感測器探測到人體紅外光譜的變化，開關自動接通。人不離開探測範圍且在活動，開關持續接通；人離開探測範圍後，開關自動關閉，減少電力消耗。

Water usage

用水

Water usage and cleaning frequency by cleaners were under strict control during the cleaning of the production workshops, office buildings and staff quarters, thus saving a substantial amount of water.

生產車間、辦公大樓及員工宿舍的清潔過程中，清潔人員受嚴格控制水的使用及清潔頻率。因此，節約了大量用水。

Installation of dust collectors with pulse jet filter bags

安裝脈衝式濾袋集塵機

In order to effectively prevent and control dust pollution, improve air quality and ensure the health of employees, Guangzhou Mayer's production plants are equipped with dust collectors with pulse jet filter bags. The automatic dust cleaning devices can help maintain a stable filtering effect of the collectors, thus reducing particulates and dust emissions during production.

為有效防治揚塵污染，改善空氣質量，保障員工身體健康，廣州美亞的生產廠房中設有脈衝式濾袋集塵機，其採用自動化清塵裝置，可保持集塵機穩定的過濾效果，以減少生產時排放的顆粒物及粉塵。

Non-hazardous waste

無害廢棄物

Non-hazardous wastes, including sludge from stainless steel tube polishing, scrap steel, wood frames and cardboard, plastic bottles, office papers, as well as kitchen wastes are produced at the production workshops, office buildings and staff quarters. Guangzhou Mayer has exerted its best endeavours to minimise the impact on the environment by using recyclable raw materials or supplementary materials in production. It has promoted waste separation in different ways, such as placing cartons and plastic bottles in designated areas for collection by recyclers.

在生產車間、辦公大樓及員工宿舍可產生的無害廢棄物包括不銹鋼管拋光產生的污泥、廢鋼鐵、廢木架、廢紙皮、膠樽、辦公室用紙及廚房廢棄物。廣州美亞在生產過程中使用可回收原材料或輔助材料，以此盡最大努力減低對環境的影響。廣州美亞推廣廢棄物分類，如將紙板及塑料瓶放置在特定區域供回收服務供應商收取。

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Compliance with Relevant Laws and Regulations

During Year 2024, the Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to air and GHG emissions, discharges into water and land, as well as generation of hazardous and non-hazardous wastes. Guangzhou Mayer strictly complied with local laws and regulations relating to emissions, such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law on the Prevention and Control of Water Pollution of the People's Republic of China (《中華人民共和國水污染防治法》), the Law on the Prevention and Control of Water Pollution of the People's Republic of China (《中華人民共和國水污染防治法》) and the Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China (《中華人民共和國固體廢物環境防治法》). In addition, no significant fine or non-monetary sanction for non-compliance with relevant laws and regulations was imposed on the Group during Year 2024.

A2: Use of Resources

Guangzhou Mayer does not only strictly obey the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to develop resource saving and recycling habits in daily life. To protect natural resources and increase operational efficiency, the Group closely monitors the use of resources with a view to ensuring full utilisation of resources and preventing wastage. Each department of Guangzhou Mayer regularly reports on its use of resources and takes corrective actions for issues in a timely manner.

Guangzhou Mayer has formulated and implemented the Energy and Resource Management System (《能源資源管理制度》) to promote the saving and reasonable use of energy and resources as well as the reduction of wastage. To reduce the use of non-reusable materials, the Technical Department takes into consideration the factors of environmental protection, energy saving, as well as occupational health and safety before introducing new equipment or adopting new production processes. The Administration Department is responsible for energy saving and resource control during the daily management of the office areas, canteens and staff quarters, etc.

遵守有關法律法規

於2024年度，本集團並無發現有關本集團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的產生之重大影響之有關法律法規之任何重大違規情況。廣州美亞嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，於2024年度亦沒有因未遵守有關法律法規而遭受重大金額罰款或非貨幣制裁。

A2: 資源使用

廣州美亞不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養員工節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。廣州美亞的各部門定期匯報資源使用狀況，並針對問題適時作出整改行動。

廣州美亞已制定並執行《能源資源管理制度》，推行節約能源、資源，合理地利用能源、資源，減少浪費現象。技術部引進新設備或轉用新製造過程前會考慮到相關環保、節能及職業健康安全等方面，減少使用不可循環再用的物料。行政部負責辦公區域、食堂及員工宿舍等日常管理過程之節約能源及資源控制。

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The consumption of electricity, water and construction materials is primarily controlled during production. The Production Department records monthly water consumption and compares it with monthly actual production for assessment on a monthly basis. Statistical analysis is conducted and the level of energy consumption is recorded to assess the progress of the energy-saving initiatives. During Year 2024, Guangzhou Mayer did not experience any difficulties in sourcing water that was fit for its use.

To reduce the use of wood, wooden frames used to pack finished products are actively re-collected upon delivery of the finished products to customers in accordance with the Energy and Resource Management System. The recycling of wooden frames is regularly traced and recorded by the Sales Department and the Logistics Department of Guangzhou Mayer on a monthly basis.

For office administration, Guangzhou Mayer provides employees with personal computers of low-energy consumption and lighting systems with energy-efficient lights are installed in offices. In addition, Guangzhou Mayer raises its employees' awareness of energy saving by, for example, encouraging them to turn off lights and air-conditioners after work through electronic mails, bulletins and other channels. Additional video conferencing equipment has been put in place by Guangzhou Mayer to encourage video conferencing instead of business trips whenever possible, thereby reducing carbon emissions arising from fuel consumption in transportation.

在生產過程中主要是控制電力消耗，節約用水及節約施工材料。生產部統計當月用水情況，並與當月實際生產狀況比對，按月計量進行考核，並根據節能進展情況進行統計分析，對能源消耗進行記錄。於2024年度，廣州美亞在求取適合其使用的水源方面並無遭遇任何困難。

包裝製成品的木架會按《能源資源管理制度》，當製成品送到客戶後，會積極回收該木架，以減少木材使用。廣州美亞的業務和物流部門會每月對木架回收作對定期的追蹤及統計。

行政辦公方面，廣州美亞為員工配置低耗能的個人電腦，而辦公室內的照明系統也採用節能照明燈。此外，廣州美亞也透過電郵及告示等渠道提高員工的節能意識，例如向員工宣傳下班後關燈及關空調等。廣州美亞更增加辦公室內的視頻設備，盡可能通過視像會議溝通，減少出差次數，務求降低交通工具燃油所產生的碳排放。

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The total consumption of resources by Guangzhou Mayer during Year 2024 is listed as follows:

於2024年度，廣州美亞於資源消耗總量列示如下：

Consumption of resources 資源消耗	Unit 單位	Year 2024 2024年度	Year 2023 2023年度
Electricity consumption 電力消耗	KWh 千瓦時	3,184,740	2,125,740
Fuel consumption (Note 1) 燃料消耗 (附註1)	KWh 千瓦時	2,350,015	2,133,777
Total energy consumption 能源總耗量	KWh 千瓦時	5,534,755	4,259,517
Energy consumption intensity 能源消耗密度	KWh/per tonne of product 千瓦時／每噸單位產品	64	38
Water consumption in total 總耗水量	cubic meter 立方米	31,237	19,699
Water consumption intensity 耗水密度	M ³ /per tonne of product 立方米／每噸單位產品	0.36	0.18
Total packaging materials used (Note 2) 包裝物總量 (附註2)	kg 公斤	166,750	254,700
Intensity of packaging materials used 包裝物密度	kg/per tonne of product 公斤／每噸單位產品	1.9	2.3

Note 1: The conversion factors used to calculate the units to KWh are sourced from the Energy Statistics Manual issued by the International Energy Agency.

附註1：用於計算千瓦時單位的轉換系數來自國際能源署刊發的《能源統計手冊》。

Note 2: Packaging materials include polyvinyl chloride (PVC) films, transparent plastic, wrapping bands, cardboard containers, wooden squares and wrapping bags.

附註2：包裝物料包括聚氯乙烯(PVC)膜、透明膠、打包帶、紙箱、木方及包裝袋等。

During Year 2024, Guangzhou Mayer's electricity consumption increased compared with that of last year, besides attributable to the operations of Mayer Technology and Mayer Energy Storage, which involved electricity consumption and water consumption, accounting for 29% and 18% of the total electricity consumption and water consumption, respectively. In addition, Guangzhou Mayer's photovoltaic power station ceasing electricity generation for the period from 30 June 2023 to 20 September 2023 to cope with the government's demolition work and ceasing operation subsequently for two and a half months owing to account problems, as well as the adverse weather impact resulted in a decrease in photovoltaic power generated energy. Compared with the same period last year, the photovoltaic power station's electricity generation decreased by approximately 986,800 KWh.

於2024年度，廣州美亞電力消耗量較去年上升，除了因為美亞科技及美亞蓄能的營運涉及耗電及耗水，分別佔耗電及耗水總量的29%及18%。另外，由於2023年6月30日至2023年9月20日期間廣州美亞為配合政府拆遷工作，光伏電站停止發電，其後亦因賬戶問題導致光伏電站停止運行兩個半月，而且受天氣影響，導致光伏發電能量下降。與去年同期比較，其發電量減少了約98.68萬千瓦時。

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環境、社會及管治報告

Reduction Target of Resources Consumption

資源使用的節約目標

Consumption of resources 資源消耗	Reduction target 減廢目標	Baseline year 基準年	Status 狀態
Energy consumption intensity 能源消耗密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Water consumption intensity 耗水密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	In progress 進行中
Packing material intensity 包裝物密度	Reduce 5% by 2024 於2024年度前減少5%	2019 2019年度	Achieved 已達成

Since Mayer Technology and Mayer Energy Storage commenced operations during Year 2024, electricity and water consumption increased, resulting in the Group temporarily failing to achieve its energy consumption and water consumption reduction targets based on Year 2019 as the baseline year. The Group expects that resource utilization will improve after their business operations mature. In addition, the Group has achieved the target of reducing packaging material consumption with Year 2019 as the baseline year. Looking ahead, the new resource consumption reduction target is to achieve a 2% consumption reduction by 2029, with Year 2024 as the baseline year.

由於美亞科技及美亞蓄能於2024年度開始投入運作，耗電量及耗水量因此上升，導致本集團暫時未能達成以2019年度為基準年的減少能源消耗及耗水目標。本集團預期業務運作成熟後資源使用將有所改善。此外，本集團已達成以2019年度為基準年的減少包裝物消耗目標。展望未來，新的資源使用減耗目標是於2029年度前實現減耗2%，以2024年度為基準年。

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環境、社會及管治報告

A3: The Environment and Natural Resources

In strict compliance with the laws and regulations, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) and related regulations, Guangzhou Mayer has formulated the Energy and Resource Management System and established the environmental management system which conforms to ISO 14001 standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation.

A3: 環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》及相關法規，廣州美亞制定了《能源資源管理制度》及建立了符合ISO 14001標準的環境管理體系，有效減少了生產及經營活動帶來的污染物排放及資源消耗。



Guangzhou Mayer has extended an ISO14001 environmental management system certification, which is valid from 23 September 2023 to 22 September 2025
 廣州美亞已延續ISO14001環境管理體系認證證書，有效期由2022年9月23日至2025年9月22日

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Photovoltaic power generation equipment on the rooftop of a production plant
生產廠房屋頂的光伏發電設備

Photovoltaic power generation equipment is installed on the roof of Guangzhou Mayer's production plants to generate electricity used by the production equipment with surplus available for sale to China Southern Power Grid in Guangzhou.

廣州美亞於生產廠房屋頂安裝了光伏發電設備以提供能源為生產設備提供電能，並出售多餘電能予廣州南方電網。



Green environment in the production area
在生產園區範圍內的綠化環境

To green up the production area, Guangzhou Mayer continuously plants trees and bushes with 13 species of trees, including lychee trees, longan trees, mango trees, pine trees and so forth.

廣州美亞為綠化生產園區，在園區內不斷種植喬木及灌木，樹木種類有13種，其中包括荔枝樹、龍眼樹、芒果樹及松樹等。

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環境、社會及管治報告

A4: Climate Change

Task Force on Climate-related Financial Disclosures (the “TCFD”) provides a reporting framework for companies to report their climate-related risks to the stakeholders. TCFD divide climate-related risks into physical risks and transition risks; the physical impacts of climate change and transition risks brought by decarbonisation could have material impact on the Group’s operation and development. The Group has raised its awareness towards the risks and potential impacts on the Group due to climate change. The Group has identified the climate-related risks that may adversely impact the Group’s operations and development.

The Group understands that the climate change has posed existential threats to the world and its operation, and the Group must put effective measures in place to protect its operations from potential disruptions and damages caused by them. Such risks include physical risks such as typhoon and rainstorms potentially leading to loss of electrical power, property and machinery damage and staff casualty as well as transition risks such as policy and regulatory changes.

In response to these issues, the Group has created risk management system and procedures to identify, monitor and control climate change impacts. Particular measures to mitigate climate change related impacts include the enhancement and good maintenance of building design and structure and facilities therein to strengthen endurance against extreme weathers. Emergency plans, including flexibility of working hours and location under certain extreme weather are also in place to maintain the Group’s day-to-day operation in order and reduce risks of staff injuries when commuting.

The Group is also concerned about the exposure to relevant regulatory requirement that would have potential cost implications or disruption of operation due to failure to meet them by the then practices of operations. Failure to comply with those limits would lead to a fine and or even an order to suspend the operation for a certain period. The Group regularly reviews relevant policy updates and assesses their potential impact on the operation and stipulates relevant responsive measures to mitigate the potential risks.

B. SOCIAL RESPONSIBILITY

The Group believes that maintaining good relationship with its employees is one of the keys to success. To enhance employees’ satisfaction, the Group provides employees with competitive remuneration and benefits, as well as comprehensive training programmes to encourage them to show their strengths and potential in full. The Group organises team-building activities, such as annual dinner, sport day and leisure trip, for employees to enhance their sense of belonging and create a friendly and harmonious working environment.

A4: 氣候變化

氣候相關財務披露工作小組(「TCFD」)為公司向持份者報告其氣候相關風險提供報告框架。TCFD將氣候相關風險劃分為實體風險及過渡風險；去碳化帶來的氣候變化的實體風險及過渡風險可能對本集團的營運及發展造成重大影響。本集團已針對因氣候變化給本集團帶來的風險及潛在影響提高意識。本集團已識別可能對本集團營運及發展造成不利影響的氣候相關風險。

本集團明白氣候變化已對世界及其運轉構成生存威脅，而本集團須採取有效措施保護其營運免受由此造成的潛在干擾及損害。有關風險包括可能導致電力損失、財產及機械損壞與員工傷亡的颱風及暴雨等實體風險，以及政策及監管變化等過渡風險。

為應對此等問題，本集團已建立風險管理系統及程序，以識別、監控及控制氣候變化影響。減輕氣候變化相關影響的具體措施包括加強及維護建築設計、結構及設施，以增強抵禦極端天氣的能力。本集團亦設有應急方案(包括在若干極端天氣下工作時間及地點的靈活性)以維持本集團的日常營運，以減少員工在通勤時受傷的風險。

本集團亦關注相關監管規定的風險，可能會因當時的營運實踐未能滿足相關監管規定而產生潛在成本影響或營運中斷。不遵守此等限制將導致罰款，甚至命令暫停營運一段期間。本集團定期檢討相關政策更新並評估其對營運的潛在影響，並制定相關應對措施以減輕潛在風險。

B. 社會責任

本集團深信與員工保持良好關係是企業成功的關鍵之一。為了提升員工滿意度，本集團為員工提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵員工發揮潛力並一展所長。本集團每年舉辦員工團建活動如員工聚餐、運動會及旅行等，有助提升員工歸屬感，打造一個友好和諧的工作環境。

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環境、社會及管治報告

B1: Employment

The Group has implemented rigorous recruitment procedures to select and attract outstanding talents for the Group through a combination of external recruitment and internal training. As at 30 June 2024, Guangzhou Mayer had 293 employees. The composition of employees by gender, age group, employment type and geographical region is as follows:

B1: 僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為本集團甄選及吸納優秀的人才。截至2024年6月30日，廣州美亞共有293名員工，按性別、年齡組別、僱傭類別及地理區域劃分之員工分佈如下：

Distribution of employees 員工分佈	Unit 單位	Year 2024 2024年度	Year 2023 2023年度
By gender 按性別劃分			
Male 男性	Person 人	197 (67%)	205 (67%)
Female 女性	Person 人	96 (33%)	103 (33%)
Total 總計	Person 人	293 (100%)	308 (100%)
By age group 按年齡組別劃分			
Under 30 years old 30歲以下	Person 人	28 (9%)	42 (14%)
30–50 years old 30至50歲	Person 人	233 (80%)	234 (76%)
Over 50 years old 50歲以上	Person 人	32 (11%)	32 (10%)
Total 總計	Person 人	293 (100%)	308 (100%)
By employment type 按僱傭類別劃分			
Full-time 全職	Person 人	293 (100%)	308 (100%)
Part-time 兼職	Person 人	– (–)	– (–)
Total 總計	Person 人	293 (100%)	308 (100%)
By geographical region 按地理區域劃分			
Hong Kong 香港	Person 人	1 (1%)	1 (1%)
Mainland China 中國內地	Person 人	292 (99%)	307 (99%)
Total 總計	Person 人	293 (100%)	308 (100%)

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During Year 2024, the employee turnover rates of Guangzhou Mayer were as follows:

於2024年度，廣州美亞的員工流失比率如下：

	Year 2024 2024年度	Year 2023 2023年度
By gender (Note) 按性別劃分 (附註)		
Male 男性	13%	41%
Female 女性	8%	17%
By age group (Note) 按年齡組別劃分 (附註)		
Under 30 years old 30歲以下	36%	68%
30–50 years old 30至50歲	9%	29%
Over 50 years old 50歲以上	9%	14%
By geographical region (Note) 按地區劃分 (附註)		
Hong Kong 香港	–	–
Mainland China 中國內地	11%	33%

Note: The turnover rate is calculated by dividing the number of departed employees in a specified category for Year 2024 by the number of employees in such specified category as at 30 June 2024.

附註：流失比率乃按特定組別截至2024年度的離職員工人數除以於2024年6月30日該特定組別的員工人數所計算。

Guangzhou Mayer has formulated and implemented the Staff Handbook (《員工手冊》), the Recruitment Management System (《招聘管理制度》), the Remuneration and Benefit Management System (《薪酬福利管理制度》) and the Human Resources Management Procedures (《人力資源管理程序》) to comprehensively regulate the conduct of all its employees to meet the needs of a modern enterprise. Besides complying with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》), Guangzhou Mayer has formulated management regulations in respect of recruitment, promotion, dismissal, working hours, holidays, remuneration, benefits and retirement. It provides employees with competitive salaries and benefits and makes proper adjustments to salaries and benefits in a timely manner according to the prevailing market condition in order to attract and retain talents and motivate the employees.

廣州美亞已制定並執行《員工手冊》、《招聘管理制度》、《薪酬福利管理制度》及《人力資源管理制度》等為全面規範其全體員工的行為，以達現代化企業需求。廣州美亞除遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利和退休等方面作出管理規定。廣州美亞為員工提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動適時及適當調整薪資及待遇水平，以吸引及保留人才，並激勵員工。

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The Group offers good benefits to the employees. To enhance the employees' sense of belonging to the company, devotion to their jobs and enthusiasm for work, Guangzhou Mayer has established a labour union to strengthen communication among the employees, and organises meaningful and entertaining team-building activities for them.

As a collective interest organization for employees, the Labour Union of Guangzhou Mayer actively organizes various welfare activities to meet the needs of different employees and increase their mutual cohesion and sense of belonging. On 3 March 2024, the committee of the Labour Union of Guangzhou Mayer organized a movie viewing activity for employees' relaxation.

本集團為員工提供良好福利，為了提高員工對公司的歸屬感、對工作的投入感及參與感，廣州美亞設有工會加強與員工之間的溝通，並為員工安排多項有意義及娛樂性的團建活動。

廣州美亞工會作為員工的集體利益組織，工會積極組織各種福利活動，以滿足不同員工的需求，以及增加彼此的凝聚力和歸屬感。於2024年3月3日，廣州美亞的工會委員會組織了員工電影觀賞活動，讓員工放鬆心情。



Highlights of Employees' Movie Viewing Activity
員工電影觀賞活動花絮

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The Group provides equal employment opportunities to employees free from any form of discrimination based on age, ethnicity, race, gender, marital status and religious beliefs. It is committed to the creation of a corporate culture and a working atmosphere of equality, respect, diversity and mutual support. The Group protects the interests of its employees and strives to establish harmonious employment relationship with the provision of rest periods and holidays not less exacting than those required under the relevant laws and regulations.

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, as well as other benefits and welfare during Year 2024. Guangzhou Mayer strictly complied with relevant local laws and regulations relating to employment, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulations on Wage Payment of Guangdong Province (《廣東省工資支付條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during Year 2024.

本集團提供平等就業機會，保障員工不會因年齡、民族、種族、性別、婚姻狀況及宗教信仰不同而遭受歧視，致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於相關政府法例及法規的休息時間及假期，同時保障員工權益及致力建立和諧的僱傭關係。

遵守有關法律法規

於2024年度，本集團並無發現因嚴重違反有關法律法規而重大影響本集團在賠償及解僱、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視等以及其他待遇及福利。廣州美亞嚴格遵守與僱傭有關的地方法律法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《廣東省工資支付條例》。此外，於2024年度亦沒有因未遵守有關法律法規而遭受大額罰款或制裁。

B2: Health and Safety

B2: 健康及安全



Guangzhou Mayer has extended an ISO45001 occupational health and safety management system certification, which is valid from 23 September 2022 to 22 September 2025

廣州美亞已延續ISO45001職業健康安全管理體系認證證書，有效期由2022年9月23日至2025年9月22日

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Production safety, as well as occupational health and safety are the key matters of concern in the Group's corporate operation. In strict compliance with its policies on occupational health and safety, the Group provides resources and training, emphasises occupational health and safety throughout its production processes and constantly reduces the risks to the employees, equipment and environment. Safety guidelines are on display in prominent positions of different operating areas of the production plants to raise the employees' safety awareness and prevent the risk of having collision, uncertainty and confusion. For example, employees are reminded to take precautionary measures before handling or using hazardous materials in order to minimise the risk of exposure to hazardous substances.

To comply with the national laws, regulations, policies and standards relating to the prevention and control of occupational diseases, such as the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》) and the Administrative Measures for the Supervision of Employers' Occupational Health Surveillance (《用人單位職業健康監護監督管理辦法》), strengthen the management for and enhance the quality of the prevention and control of occupational diseases, practically secure the labourers' occupational health and safety during their work, reach the target for occupational health and safety set by the Group, and facilitate corporate economic development, Guangzhou Mayer has adopted and enforced relevant systems as set out below:

- (i) System of Liability for Prevention and Control of Occupational Hazards (《職業病危害防治責任制度》);
- (ii) System of Warning and Alert for Occupational Hazards (《職業病危害警示告知制度》);
- (iii) System of Promotion, Education and Training for Prevention and Control of Occupational Hazards (《職業病危害防治宣傳教育培訓制度》);
- (iv) System of Management for Equipment and Facilities for Prevention and Control of Occupational Hazardous Factors (《職業病危害因素防治設備設施管理制度》);
- (v) System of Management for Occupational Disease Prevention Equipment (《職業病防護用品管理制度》);

安全生產和職業健康安全是本集團的企業經營重點關注事項。本集團嚴格遵守職業健康安全方針，提供資源和訓練，在生產過程中強調職業健康及安全，持續減低員工、設備及環境之風險，並在廠房不同的工作區域的顯著位置放置相關安全指引提示員工注意安全，以避免發生碰撞、緊張及混亂的風險。例如，在涉及接觸或使用危險物質時，要求員工注意防護措施，以盡可能降低工人受危險物質的風險。

本集團為貫徹執行國家有關職業病防治的法律、法規、政策和標準，如《中華人民共和國職業病防治法》及《用人單位職業健康監護監督管理辦法》，加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康及安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，廣州美亞採納及執行以下相關制度：

- (i) 《職業病危害防治責任制度》；
- (ii) 《職業病危害警示告知制度》；
- (iii) 《職業病危害防治宣傳教育培訓制度》；
- (iv) 《職業病危害因素防治設備設施管理制度》；
- (v) 《職業病防護用品管理制度》；

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(vi) System of Management for Monitoring and Assessing Occupational Hazards (《職業病危害監測及評價管理制度》); and

(vii) System of Occupational Health Monitoring and File Management for Labourers (《勞動者職業健康監護及其檔案管理制度》).

Every year, Guangzhou Mayer designs programmes for special equipment and comprehensive scenario drills in order to further improve the employees' understanding of fire extinguishers inside the plant and small-scale fire so that the employees are able to use the fire extinguishers correctly to extinguish small-scale fire and security guards are able to use the emergency rescue equipment located in the micro-fire-fighting stations inside the plant correctly.

On 6 April 2021, a team of experts for appraisal and evaluation from the Guangdong Administration for Market Regulation conducted a comprehensive review of Guangzhou Mayer's application for the renewal of production licence of special equipment. Guangzhou Mayer successfully passed the review of special equipment production and obtained a new production licence of special equipment (for the manufacture of pressure piping components).

(vi) 《職業病危害監測及評價管理制度》；及

(vii) 《勞動者職業健康監護及其檔案管理制度》。

廣州美亞每年會設計年度特種設備及綜合演練計劃，目的為增加員工對廠房內的滅火器及初起火災有進一步的認識、使員工能夠正確地使用滅火器撲滅初起火災及保安人員能正確地使用廠房內微型消防站內的應急救援器材。

於2021年4月6日，廣東省市場監督管理局組織的鑒定評審專家組對廣州美亞特種設備生產許可證換領新證申請進行了全面的審查工作，廣州美亞順利通過特種設備生產審查，並成功取得新的特種設備生產許可證（壓力管道元件製造）。



Production License of Special Equipment No. TS2744085-2025 issued by the Guangdong Administration for Market Regulation on 12 March 2021, valid until 4 March 2025

於2021年3月12日，由廣東省市場監督管理局頒發的特種設備生產許可證，編號為TS2744085-2025，證照有效期至2025年3月4日

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Participation of Guangzhou Mayer's employees in the emergency fire drill on 22 December 2023
廣州美亞的員工於2023年12月22日參與了消防應急預案演練

According to relevant national labour safety and health regulations relating to the installation of emergency shower facilities, fixed emergency shower facilities are installed in the production areas for employees to take full body shower immediately when their bodies or clothes are contaminated by irritating, corrosive or toxic substances.

廣州美亞針對有關緊急沖淋器設置相關國家勞工安全衛生規定，在生產區域設置了固定式緊急沖淋裝置，當身體或衣着有被刺激物、腐蝕性物質或毒性物質污染時，可供員工即時沖洗全身。



Fixed emergency shower facilities
固定式緊急沖淋裝置

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During Year 2024, the number of lost days due to work injury of Guangzhou Mayer was as follows:

於2024年度，廣州美亞因工傷損失工作日數如下：

	Year 2024 2024年度	Year 2023 2023年度	18 months ended 30 June 2022 截至2022年 6月30日止18個月
Number of work-related fatalities 因工死亡的人數	-	-	-
Number of work-related injuries 工傷人數	4	-	-
Lost days due to work injury 因工傷損失工作日數	177	-	-
Rate of lost days 損失日數比率	0.2%	-	-

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to the provision of a safe working environment and the protection of employees from occupational hazards during Year 2024. Guangzhou Mayer strictly complied with local laws and regulations relating to health and safety, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) and the Industrial Injury Insurance Regulations of the People's Republic of China (《中華人民共和國工傷保險條例》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during Year 2024.

遵守有關法律法規

於2024年度，本集團並無發現有關對提供安全工作環境及保護員工避免職業性危害產生重大影響之有關法律法規之任何重大違規情況。廣州美亞嚴格遵守與健康及安全有關的地方法律法規，包括《中華人民共和國安全生產法》及《中華人民共和國工傷保險條例》。此外，於2024年度亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

B3: Development and Training

Guangzhou Mayer has adopted and enforced the Training Management Procedures (《培訓管理程序》) in order to effectively implement and achieve the Group's management strategies and targets in terms of quality, environment, as well as occupational health and safety, and to ensure that its employees have a sound knowledge of and are able to fulfil their positions' basic requirements for work safety, quality, efficiency, cost and environmental protection.

B3: 發展及培訓

廣州美亞採納及執行了《培訓管理制度》，為有效實施及達到本集團品質、環境、職業健康安全的管理策略及目標，確保員工掌握崗位工作安全、品質、效率、成本及環保等基本要求和具備實踐能力。

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The Human Resources Department is responsible for the planning, implementation and execution of the education and training activities and annual training programmes launched by Guangzhou Mayer, the organisation and implementation of new employee orientation education and training, and the formulation of the system and framework of Guangzhou Mayer's education and training. Each of the other departments is responsible for putting forward its own needs for education and training programmes, organising its own internal education and training, assisting the Human Resources Department to enforce the annual education and training programmes, and providing safety education and pre-employment training to its new employees. The Safety and Environmental Protection Management Department or its personnel are responsible for the implementation of education and training on safety, environmental protection and relevant laws and regulations, and the organisation of "three-level" safety education activities for all staff members of Guangzhou Mayer.

Guangzhou Mayer has adopted and enforced the Training Management Procedures (《培訓管理程序》). To quickly improve the overall ability of the employees and step up efforts in the human resources development, external training is arranged to educate Guangzhou Mayer's employees in advanced technologies, skills and expertise in the industry.

The Group actively encourages employees to think about and participate in corporate management. In 2022, Guangzhou Mayer adopted and implemented the "Rationalization Suggestions/One-Point Course System" which aims to enable employees to provide the company with information on improved management, production technology processes, safety, sales, as well as methods and measures to reduce losses and other work areas. A One-Point Course refers to the exchange and sharing of work experience written by employees to transfer knowledge to other employees. If relevant suggestions and courses are adopted by the company, the employees who proposed them will receive cash rewards to encourage employees to actively participate in the activities.

Guangzhou Mayer held a five-day lean quality and safety management deepening 5S improvement training activities in July and November 2023 respectively. The activities included cleaning of equipment in the production plants, training of safe consumption of electricity, and updating of old equipment. Through game activities, employees can deepen their understanding and thinking about 5S, and through updated equipment and training, they can avoid major industrial accidents so as to avoid quality and safety problems as much as possible.

人力資源部負責建立計劃、實施及執行由廣州美亞推動的教育訓練活動及年度培訓計劃、組織及實施新員工入職教育訓練和制定廣州美亞之教育訓練制度及規範。其它部門負責提出各部門教育訓練計劃需求，各自組織各部門內部教育訓練，協助人力資源部實施年度教育訓練計劃並負責對各部門新入職員工進行安全教育及崗前訓練。安全環保管理部門或人員負責安全、環保及相關法律法規教育訓練的實施，組織廣州美亞全員「三級」安全教育活動。

廣州美亞採納及執行了《培訓管理制度》，為了盡快提升員工的整體素質，加大人力資源開發力度，通過外派培訓，使廣州美亞的員工學習業界先進的科技、技術及專門才能。

本集團積極鼓勵員工思考及參與企業管理，廣州美亞於2022年採納及執行了《合理化建議／一點課程制度》，旨在讓員工向公司提供改進管理、生產技術工藝過程、安全、銷售及減少損失等工作範疇的辦法和措施。而一點課程則指由員工撰寫的工作經驗交流分享，以將知識傳授予其他員工。相關建議及課程如被公司採納，提出的員工可獲現金獎勵，以鼓勵員工積極參與活動。

廣州美亞分別於2023年7月及11月舉行了一連5天的精益質量安全管理深化5S改善培訓活動，活動內容包括對廠房內設備進行清掃、用電安全培訓，以及對舊設備進行更新，透過遊戲活動，讓員工對5S加深認識及思考，並通過更新設備及培訓，以避免重大工業意外發生，從而盡量避免質量安全問題的發生。

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Equipment before improvement
改善前的設備

Equipment after improvement
改善後的設備

During Year 2024, Guangzhou Mayer's Human Resources Department devised the 2024 Training Schedule (《2024年培訓計劃表》). The training work focus included the optimization of systems, training for new employees and managers, promotion for constitutional documents, safety and quality education and so forth.

於2024年度，廣州美亞的人力資源部制定了《2024年培訓計劃表》。培訓工作重點包括制度優化、新員工培訓、管理人員培訓、規章文件宣傳、安全教育及品質教育等。

During Year 2024, the employee training rates of Guangzhou Mayer were as follows:

於2024年度，廣州美亞的員工受訓比率如下：

	Year 2024 2024年度	Year 2023 2023年度
Percentage of employees trained (Note 1) 受訓員工百分比(附註1)	100%	100%
Percentage of employees trained by gender (Note 2) 按性別劃分的受訓員工百分比(附註2)		
Male 男性	67%	67%
Female 女性	33%	33%
Percentage of employees trained by employment category (Note 2) 按僱傭類別劃分的受訓員工百分比(附註2)		
Senior management 高級管理層	3%	2%
Middle management 中級管理層	11%	9%
General staff 一般員工	86%	89%

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Note 1: Calculated by dividing the number of employees trained by the total number of employees as at 30 June 2024.

附註1：按受訓員工人數除以於2024年6月30日的員工總人數。

Note 2: Calculated by dividing the number of employees trained in such category by the total number of employees trained.

附註2：按該類別受訓員工人數除以受訓員工總人數計算。

During Year 2024, the average training hours of Guangzhou Mayer's employees were as follows:

於2024年度，廣州美亞的員工之平均培訓時間如下：

	Year 2024 2024年度	Year 2023 2023年度
Average training hours completed per employee (Note 1) 每名員工完成受訓平均時數 (附註1)	61.5	36.2
Average training hours completed per employee by gender (Note 2) 按性別劃分的每名員工完成受訓平均時數 (附註2)		
Male 男性	60.0	32.0
Female 女性	64.7	44.5
Average training hours completed per employee by employment category (Note 2) 按僱傭類別劃分的每名員工完成受訓平均時數 (附註2)		
Senior management 高級管理層	75.8	60.0
Middle management 中級管理層	76.5	44.8
General staff 一般員工	59.4	34.7

Note 1: Calculated by dividing the total training hours by the total number of employees as at 30 June 2024.

附註1：按培訓總時數除以於2024年6月30日的員工總人數。

Note 2: Calculated by dividing the total training hours in a category by the total number of employees in such category.

附註2：按某類別培訓總時數除以該類別員工總人數。

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B4: Labour Standards

The Group is well aware that employment of child and forced labour is a serious breach of universal values and is, therefore, committed to the prevention of all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. Guangzhou Mayer has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with Guangzhou Mayer when they accept their job offers, and Guangzhou Mayer will check the relevant certificate(s) of the employees when they officially commence work. Guangzhou Mayer requires the Human Resources Department and the recruitment department to work together to prevent or identify child labour and forced labour to ensure that there is no child labour or forced labour in the workplace. If child labour or forced labour is found, the labour contract or employment agreement will be terminated at the earliest opportunity.

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations prohibiting the employment of child or forced labour in the Group during Year 2024. Guangzhou Mayer strictly complied with local laws and regulations relating to labour standards such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during Year 2024.

B4: 勞動準則

本集團深知僱用童工及強制勞工是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。廣州美亞制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職員工被正式錄用時會與廣州美亞簽訂勞動合同或聘用協定，在正式入職時廣州美亞會檢查員工的相關證照，並規定人力資源部及招工部門合作防止或識別童工及強制勞工，以確保工作場所並無童工或強制勞工。如發現童工或強制勞工，將會第一時間與其解除勞動合同或聘用協定。

遵守有關法律法規

於2024年度，本集團並未發現有關禁止本集團僱用童工或強制勞工之有關法律法規之任何重大違規情況。廣州美亞嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，於2024年度亦未有因未遵守有關法律法規而遭受大額罰款或制裁。

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B5: Supply Chain Management

The Group cooperates with suppliers which strive for excellence, emphasise environmental friendliness and possess commercial ethics. It also expects suppliers to be mindful of environmental and social responsibilities. Complying with national laws and regulations of China, including the Law on Tenders and Bids (《招標投標法》) and the Implementation Rules for the Law on Tenders and Bids (《招標投標法實施條例》), Guangzhou Mayer has developed management systems, including the Procedure for Assessment and Management of Vendors (《協力商評估與管理程序》), the Procurement Management Procedures (《採購管理程序》), the Raw Material Procurement Management System (《原料採購管理制度》), the Material Procurement Management System (《物料採購管理制度》) and the System for Assessing the Trade Safety of Business Partners (《商業夥伴貿易安全評估制度》) to strictly control internal purchasing process.

The sustainability of the Group hinges on meaningful cooperation with and wise choices of suppliers. The Group has adopted its supplier evaluation system and regularly evaluates the environmental and social performance of the suppliers in order to ensure the quality of the raw materials and equipment used in the Group's production on one hand, and to strengthen the connection with the suppliers and jointly create a good atmosphere for cooperation on the other hand. The Group also arranges regular on-site inspections to evaluate the suppliers' social responsibility performance. In case of any non-compliance with any laws or regulations on the part of a supplier, the Group will immediately cease its business relationship with such supplier.

The Group is much concerned with the safety of the materials provided by its suppliers and regards it as one of the important criteria for supplier selection. In addition to the technical capabilities, delivery time and price competitiveness of the business partners, the Group is also concerned with the environmental and social performance of the supply chain and from time to time prompts its business partners to pay more attention to sustainable development. Guangzhou Mayer requires its suppliers to use materials with no or low potential toxicity to protect public health.

B5: 供應鏈管理

本集團與精益求精、環保、具商業道德的供應商合作，並期望供應商注重環境及社會責任。廣州美亞遵守中國《招標投標法》及《招標投標法實施條例》等法律法規，制定了《協力商評估與管理程序》、《採購管理程序》、《原料採購管理制度》、《物料採購管理制度》及《商業夥伴貿易安全評估制度》等管理制度，嚴格控制內部採購流程。

本集團實現可持續發展，離不開與供應商的良好合作及明智選擇。本集團制訂供應商評價系統，定期對供應商的環境及社會表現進行評價，一方面確保用於本集團生產的原材料及設備的質量，另一方面加強與供應商的聯繫，共同營造良好的合作氛圍。本集團亦會定期安排現場審核，評估供應商的社會責任表現。如發現供應商存在任何不合法或不合規的事宜，本集團將立即停止與該供應商的合作關係。

本集團非常關注供應商之物料安全，是其選擇供應商的重要條件之一。同時，除了考慮業務夥伴的技術能力、交付時間及價格競爭力等因素之外，本集團同樣關注供應鏈中的環境及社會績效，不時要求本集團的業務合作夥伴更多地關注可持續發展議題。廣州美亞要求供應商盡量採用不含或低潛在毒性的材料，以保障公眾健康。

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During Year 2024, the number of Guangzhou Mayer's major suppliers by geographical region was as follows:

於2024年度，按地區劃分的廣州美亞主要供應商數量如下：

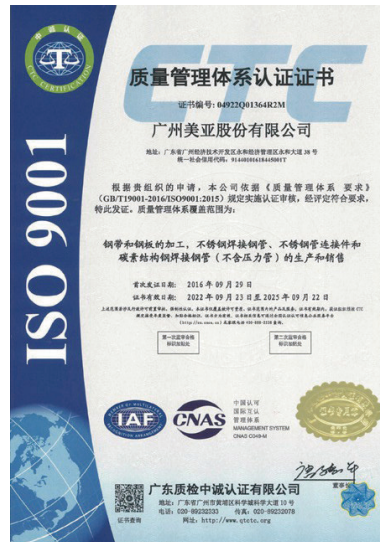
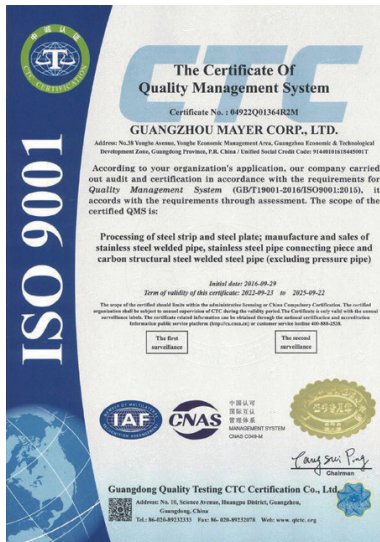
	Year 2024 2024年度	Year 2023 2023年度
Mainland China 中國內地	328	67
Hong Kong 香港	-	1
Germany 德國	1	-

B6: Product Responsibility

Guangzhou Mayer strictly obeys laws and regulations such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) for its advertisements and promotions, and is committed to providing customers with true and valid information and quick and reliable transactions. By utilising different platforms and social media such as its official site and WeChat, Guangzhou Mayer is able to provide corporate updates, and information on promotional products and marketing activities and collect opinions.

B6: 產品責任

廣州美亞於廣告宣傳中嚴格遵守《中華人民共和國廣告法》及《中華人民共和國商標法》等法律法規，致力為客戶提供真實有效的信息以及便捷可靠的交易。廣州美亞綜合運用官方網站、微信等不同的平台及社交媒體，以提供企業動態、宣傳產品及營銷活動資訊並收集意見。



Guangzhou Mayer has obtained an ISO9001 quality management system certification, valid from 23 September 2022 to 22 September 2025, as well as various production technology patents
廣州美亞已延續ISO9001質量管理體系認證證書，有效期由2022年9月23日至2025年9月22日並獲得多項生產技術專利

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During Year 2024, all complaints about products, services and other matters were promptly resolved. Guangzhou Mayer also received widespread praise from customers for its professional skills and fast localised services.

於2024年度內，所有有關產品、服務及其它事宜的投訴均得以及時解決。廣州美亞亦以專業技能、反應敏捷的本地化服務廣泛地獲取客戶的表揚。

The accolade granted to the Group during Year 2024 was as follows:

本集團於2024年度內獲批榮譽如下：



The Certificate of New and Hi-tech Products of Guangdong Province (《廣東省高新技術企業證書》) has been extended, valid from 28 December 2023 to 27 December 2026, based on the joint approval of the Ministry of Science and Technology, the Ministry of Finance, the State Taxation Administration and the Local Taxation Bureau, all of Guangdong Province after the reviews in accordance with the requirements of the Administrative Measures for the Recognition of New and Hi-tech Enterprises (《高新技術企業認定管理辦法》) and the New and Hi-tech Sectors under Intensive State Support (《國家重點支持的高新技術領域》) jointly promulgated by the Department of Science and Technology, the Department of Finance and the State Taxation Administration of China.

《廣東省高新技術企業證書》是根據中國科技部、財政部及國家稅務總局聯合頒布的《高新技術企業認定管理辦法》及《國家重點支持的高新技術領域》的規定，經過層層審核，已由廣東省的科學技術廳、財政廳、國家稅務局及地方稅務局聯合批准證書延續，有效期由2023年12月28日至2026年12月27日。



Guangzhou Mayer has obtained the Measurement Management System (AAA) Certificate, valid from 2 November 2022 to 1 November 2027, issued by Beijing International Standard United Certification Co., Ltd.

廣州美亞已取得由北京國際聯合認證有限公司發出的測量管理體系認證(AAA)證書，有效期由2022年11月2日至2027年11月1日

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Guangzhou Mayer has obtained the Certificate for Recommended Products of Green & Energy-Saving issued by the Expert Committee of Green Building Energy-Saving Products of China Association for Engineering Construction Standardization, which is valid from 17 March 2023 to 16 March 2025
 廣州美亞已取得由中國工程建設標準化協會綠色建築節能產品專家委員會發出的綠色建築節能推薦產品證書，有效期由2023年3月17日至2025年3月16日



Guangzhou Mayer has obtained the 10-star After Sales Service Perfection Evaluation System Certificate issued by Fangyuan International Certification (Guangdong) Co., Ltd., which is valid from 5 January 2024 to 4 January 2025
 廣州美亞已取得由方源國際認證(廣東)有限公司發出的售後服務完善程度評價體系十星認證證書，有效期由2024年1月5日至2025年1月4日

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Guangzhou Mayer has obtained the after-sales service certification certificate issued by Mengbiao International Certification Co., Ltd., proving that Guangzhou Mayer’s service capabilities comply with the five-star rating of the national standard GB/T 27922-2011 “Commodity After-sales Service Evaluation System”. It is valid from 22 December 2023 to 24 December 2026

廣州美亞已取得由盟標國際認證有限公司發出的售後服務認證證書，證明廣州美亞的服務能力符合國家標準 GB/T 27922-2011《商品售後服務評價體系》的五星級，有效期由 2023 年 12 月 22 日至 2026 年 12 月 24 日

Guangzhou Mayer has formulated and implemented the Integrated Management System Manual (《綜合管理體系手冊》). The Technical Department quantifies customers’ requirements and technical indicators such as inspection or test of products during their production, safety, environmental protection, reduction of energy consumption and measurement of incoming or outgoing materials, formulates measurable technical parameters and transforms them into specific measurement requirements such as maximum permissible error, permissible uncertainty, measurement range, stability, distinguishability and environmental conditions, etc., and implements measurement recognition of measuring instruments, which generate measurement record to guarantee that the measuring instruments satisfy the requirements for measurements.

Guangzhou Mayer ensures the testing accuracy and impartiality of its laboratories and has strictly followed the CNAS-CL01:2018 “Criteria for Accreditation of Capacity of Testing and Calibration Laboratories” formulated by the China National Accreditation Service for Conformity Assessment and the requirements of the effective regulations and standards related to various metrological tests to improve the quality management level of the laboratories.

廣州美亞制定並執行《綜合管理體系手冊》。技術部根據顧客的要求及產品實現過程中的產品檢驗或測試、安全、環保、節能降耗及進出廠物資計量等技術指標，量化為可測量的技術參數，並轉化為具體的計量要求，如：最大允許誤差、允許不確定度、測量範圍、穩定性、分辨力及環境條件等。並實施測量設備的計量確認，形成計量確認記錄，以保證測量設備滿足測量過程的要求。

廣州美亞確保其實驗室的檢測準確性及公正性，已嚴格按照中國合格評定國家認可委員會所制定的 CNAS-CL01:2018《檢測和校準實驗室能力認可準則》及有關各項計量檢測的有效法規及標準等要求，以提高實驗室的管理水平。

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Guangzhou Mayer has obtained a laboratory accreditation certificate issued by the China National Accreditation Service for Conformity Assessment, which is valid from 17 August 2023 to 16 August 2029
 廣州美亞已取得由中國合格評定國家認可委員會頒發的實驗室認可證書，有效期由2023年8月17日至2029年8月16日

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The Group ensures its ability to satisfy the requirements for the products and services provided to its customers. Before promising to provide products and services to a customer, Guangzhou Mayer assesses the following requirements:

- (i) requirements expressly imposed by the customer, including requirements of delivery and post-delivery activities;
- (ii) requirements implied by the required or known intended uses despite the absence of express imposition by the customer;
- (iii) requirements imposed by Guangzhou Mayer;
- (iv) requirements under the relevant laws and regulations applicable to products and services; and
- (v) requirements under the contract or purchase order that are different from the previous document.

In case of differences in requirements between the current and the previous contracts or purchase orders, Guangzhou Mayer shall ensure that the relevant issue is resolved.

If the requirements are not put forward by the customer in written form, the Group shall maintain a complete record of and confirm such customer's requirements before accepting them.

Product Return Policy

During Year 2024, no products sold or shipped by the Group were subject to return for safety and health reasons. However, during Year 2024, Guangzhou Mayer received requests for deduction from sales proceeds or return due to product quality issues, and all the relevant complaints have been resolved.

本集團確保有能力滿足向顧客提供的產品及服務的要求，在承諾向顧客提供產品及服務之前，廣州美亞對如下各項要求進行評審：

- (i) 顧客明確的要求，包括對交付及交付後行動的要求；
- (ii) 顧客雖然沒有明示，但規定的用途或已知的預期用途所必需的要求；
- (iii) 廣州美亞規定的要求；
- (iv) 適用於產品及服務的法律法規要求；及
- (v) 與先前表述存在差異的合同或訂單要求。

若與先前合同或訂單的要求存在差異，廣州美亞應確保有關事項已得到解決。

若顧客沒有以書面形式提出的要求，本集團在接受顧客要求前應完整記錄顧客要求並進行確認。

產品退貨政策

於2024年度，本集團已出售或已付運的產品並無因安全及健康理由而須予回收。然而，於2024年度，廣州美亞曾因產品質量問題而接獲扣款或回收要求，相關投訴已悉數獲解決。

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Customer Feedback and Handling

Based on the Order and Contract Review System (《訂單合約評審制度》) and the Customer Satisfaction Survey System (《客戶滿意度調查制度》), Guangzhou Mayer's Sales Centre conducts surveys to measure customer satisfaction at the end of June and December every year, and records and controls customer complaint rate on a monthly basis. During Year 2024, no complaint about substandard product quality was received.

The Group consolidates and comprehensively analyses customers' feedback and monitors the level of customer satisfaction in its products. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

Data Privacy

The Group keeps business information and customers' data strictly confidential in order to protect consumer data and privacy. Meanwhile, the Group will destroy relevant information in due course. The Group has set up strict code of conduct requirements for its employees. In addition, the employees are required to maintain all reasonable methods to safeguard the information of the Group and the customers as stated in the Staff Handbook and working practices.

Protection of Intellectual Property Rights

The Group is committed to complying with relevant laws and regulations in relation to intellectual property rights by valuing and protecting its intellectual properties through renewals of patent and trademark. The Group enters into standard labour contracts or employment agreements with its employees, which contain provisions of intellectual property rights and confidentiality.

客戶反饋及處理方式

根據《訂單合約評審制度》及《客戶滿意度調查制度》，廣州美亞的銷售中心會每年6月末及12月末對客戶進行滿意度測量，並每月對客戶抱怨率進行統計及控制。於2024年度，並未有發現產品質量有不合格之相關投訴。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其產品的滿意程度。本集團將採取跟進行動，包括內部評估及修改員工培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將適時向客戶提供反饋。

數據私隱

本集團對商業資料絕對保密，並對客戶資料保密以保護消費者的資料及隱私，同時本集團會適時銷毀有關資料。本集團已制定嚴格的員工行為守則。此外，本集團要求員工按照《員工手冊》及工作準則要求，採取一切合理方法保密本集團及客戶資料。

保護知識產權

本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權。本集團與其員工訂立標準的勞動合同或聘用協定，當中載列有關知識產權及保密性的規定。

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Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations that have a significant impact relating to health and safety, advertising, labelling and privacy matters relating to products that it provided and the methods of redress during Year 2024. Guangzhou Mayer strictly complied with local laws and regulations relating to product responsibility such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》) and the Patent Law of the People's Republic of China (《中華人民共和國專利法》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group during Year 2024.

B7: Anti-Corruption

The Group places great importance to anti-corruption work. The Staff Handbook (《員工手冊》) and the Incentive and Punitive Action Management System (《獎懲管理制度》) of Guangzhou Mayer set out in detail the standards of conduct that all employees are required to follow. Guangzhou Mayer has set up a complaint unit and has a dedicated suggestion box in place to enable whistleblowers to report any unlawful or fraudulent conduct to the complaint unit in a confidential manner, and the whistleblowers will be protected.

If any employee reports or prevents any corruption, fraud or practice harming the interests of the Group beforehand, and thus prevents the Group from suffering material losses, a record of top-level merit will be awarded to the relevant employee.

During Year 2024, the Group provided an anti-corruption education and training project for its directors and staff to raise their awareness towards ethical and corruption issues.

During Year 2024, the Group did not record any bribery or corruption charge.

Compliance with Relevant Laws and Regulations

During Year 2024, neither the Group nor any of its employees was found involved in any legal proceedings relating to bribery, extortion, fraud or money laundering. Guangzhou Mayer strictly complied with the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and other local laws and regulations relating to anti-corruption.

遵守有關法律法規

於2024年度，本集團並未發現有關其所提供有關產品之健康與安全、廣告、標籤及私隱權事宜以及補救方法之產生重大影響之有關法律法規之任何重大違規情況。廣州美亞嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。此外，於2024年度沒有因未遵守有關法律法規而遭受大額罰款或制裁。

B7: 反貪污

本集團非常注重反貪污工作。廣州美亞的《員工手冊》及《獎懲管理制度》詳細列明了所有員工均須遵守的行為標準。廣州美亞成立了投訴小組，並設有專用的意見箱，讓知情人士以保密形式向投訴小組舉報任何非法或欺詐的行為，而作出舉報的人士均受到保護。

對於貪污、舞弊或有危害本集團權益事情，如能事先舉報或防止，而使本集團避免重大損失者，本集團都會記予大功給該員工。

於2024年度，本集團向其董事及員工提供了1個反貪污教育及培訓項目，以提高彼等對道德及腐敗問題的認識。

於2024年度，本集團並無錄得賄賂或貪污指控。

遵守有關法律法規

於2024年度，本集團或其員工並無發現牽涉有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。廣州美亞嚴格遵守《中華人民共和國反不正當競爭法》及其它反貪污有關的地方法律法規。

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B8: Community Investment

As a corporate citizen, the Group spares no efforts in performing its social responsibilities and is dedicated to supporting local community development. During Year 2024, it promoted social advancement in different aspects, such as enhancing the environmental awareness of its employees, supporting child development, caring for needy people, promoting industry-wide exchanges and collaborations and so forth.

The Group employs disabled people as workers and cleaners, etc. to help them integrate into the community. During Year 2024, the total number of disabled people employed by Guangzhou Mayer was 3.

The Group strongly supports all kinds of environmental protection activities. By organising volunteering activities, it seeks to enhance employees' environmental protection awareness and draws more attention of the general public to the importance of environmental protection. To make the production base greener and reduce CO2 emission, Guangzhou Mayer has planted 13 species of trees in its production base.

The Group encourages its employees to actively participate in various activities inside and outside the company that are beneficial to body and mind, including activities organized in the community. These activities can help improve employees' health and well-being, and can also enhance employee participation and allow them to experience the spirit of unity and cooperation.

B8: 社區投資

作為企業公民，本集團不遺餘力履行社會責任，致力支持地方社區發展。於2024年度內，本集團在不同範疇推動社會進步，如增進員工環保意識、支持兒童發展、關愛有需要人士以及促進產業交流合作等。

本集團僱用殘疾人士，安排他們擔任作業員及保潔員等職位，幫助他們投入社會。於2024年度內，廣州美亞的在職殘疾職工人數共有3名。

本集團鼎力支持各種環保活動，組織員工志願者活動，幫助員工樹立更強的環保意識，同時也可以讓廣大市民了解環保的重要性。廣州美亞為綠化生產園區及減少的二氧化碳的排放，在其生產園區內已種植了13個種類的樹木。

本集團鼓勵員工積極參與公司內外各類有益身心的活動，包括社區舉辦的活動。這些活動有助增進員工健康及福祉，也可提升員工參與度，彼此間體會團結及合作精神。

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On the eve of the Dragon Boat Festival on 6 June 2024, the Labour Union of Guangzhou Mayer held the “Employees’ Dragon Boat Festival Rice Dumpling Making Activity” to provide employees with materials and tools so that they could participate in the process of making rice dumplings. The activity not only allowed employees to experience the culture of the Chinese festival, but also promoted the interaction between them.

於2024年6月6日端午節前夕，廣州美亞工會舉行《員工端午節包糉子活動》，為員工提供材料及工具，讓彼等參與包糉子的過程。活動不但讓員工體驗中國節日文化，亦促進彼此之間的互動交流。



Highlights of the Employees’ Dragon Boat Festival Rice Dumpling Making Activity
員工端午節包糉子活動花絮