



中國管業集團有限公司 China Pipe Group Limited

(於百慕達註冊成立之有限公司)
(Incorporated in Bermuda with limited liability)
股份代號：00380 Stock code: 00380



2024

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

環境、社會及管治報告

The background features a stylized globe on the left, surrounded by several blue leaves. Below the globe, there is a network of blue pipes with valves and gauges, suggesting an industrial or environmental theme.

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About China Pipe

關於中國管業



China Pipe Group Limited (the “Company”) and its subsidiaries (collectively referred as “China Pipe” or “Group” or “we” or “us”) commenced its business in 1949 as a retail shop of pipes. The Group has now developed into a large-scale enterprise. On 21 December 2000, the Group became a listed company on the Main Board of The Stock Exchange of Hong Kong Limited. With a deeply rooted foundation in Hong Kong for 75 years, we have been the mainstay of the industry. The main business of the Group is import and sale of various pipes, fittings and other related accessories products covering various kinds of material, uses and brands, by Bun Kee (International) Limited (“Bun Kee”) in Hong Kong (“HKSAR”) and Macau. The Group’s products are sold via wholesale or retail, and provides high-quality storage and transportation services to major local contractors and owners.

Over the years, the Group has supplied high-quality pipes to various landmark projects in Hong Kong, Macau and Mainland China. In addition to continuously improving the comprehensive strength of the Group, we also maintain the original stable development in the pipe industry, and are committed to introducing high-quality products, technologies and resources from all over the world into the China, Hong Kong and Macau markets to support business development and promote regional economic growth.

中國管業集團有限公司(「本公司」)及其附屬公司(統稱「中國管業」、「本集團」或「我們」)於一九四九年以管材零售店開始其業務。本集團現已發展成為一間具規模企業，並於二零零零年十二月二十一日成為香港聯合交易所有限公司的主板上市公司。我們紮根香港七十五年，為業界的中流砥柱。本集團的主要業務為進口不同材料、用途及品牌的各種管道、管件及其他相關配件並由彬記(國際)有限公司(「彬記」)於香港及澳門銷售。本集團的產品以批發或零售方式銷售，並為本地主要承建商及業主提供優質的儲運服務。

多年來，本集團已向香港、澳門及中國內地的多個地標項目供應優質管材。在不斷提高本集團綜合性實力外，我們亦同時保持原有管材產業之穩健發展，更致力於將世界各地優質產品、科技與資源引入中港澳市場，以配合業務發展，從而促進地區經濟增長。



This is an environmental, social and governance report (referred to as the “Report”) issued by China Pipe. This Report outlines our environmental, social and governance (referred to as “ESG”) strategies, work and performance, allowing stakeholders to have a better understanding of the progress and development of sustainable development issues of the Group. This Report is prepared in both Chinese and English. In the event of contradiction or inconsistency, the English version shall prevail. You may access the Report by clicking Financial Reports under Investors Relations section on the Company’s website (www.chinapipegroup.com).

Reporting Period and Scope

The board of directors is responsible for determining the scope of the Report. The Report covers the period from 1 January 2024 to 31 December 2024 (the “Year” or “Reporting Period” or “2024”) regarding the ESG performance of the core business of the Group, namely the trading of construction materials, mainly pipes and fittings, based on the principle of materiality. The scope of this Report includes:

- One office, one warehouse and three retail shops in Hong Kong;
- One retail shop in Macau; and
- One office in Shenzhen of Mainland China.

The Reporting Scope of the corresponding period in 2023 (the “Corresponding Period”) report includes one office, one warehouse and three retail shops in Hong Kong, one retail shop in Macau and one office in Shenzhen of Mainland China, which is consistent with this Report.

Reporting Standards

This Report is prepared based on the ESG Reporting Guide (the “Guide”, which has been renamed as the ‘Environment, Social and Governance Reporting Code’ since January 1, 2025) under Appendix C2 of the Rules Governing the Listing of Securities on Hong Kong Exchanges and Clearing Limited (“HKEX”), with all the covered contents complied with the mandatory disclosure requirements and the comply or explain provisions in the Guide and adhered to the four reporting principles of materiality, quantitative, balance and consistency. Readers could refer to the last section of the Report: Appendix II: ESG Reporting Guide Content Index of HKEX for quick reference.

本報告為中國管業發布的環境、社會及管治報告(以下簡稱「本報告」)。本報告概述我們對環境、社會及管治(以下簡稱「ESG」)的策略、工作和績效，讓各持份者更了解本集團於可持續發展議題的進程和發展方向。本報告以中、英文編寫，如有任何歧義，概以英文版為準。閣下可點擊本公司網站(www.chinapipegroup.com)「投資者關係」欄下「財務報告書」閱覽。

報告期和報告範圍

董事會負責決定本報告的報告範圍。本報告涵蓋本集團於二零二四年一月一日至二零二四年十二月三十一日(下稱「本年度」、「報告期」或「二零二四年」)在核心業務的ESG方面的工作表現，即建築材料貿易，主要是管道和管件，基於重要性原則。本報告的報告範圍包括：

- 位於香港的一個辦公室、一個貨倉及三個零售門市；
- 位於澳門的一個零售門市；以及
- 位於中國內地深圳的一個辦公室。

二零二三年報告的報告範圍(下稱「同期」)包括位於香港的一個辦公室、一個貨倉及三個零售門市、澳門的一個零售門市以及中國內地深圳的一個辦公室，與本報告一致。

編製依據

本報告按照香港交易及結算所有限公司(「香港交易所」)證券上市規則附錄C2《環境、社會及管治報告指引》(下稱「《指引》」；自二零二五年一月一日起已更名為《環境、社會及管治報告守則》)編寫，涵蓋的所有內容均履行《指引》中的強制披露規定及不遵守就解釋條文，遵循重要性、量化、平衡及一致性的四個匯報原則。讀者可參考本報告的最後一個章節—「附錄二：香港交易所《環境、社會及管治報告指引》索引」快速查閱。



About this Report

關於本報告

Interpretation: The materiality of ESG issues of the Group is determined by the Board of Directors. The process and criteria of stakeholder communication and material issue identification are disclosed in this Report.

釋義：本集團ESG事宜的重要性由董事會釐定，持份者溝通及重要性議題識別的過程和準則均在本報告中披露。

- **Application:** The Group understands the expectations of stakeholders through questionnaires, so as to identify and report on the Group's major sustainable development issues, and make relevant disclosure.

應用：本集團透過問卷調查了解持份者期望，從而識別及匯報本集團之重大可持續發展議題，並作相關匯報。

Materiality
重要性

Interpretation: Key performance indicators must be measurable and comparable where appropriate.

釋義：關鍵績效數據指標須可予計量，並在適當情況下進行比較。

- **Application:** The data of the Group's key performance indicators are from the statistics of the relevant departments. In this Report, we disclose the statistical standards, methods, sources of conversion factors, etc., for the quantitative key performance indicators.

應用：本集團的關鍵績效指標數據來源於相關部門的統計。我們在本報告披露定量關鍵績效指標的統計標準、方法，以及轉換因素的來源等。

Quantitative
量化

- **Application:** The Group adopts a consistent approach in reporting and compiling ESG data changes will for easy comparison. Any changes will be clearly stated in the Report.

應用：本集團採用一致的方法編制報告及整理ESG數據，以便作比較。如有變更，將於報告中清楚說明。

Consistency
一致性

Balance
平衡

- **Application:** The Group adopts the principles of objectivity and fairness to detail its achievements in sustainable development, challenges it faces and its ESG performance.

應用：本集團秉持客觀、公正的原則，詳述本集團在永續發展上所取得的成就、面臨的挑戰以及ESG表現。

Interpretation: The statistical methods used for data disclosure in this Report, unless otherwise specified, are consistent with those of previous years.

釋義：本報告披露數據所使用的統計方法，如無特殊說明，均與往年保持一致。

Interpretation: This Report presents the Group's performance during the Reporting Period in an impartial manner, and avoid choices, omissions or presentation formats that may inappropriately influence the decisions or judgments of readers of the Report.

釋義：本報告不偏不倚地呈報本集團於報告期內的表現，避免可能因選擇、遺漏或呈報格式而不恰當地影響報告讀者決策或判斷。



Report Approval

All information cited in this Report comes from the official documents, statistical data of China Pipe and its management and operation information collected according to the Group's system. The Group has established internal controls and formal review procedures to ensure that all information presented in this Report is accurate and reliable. Members of the Environmental, Social and Governance Working Team ("ESG Working Team") are responsible for formulating and disclosing relevant measures and key performance indicators ("KPIs"). This Report was approved by the Board of Directors of the Company (the "Board") on 26 March 2025.

Report Feedback

The Group is committed to establishing a more detailed and sound sustainable development strategy. We attach great importance to your views on this Report. If you have any inquiries or comments on this Report or the Group's sustainable development policies, feel free to contact us via email (ir@chinapipegroup.com).

報告批准

本報告引用的所有資料均來自中國管業的正式文件、統計數據，以及其根據本集團制度收集的管理和營運資料。本集團已成立內部監控及正式審查程序，確保本報告所有呈現的資料均準確可靠。環境、社會及管治工作小組成員（下稱「ESG工作小組」）負責制定及披露相關的措施及關鍵績效指標。本報告已於二零二五年三月二十六日獲本公司董事會（「董事會」）批准通過。

報告反饋

本集團致力建立更詳盡及健全的可持續發展策略。我們非常重視閣下對本報告的看法，若閣下對於本報告或本集團的可持續發展政策有任何查詢或意見，歡迎以電郵形式ir@chinapipegroup.com與我們聯絡。



Message from the Management

管理層寄語



The past years have witnessed a profound reshaping of the world, impacting individuals and societies on an unprecedented scale. In addition to health and safety, other emerging crises, such as climate change, environmental degradation, resource scarcity, and economic growth challenges, are still imminent.

As the economy has still not fully recovered, the business environment is more competitive and challenging. We acknowledge the challenges posed by the shortage of labor and rising prices. We will maintain a cautious approach to our core business. We are confident, however, that our strong foundation and proactive approach will enable us to navigate these challenges effectively. As we look to the future, we are optimistic about the opportunities that lie ahead. Given the Hong Kong Government's support and continued investment in public housing and infrastructure projects, coupled with the anticipated growth in the industry, bodes well for our future prospects. We will continue to consolidate our strengths and capitalize on the opportunities that arise.

While meeting our business objectives, we also advocate the principles of sustainable development. We pay attention to and support the green concept of sustainable development, and continuously introduce advanced technologies in the world to both enhance economic development and protect environment. Meanwhile, China Pipe has also begun to incorporate environmental protection and management into the company's business decision-making as part of its development strategy to achieve the consistency of its own development and social sustainable development goals.

The market has been more concerned about the short-term, medium-term and long-term impact of corporate values on ESG and other sustainability factors. There is also increasing emphasis on the regulation of ESG areas around the globe. Our established ESG Working Team, as always, actively integrates sustainable development work into daily operations, and continuously monitors the Group's ESG policies, initiatives and performance, which effectively improve the Group's performance. We continue to contribute to the environment and society and create values for stakeholders.

Besides, to meet the growing expectations and demands of our stakeholders and society for sustainable development as much as possible, we are determined to enhance the Group's environmental and social performance. Through the ESG report, we continue to enhance our stakeholders' awareness of ESG issues and the Group's governance capabilities to maintain the overall performance of the company.

過去幾年，世界發生了深刻的重塑，對個人和社會產生了前所未有的影響。除了健康和安​​全之外，其他新出現的危機，如氣候變化、環境惡化、資源稀缺和經濟增長挑戰，仍然迫在眉睫。

由於經濟仍未完全復甦，商業環境更具競爭性和挑戰性。我們知道勞動力短缺和物價上漲帶來了挑戰。我們將對我們的核心業務保持謹慎的態度。然而，我們相信，我們堅實的基礎和積極主動的應對方法將使我們能夠有效應對這些挑戰。展望未來，我們對未來的機會感到樂觀。由於香港政府對公共住宅和基礎設施項目的支持和持續投資，加上該行業的預期成長，預示著我們未來的前景良好。我們將繼續鞏固我們的優勢，並繼續抓緊機遇。

我們在實現業務目標的同時，亦提倡可持續發展原則。我們注重及支持可持續發展的綠色概念，不斷引入世界先進技術，以提升經濟發展與環境保護以達成雙效益。同時中國管業也開始將環境保護、環境管理納入企業的經營決策中，作為發展策略的一部分，以達致自身發展與社會可持續發展目標的一致性。

市場對於ESG等可持續發展因素所影響的企業價值短、中和長期影響關注提高。世界各地亦日漸重視對ESG範疇的監管。我們已建立的ESG工作小組一如既往積極把可持續發展的工作融入日常營運中，持續監管本集團的ESG政策、舉措及表現，有效提升集團的績效，繼續貢獻環境及社會，為持份者創造價值。

此外，為盡量滿足持份者及社會對可持續發展日益增長的期望和訴求，我們致力提升本集團環境及社會表現。通過ESG報告，我們持續提升持份者對ESG議題的意識，並提升本集團管治能力，以維持企業的整体表現。



We promise to incorporate green operations into corporate development while developing our business. Through continuous partnership with key suppliers in research and development, we will invest in building a wider range of energy-saving and emission-reducing products and production processes to meet the evolving demands of our global customers. As sustainable development lies at the heart of our core principles, we will keep upholding our pledge to apply eco-friendly technologies in our production processes and establish green supply chains. During the Reporting Period, by introducing new forklifts which are more energy-efficient, we try to contribute to improve operational efficiency and reduce our environmental impact, aligning with our commitment to sustainability. We also increased our participation in green deposit schemes offered by banks, further promoting environmental protection and sustainable development. In the future, China Pipe will continue to strive to improve energy efficiency, reduce waste and carbon emissions, and strengthen the management and disclosure of environmental and climate information, so as to be in line with the trend of global environmental protection policies.

As a company that cares about the society, we advocate the belief of contributing to the society, seeking innovative ways to give back to society, and continuing to undertake our corporate social responsibility. We encourage employees to organize and participate in voluntary activities and support them to do so continually. For the Reporting Period, we have enhanced our support to charitable organizations and projects in the communities where we operate, demonstrating our dedication to social responsibility. The Company was awarded the Caring Company logo by the Hong Kong Council of Social Service for more than ten consecutive years, which is a recognition for the Group and its employees.

Adhering to the vision of Global Assets, International Platform, Serving China, we continue to explore new areas of business development and gradually move towards internationalization and specialization. The Group continues to adhere to its mission of providing customers with quality products, providing value-added services and maintaining product quality and safety. I would like to extend my utmost sincere thanks and respect on behalf of the Group to every stakeholder supporting China Pipe.

Chief Operating Officer
Chow Wai Koon Timothy

我們承諾在發展業務的同時，把綠色運營納入企業發展當中。透過與主要供應商持續的研發合作，我們將投資建造更廣泛的節能減排產品和生產程序，以滿足全球客戶不斷變化的需求。持續發展是我們核心原則，我們將繼續恪守承諾，在生產過程中應用環保技術，建立綠色供應鏈。在報告期內，我們透過引入更節能的新鏟車，努力提高營運效率並減少對環境的影響，履行我們對持續發展的承諾。我們也增加了參與銀行提供的「綠色存款計劃」，進一步促進環境保護和可持續發展。中國管業將會在未來竭力提高能源效益，減低廢棄物及碳排放和加強環境與氣候信息管理和披露，配合全球的環保政策方向。

作為一間關懷社會的企業，我們提倡貢獻社會，尋求創新方式以回饋社會，持續履行企業社會責任。我們不斷鼓勵及支持員工組織及參與義務活動。報告期內，我們加強了對我們經營所在的社區的慈善團體和計劃的支持，展現我們對社會責任的承諾。本公司已連續10年以上獲香港社會服務聯會頒發「商界展關懷」標誌，是對本集團和員工的一種肯定。

秉承全球資產，國際平臺，服務中國的願景，我們持續開拓新領域的業務發展，逐步邁向國際化及專業化。本集團繼續堅守使命為客戶提供高品質的產品，提供具增值的客戶服務和維持產品質量及安全性。本人謹代表本集團向每一位支持中國管業的持份者，送上最由衷的感謝和敬意。

首席運營官
招偉權



Sustainable Development Strategy

可持續發展策略



Statement of the Board

In order to further promote ESG matters of the Group and promote sustainable development, we have established an ESG Working Team directly led by the Board to monitor ESG matters of the Group more effectively. The Board bears full responsibility regarding the Group's ESG strategy, approach and reporting. The Board discusses and reviews ESG matters from time to time based on actual circumstances, with at least one such discussion conducted annually.

Under the leadership of the Board, the ESG Working Team conducted a materiality assessment this Year to understand the concerns and requirements of various stakeholders so as to determine the Group's ESG management approaches, strategies, priorities and goals. The Board understands that the establishment of ESG targets aids in the Group's ESG governance. Therefore, the Board sets ESG targets related to the Group's business where appropriate, and reviews progress made toward improving the Group's ESG performance by keeping track of the ESG KPI on a regular basis, in the environmental and social aspects, which are vital and closely related to the business of the Group. The goals show the effectiveness of China Pipe's ESG policy and management system, and the relevant policies will be improved according to the progress of the goals. In future, we will review the relevant goals' progress to improve sustainability work.

ESG Governance Structure

China Pipe has integrated the concept of sustainable development into the Group's operations and has formulated several policies to promote sustainable development. Our ESG governance structure is as follows:

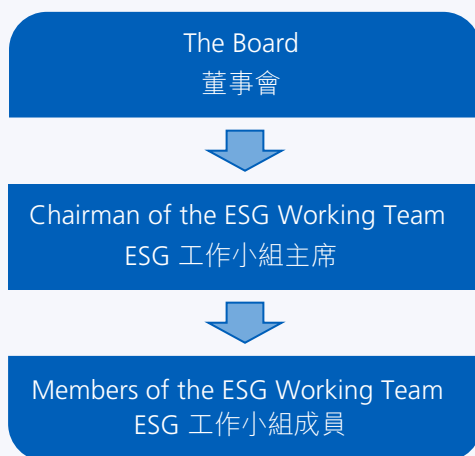
董事會聲明

為進一步推動本集團ESG事宜，促進可持續發展，我們已成立了由董事會直接領導的ESG工作小組，從而更有效地監管本集團的ESG事宜。董事會對本集團的ESG策略、方針和匯報承擔全部責任。董事會依實際情況不定期討論及檢討ESG事宜，每年至少進行一次此類討論。

在董事會的授權下，ESG工作小組於本年度通過重要性評估以了解各持份者的關注和要求，以確定本集團的ESG管理方法、策略、優先事項和目標。董事會明白設立ESG目標有助於本集團的ESG管治。因此，董事會適當訂立與本集團業務相關的ESG目標，並透過定期追蹤與環境和社會方面至關重要且密切相關的ESG關鍵績效指標，審視在改善本集團ESG表現方面取得的進展。當中的目標能夠顯示中國管業的ESG政策及管理系統的成效，並會因應目標進度完善相關政策。在未來，我們將按照有關目標檢查進展，以改進可持續發展工作。

ESG管治架構

中國管業把可持續發展理念融入本集團的營運活動中，並制定了多項政策以推動可持續發展方面的工作。我們的ESG管治架構如下：





Sustainable Development Strategy

可持續發展策略

We are committed to improving sustainability performance, and the ESG Working Team is mainly responsible for monitoring the policy implementation and work of sustainable development. The ESG Working Team, directly overseen by the Board, is chaired by the Chief Operating Officer, with various department heads/managers as the members.

我們致力提升可持續發展方面的表現，而ESG工作小組主要負責監察可持續發展方面的政策實施和工作。ESG工作小組直接由董事會監管，並由首席運營官擔任主席，各部門主管／經理則擔任小組成員。

The main responsibilities of the Board include:

董事會的主要職責包括：

- Resolving, reviewing and approving the Group's ESG management approaches, strategies, goals and annual work;
- 議決、審議及批准本集團ESG管理方針、策略、目標及年度工作；
- Assessing, prioritizing and managing material ESG issues, risks and opportunities; and
- 評估、優次排列及管理重大ESG事宜、風險及機遇；以及
- Reviewing and approving annual ESG reports.
- 審議及批准年度ESG報告。

The main responsibilities of the ESG Working Team include:

ESG工作小組的主要職責包括：

- Reviewing and monitoring the Group's ESG policies, initiatives and performances, including employment and labour practices, community engagement, product liability and environmental protection, etc.;
- 審視及監管本集團的ESG政策、舉措及表現，包括僱傭及勞工常規、社區參與、產品責任和環境保護等各方面的相關工作；
- Communicating with stakeholders through appropriate channels; and
- 透過適當途徑與持份者溝通；以及
- Reporting regularly and make recommendations to the Board.
- 定期向董事會匯報及提出建議。

Communication with Stakeholders

China Pipe firmly believes that the long-term interests and sustainable development of the Group are based on the support and trust of the stakeholders. We will actively maintain close and harmonious relations with various stakeholders and listen to their views and expectations and properly respond to their needs to achieve long-term success.

We contact the following stakeholders through various channels such as phone, emails, questionnaires, daily meetings, factory tours, networking events by relevant associations to collect their views on relevant ESG issues. The followings are our communication approaches with key stakeholders:

持份者溝通

中國管業堅信本集團的長遠利益及可持續發展建基於持份者的支持及信賴。我們會積極與各持份者維持緊密及和諧關係，以聆聽持份者的意見及期望，並妥善回應其需要，以達致長遠成功。

我們透過不同的渠道如電話、電郵、問卷、日常會議、工廠參觀及同業商會聯誼活動等連繫以下的持份者，收集他們對相關ESG議題的意見。以下為我們與主要持份者的溝通方式：



Sustainable Development Strategy

可持續發展策略

Key stakeholders 主要持份者	Communication approaches 溝通方式
Clients 客戶	<ul style="list-style-type: none">• Daily operation/communication• Phones/emails• 日常營運／交流• 電話／電郵
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none">• Annual general meetings and other shareholders' meetings• Interim report and annual report• Result announcement• 股東週年大會與其他股東大會• 中期報告與年報• 業績公佈
Employees 員工	<ul style="list-style-type: none">• Channels for employees to express their opinions (e.g.: form, suggestion box)• Performance appraisal interview• Volunteer work, recreational activities• Seminars/Workshops/Intranet• 員工表達意見的渠道(表格, 意見箱等)• 績效評核面談• 義工活動、康樂活動• 研討會／工作坊／內聯網
Community/ Non-Governmental Organization 社區／非政府團體	<ul style="list-style-type: none">• Volunteer activities/community activities• Seminars/lectures/workshops• 義工活動／社區活動• 研討會／講座／工作坊
Associations 同業商會	<ul style="list-style-type: none">• Meetings/phones/emails/recreational activities• 會議／電話／電郵／聯誼活動
Suppliers/Business Partner 供應商／業務夥伴	<ul style="list-style-type: none">• Work inspection and supervision• Meetings/phones/emails• 工作視察及監督• 會議／電話／電郵



Materiality Assessment

To allocate resources more effectively and promote the development of ESG work, during the Year, the Group considered its operating performance and topics of concern of various stakeholders and the best practice in the industry, with reference to the disclosure obligations under the Guide and the Materiality Map issued by the Sustainability Accounting Standards Board ("SASB"). In addition, we sorted out the identified material ESG issues, and invited internal and external stakeholders to participate in the online questionnaire survey, so that we can better understand the expectations of various stakeholders. With all these information, we could identify ESG material issue to the Group.

The online questionnaire covers a number of key ESG issues. The Group ranks material ESG issues based on the questionnaire feedback from various stakeholders to ensure the assessment results are accurate and objective.

We examine the importance of each issue based on the two dimensions of Materiality to the Group's business and Materiality to Stakeholders and create a materiality assessment matrix to summarize the materiality assessment results.

After analysis, the Group has prioritized the material ESG issues, including 2 highly material issues, 8 material issues and 2 ordinary issues.

The following ESG materiality issues results have been reviewed and approved by the Board.

重要性評估

為更有效地分配資源，推進ESG工作的開展，本年度，本集團參考《指引》所涵蓋的披露責任、永續會計準則委員會（「SASB」）的《重要性圖譜》等，考慮本身的業務經營狀況及各持份者所關注的議題，以及同業最佳實踐，對已識別的重要ESG議題進行梳理，並且邀請了內外部持份者參與在線問卷調研，讓我們更了解各持份者的期望，從而識別本集團ESG重要性議題。

線上問卷涵蓋了一些重要的ESG議題。本集團根據各持份者的問卷反饋對重要ESG議題進行排序，以確保評估結果準確客觀。

我們根據對本集團的重要性及對持份者的重要性兩個維度審視各議題的重要性，並繪製重要性評估矩陣，歸納出重要性評估結果。

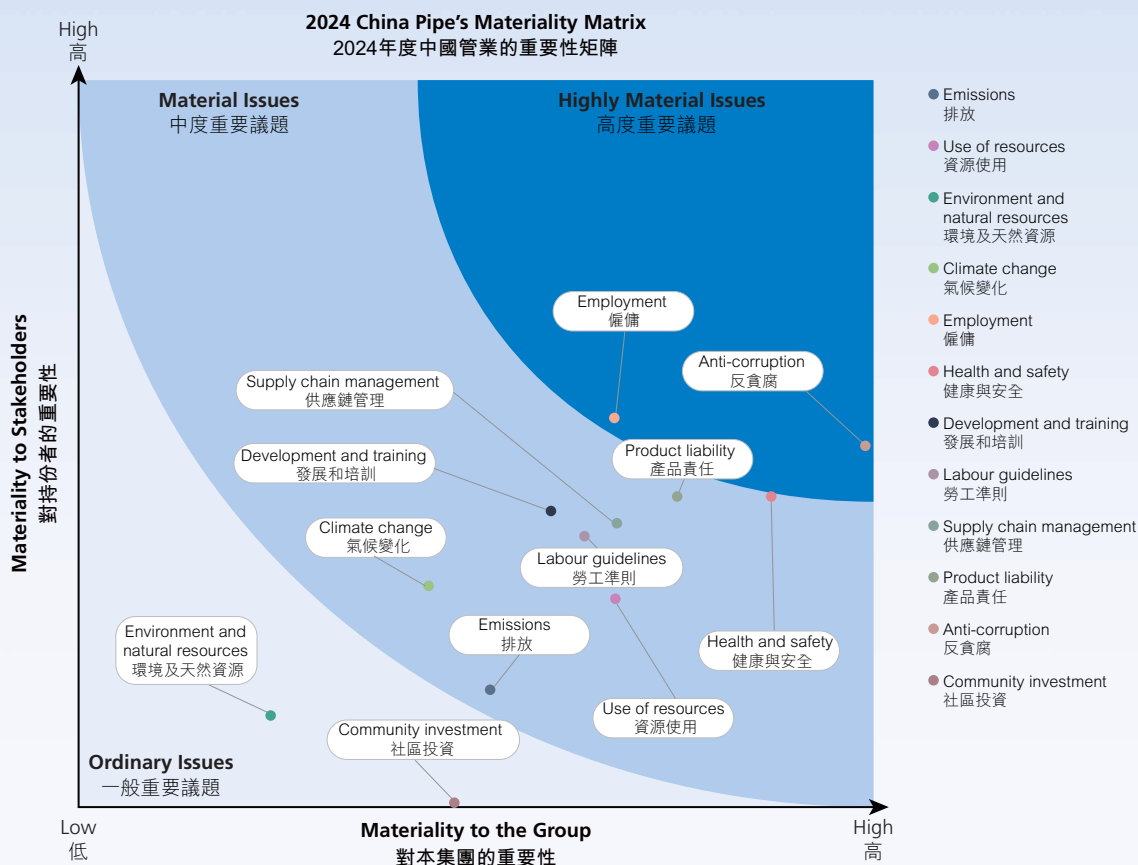
在經過分析後，本集團確定了重要的ESG議題的優先次序，包括2個高度重要議題、8個中度重要議題和2個一般重要議題。

以下ESG重要性議題結果已由董事會審閱和批准。



Sustainable Development Strategy

可持續發展策略



Highly Material Issues 高度重要議題	Material Issues 中度重要議題	Ordinary Issues 一般重要議題
Anti-corruption 反貪腐	Labour guidelines 勞工準則	Environment and natural resources 環境及天然資源
Employment 僱傭	Development and training 發展和培訓	Community investment 社區投資
	Supply chain management 供應鏈管理	
	Use of resources 資源使用	
	Climate change 氣候變化	
	Health and safety 健康與安全	
	Product liability 產品責任	
	Emissions 排放	



In response to the concerns of stakeholders, this Report elaborates the Group's policies, measures and performance related to important ESG issues during the Reporting Period. In addition, we will also review relevant ESG policies and make appropriate adjustments in the future to meet the expectations of our stakeholders.

Risk Management

To establish an effective risk management system for identifying, assessing, addressing, controlling, and mitigating significant operational, governance, and ESG risks, the Group conducts annual risk assessments. The Board assumes responsibility for overseeing and managing the Group's risk management and internal control systems, as well as reviewing their effectiveness. This includes implementing a comprehensive enterprise risk management framework and formulating risk management policies. The Board maintains a thorough understanding of all material risks that could impact the Company and ensures that the management effectively addresses these risks to support the achievement of the Company's business objectives. Management regularly reports the Group's risk exposures and any changes to the Board and the Audit Committee and implements internal control measures to mitigate identified risks.

The Group has developed a structured risk management system that establishes clear guidelines and standards for risk identification, assessment, response, and reporting. Business unit heads are responsible for identifying and managing opportunities arising from unavoidable risks to align with the Company's business objectives. Adverse risks that could impact the Group's ability to achieve its objectives are systematically identified and assessed. The corresponding assessments, responses, and mitigation strategies are documented in the Group's Risk Register, which is reviewed and continuously monitored by management to ensure proactive risk management.

針對持份者的關注，本報告闡述報告期間內本集團與重要ESG議題相關的政策、措施及表現。此外，我們亦將檢討相關ESG政策並於日後作出適當調整，以滿足持份者的期望。

風險管理

為了建立有效的風險管理系統，以識別、評估、處理、控制和減輕重大營運、治理和ESG風險，本集團每年進行風險評估。董事會負責監督和管理本集團的風險管理和內部控制系統，並審查其有效性。其中包括實施全面的企業風險管理框架和制定風險管理政策。董事會透徹了解可能影響公司的所有重大風險，並確保管理層有效應對這些風險，以支持實現公司的業務目標。管理層定期向董事會和審核委員會報告本集團的風險敞口和任何變化，並實施內部控制措施以減輕已識別的風險。

本集團已建立結構化的風險管理系統，為風險識別、評估、回應和報告制定了明確的準則和標準。業務部門主管負責識別和管理不可避免的風險所帶來的機遇，以符合公司的業務目標。有系統地識別和評估可能影響本集團實現其目標能力的不利風險。相應的評估、應對和緩解策略都記錄在本集團風險登記冊中，並由管理層進行審查和持續監控，以確保主動的風險管理。



Sustainable Development Strategy

可持續發展策略



The Audit Committee under the Board assists the Board in continuously monitoring the Group's risk management and internal control systems, and reviews the effectiveness of relevant systems at least once a year. Before conducting the on-site work of internal audit, the Group will prepare an internal audit plan based on the results of the risk assessment. The results of the internal audit will be used for communication among different business unit heads, who are responsible for following up on internal control recommendations and improvements. Thereafter, each business unit head is required to update the risk-responding plans for various risk levels in the Risk Register for further assessment and monitoring.

The Group is committed to incorporating sustainability governance factors into its risk management systems and procedures to identify the Group's related risks and formulate countermeasures. We will continue to improve our ESG performance to enhance business sustainability in an ever-changing business environment.

董事會轄下之審核委員會協助董事會持續監督本集團的風險管理及內部監控制度，並每年至少檢討一次有關制度的成效。在進行內審的現場工作前，本集團會根據對風險評核所得出的結果，準備一個內部審計計劃書。而內審的結果將會與各業務部門負責人溝通，並由他們負責跟進內部控制的建議和改善。其後，各業務部門負責人按需要更新風險登記冊內的風險應對方案及對各種風險水平，以供進一步評核及監控。

本集團致力把可持續發展管治因素納入於其風險管理系統及程序之中，以識別本集團在相關方面的風險及制定應對方案。我們將持續提升ESG方面的表現，確保在不斷變化的商業環境中提高業務的可持續性。



As a leading provider of pipes and fittings, China Pipe has set high requirements on the supply chain and product quality, and is committed to providing customers with high-quality products and services while improving the supply chain. The Group has formulated internal rules and regulations such as the Supplier Management System, the Procurement Management System, the Product Responsibility Policy and the Corporate Social Responsibility Policy to ensure product quality, reduce supply chain risks, improve product reliability and satisfy clients' needs.

Product Quality Control

Product quality assurance is regarded as top priority of China Pipe. The Group will base on the Product Responsibility Policy to conduct tests on relevant institutes regarding reliability, compatibility and safety specification, and obtain product qualification certification. When we supply products to customers, it is required to meet the specifications and quality specified by customers, and comply with the relevant requirements of local government departments for the products. During the Year, all products of the Group (specified types of pipes or fittings under regulation) obtained approval under the existing General Acceptance ("GA 1.0") or the new General Acceptance ("GA 2.0", effective since 30 September 2024) by the Hong Kong Water Supplies Department ("WSD").

中國管業作為領先的管道及管件的供應商，我們對供應鏈及產品質量設立高度要求，致力為客戶提供高品質的產品及優質的服務並完善供應鏈。本集團已編製供應商管理制度、採購管理制度、產品責任政策及企業社會責任政策等內部規章及制度，以確保產品質量、減低供應鏈風險、提升產品信賴度及滿足客戶需求。

產品品質管制

產品品質保證是中國管業最重視的一環。本集團根據產品責任政策，會在相關機構進行可靠度、相容性及安全規格測試，並取得產品合格之認證。我們在供應產品予客戶時，必需要符合客戶列明的規格及質量，並遵守當地政府部門對產品的相關要求。本年度，本集團所有產品(按規管的指定類別喉管或裝置)均已獲得香港水務署(「水務署」)現有《一般認可》(「GA 1.0」)或新《一般認可》(「GA 2.0」，自二零二四年九月三十日生效)的資格批准。

Waterworks Regulations-the General Acceptance (GA 1.0/GA 2.0) qualification of plumbing products 《水務設施規例》—水喉產品《一般認可》(GA 1.0/GA 2.0)資格

The Water Supplies Department implements the General Acceptance system (GA 1.0/GA 2.0) for pre-approval of plumbing products when approving plumbing-related engineering works. Plumbing products which gained General Acceptance (GA 1.0/GA 2.0) must need to have a sample test report issued by an organization under the Hong Kong Laboratory Accreditation Scheme (HOKLAS), or the certification issued by Kiwa UK Water Regulation 4 Product Approval Scheme (KUKreg4), or the certification issued by NSF REG4 Certification Scheme, or a BSI Kitemark issued by the British Standards Institution or the certification issued by the British Water Regulations Advisory Scheme (WRAS), so as to confirm the products fulfil the statutory standard.

The Water Supplies Department will also select the plumbing products with the General Acceptance (GA 1.0/GA 2.0) qualification on the market for testing. The test subjects include chemical composition (metal elements of metal parts in contact with drinking water) and the main functions of the plumbing fixtures to check if the products are still able to meet all required criteria for the accreditation. The Group provides plumbing products for spot checks by the Water Supplies Department. During the Reporting Period, all products subject to spot check passed the General Acceptance (GA 1.0/GA 2.0) plumbing product monitoring program and met the quality requirements of their respective standards.

水務署在水喉工程審批時實行《一般認可》(GA 1.0/GA 2.0)水喉產品預先批核制度。獲《一般認可》(GA 1.0/GA 2.0)資格的水喉產品必須備有香港實驗所認可計劃(HOKLAS)轄下機構發出的樣本測試報告，或Kiwa英國水法規第四章飲用水產品認證(KUKreg4)證書，或NSF REG4認證計劃證書，或由英國標準協會註冊證明商標(BSI Kitemark)或英國水務法規諮詢計劃(WRAS)發出的證明書，確認產品符合法定標準。

水務署亦會抽取市面上獲《一般認可》(GA 1.0/GA 2.0)之水喉產品進行測試，測試項目包括化學成份(與飲用水接觸的金屬部件的金屬元素)與該水喉裝置的主要功能，以監察產品是否繼續符合認可資格的所有要求標準。本集團提供水喉產品配合水務署的抽查。於報告期內，所有被抽驗產品均通過《一般認可》(GA 1.0/GA 2.0)水喉產品監察計劃，符合所屬標準的品質要求。



Compliant Business Environment

合規營商環境

The Group strictly complies with laws and regulations that have a significant impact on the Group, such as the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) and the Waterworks Regulations (Chapter 102 of the Laws of Hong Kong). We have a Quality Control Department, which inspects suppliers' factory production equipment and goods, spot checks on warehouse's goods and engages third-party assessment according to the international standards and customer requirements to ensure product quality meets relevant legal requirements. Products must pass the established review and inspection procedures before they can be officially shipped and delivered. If the Quality Control Department finds substandard products or receives external complaints during the daily sampling inspection of goods, we will conduct a meeting according to the Triggering Mechanism of Recall Procedures to study the quality issues, assess risks and severity, and to determine if it is needed to do product recall. Once a recall is decided, we will notify affected customers of the recall arrangements as soon as possible. Regardless of product recall is launched or not, the Group requires suppliers to find out the causes of quality issues, strengthen internal quality control, and take improvement measures. In addition, we have internal quality inspection regulations, like Inspection Procedures, Galvanized Pipe Inspection Procedures, etc., to enhance product quality.

We attach great importance to the experience of customers about the products. Therefore, the Group will regularly hold cross-departmental quality control meetings specifically for reporting quality problems. The members participating in the meetings include the Chairman of the Group, the Chief Operating Officer, and the product managers of the Sales Department, Purchasing Department and Quality Control Department. During the Reporting Period, the Group received a total of 8 (2023: 8) complaints about product quality, and we made corresponding remedial plans in a timely manner. All cases were properly handled, and there were no cases in which products had to be recalled due to safety and health concerns.

本集團嚴格遵守《商品說明條例》(香港法例第362章)及《水務設施規例》(香港法例第102章)等對本集團有重大影響的法律及規例。我們設有品質檢測部門，根據國際標準及客戶要求審核，負責檢驗供應商的廠房生產設備及貨物、貨倉抽檢及第三方檢測，以確保產品質量符合相關法例要求。產品須通過已製定的程序進行審核及檢驗後，方可正式出貨。如品質檢測部門在日常抽樣檢測貨物時，發現到不合格產品或收到外部投訴時，我們會根據《回收程序的觸發機制》展開會議，研究質量問題，評估風險及嚴重性，並決定產品回收必要性。一旦決定回收，我們會儘快向受影響客戶通知回收安排。無論是否決定進行產品回收，本集團均要求供應商查明質量問題原因及加強內部品質控制，並作出改善措施。另外，我們內部設有相關品質檢測規條，如驗貨程序、鍍鋅管檢測程序等，以加強產品質量。

我們重視客戶對產品的體驗，為此，本集團會定期舉行跨部門品質會議，專責匯報質量問題。參與會議的成員包括本集團主席、首席運營官，以及銷售部、採購部及品質檢測部的產品負責人員。於報告期內，本集團共接獲8宗(2023: 8宗)有關產品品質的投訴個案，我們及時作出相應補救方案，全部個案均已被妥善處理，同時亦沒有產品因安全與健康理由而須回收的個案。



Information Security Management

In order to protect the privacy of customers, the Employee Handbook stated that employees shall not directly or indirectly use and disclose confidential information to third parties, including business secrets, transactions and technical information about customers or suppliers. Our information is managed and maintained in an enterprise resource planning ("ERP") system. System licenses of all operators are strictly set based on their responsibilities, and the management regularly checks their permissions. We have established a data backup procedure and a regular test and inspection program for backup data. If any confidential information is found to be leaked, remedial measures must be taken immediately and notify the management of the Group for relevant decisions. The Group ensures that the personal data retained is properly protected against unauthorised or accidental access, processing, deletion or use. The Personal Data Privacy Policy is included in the Employee Handbook as a guideline for all new and current staff handling personal data. We regularly review the policies on personal data privacy to ensure the policies comply with the relevant legal requirements, so as to protect the privacy of customers and the Group to the greatest extent and to ensure that the policies comply with the relevant legal requirements.

In addition, we are committed to ensuring the delivery of complete and accurate information to the public and safeguarding the intellectual property rights of the Group and business partners, including patent rights, trademark rights and copyrights. We strictly abide by relevant laws and regulations, including but not limited to the Patents Ordinance (Chapter 514 of the Laws of Hong Kong) and the Trade Marks Ordinance (Chapter 559 of the Laws of Hong Kong). We closely monitor intellectual property trends relevant to the Group. If there is any malicious infringement after verification, we will require the infringer to bear compensation and legal responsibility according to the law in order to prevent others from infringing intellectual property rights. During the Reporting Period, no violations issues were found regarding advertising, labelling and privacy-related laws and regulations.

信息安全管理

為保障客戶私隱，《員工手冊》已列明員工不可直接或間接使用和向第三方透露機密資訊，包括商業秘密、交易往來及技術等有關客戶或供應商的資料。我們的資料在企業資源規劃（「ERP」）系統中進行管理和維護。所有操作人員的系統權限均根據其職責嚴格設置，管理層定期檢查其權限。我們建立了資料備份程序以及備份資料的定期測試和檢查計劃。如發現洩露任何機密資料，必須立即採取補救措施並通知本集團管理層以作出相關決定。本集團確保集團所保留之個人資料，獲得適當之保護而免受未獲準許或意外的查閱、處理、刪除或使用。個人資料私隱政策會列入員工手冊內，以供所有新聘及現職員工，作為處理個人資料之指引。我們會定期檢討有關個人資料私隱之政策，以確保政策符合有關法例規定，以最大限度保障客戶與本集團的私隱及確保政策符合有關法例規定。

此外，我們致力確保向公眾傳遞完整及真確的資訊，並維護本集團與業務夥伴的知識產權，包括專利權、商標權及著作權。我們嚴格遵守相關法律法規，包括但不限於專利條例（香港法例第514章）及商標條例（香港法例第559章）。我們密切關注與本集團相關的知識產權趨勢。若有任何惡意侵權，我們將在查證後，依據法律規定要求侵權者承擔賠償及法律責任，防止他人侵犯知識產權。於報告期內，本集團並不知悉任何違反廣告、標籤及私隱相關法律及法規的事宜。



Compliant Business Environment 合規營商環境



Building a Culture of Integrity

China Pipe attaches great importance to integrity and pays attention to business ethic, creating an honest and trustworthy corporate atmosphere. We strictly abide by the Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Chapter 615 of Laws of Hong Kong), Organized and Serious Crimes Ordinance (Chapter 455 of Laws of Hong Kong), Prevention of Bribery Ordinance (Chapter 201 of Laws of Hong Kong) and other relevant laws and regulations.

The Group has formulated the Gift and Entertainment Policy, which prohibits employees from accepting illegitimate benefits such as cash or kickback, and should not have an implied intention to seek or obtain preferential treatment, and ensure that the entertainment with customers and manufacturers is of reasonable value and frequency.

The Group has also established the Whistleblowing Policy and the Anti-corruption Policy to provide a communication channel for reporting corruption or fraud, and encourages employees and those who have business with the Group to report any corruption and fraud within the Group through e-mail and other channels, creating monitoring effects with personnel and corporate culture that put integrity first. In addition, the Group is committed to protecting employees who make true and appropriate reports under the Anti-corruption Policy from unfair dismissal, harm, or unwarranted disciplinary action. The Group will take reasonable measures to ensure that whistleblowers are secured and do not have to fear retaliation. Any form of retaliation against the whistleblower will be considered as misconduct. The above-mentioned policies and communication channels are publicly available on the Company's website for internal and external parties. The Group will also regularly communicate the above policies and channel to all employees through different channels, including but not limited to orientation training and on-the-job training. All reports would be directly followed up by the Audit Committee. We are committed to the strict confidentiality of all identities and information and emphasize a zero-tolerance policy for engaging in any type of corrupt or bribery activity. During the Reporting Period, the Group did not identify any material non-compliance of laws and regulations related to the prevention of bribery, extortion, fraud and money laundering, and there was no legal case regarding corrupt practices, extortion and money laundering brought against the Group or its employees.

建設廉潔文化

中國管業高度重視廉潔建設，營造誠實守信的企業氛圍，並注重廉潔風氣和商業道德的培養。我們嚴格遵守《打擊洗錢及恐怖分子資金籌集條例》(香港法例第615章)、《有組織及嚴重罪行條例》(香港法例第455章)、《防止賄賂條例》(香港法例第201章)等相關法律法規。

本集團已製定《餽贈與招待政策》，禁止員工接受現金餽贈或收受回扣等不正當利益、不應有隱含尋求或獲取優惠的意圖，並確保與客戶及廠商之應酬符合合理價值與次數內。

本集團亦訂立舉報政策及反貪污政策，提供舉報貪污或舞弊的溝通渠道，鼓勵員工及與本集團有業務往來的人士透過電子郵箱及其它渠道舉報本集團內可能存在的貪污舞弊行為，切實發揮公司全體員工的監督作用，從而打造一個以正直與誠信為先的企業文化。此外，本集團致力於保護根據反貪污政策進行真實及適當舉報的員工，使其免遭不公平解僱、傷害或不當紀律處分。本集團將採取合理措施確保舉報人的安全，使其不必擔心遭到報復。任何針對舉報人進行報復的行為都將被視為不當行為。上述政策和溝通渠道在公司網站上公開，供內外部各方查閱。本集團亦會定期透過不同渠道向全體員工傳達上述政策及渠道，包括但不限於入職培訓及在職培訓。所有舉報均經由審核委員會直接跟進處理。我們承諾對所有身份及信息嚴格保密，並強調參與任何類型的貪污或賄賂活動的行為奉行零容忍政策。於報告期內，本集團未發現任何重大違反有關預防賄賂、勒索、欺詐及洗黑錢的法律及法規的行為，也沒有針對本集團或其僱員的腐敗行為、勒索和洗黑錢的法律案件。



During the Reporting Period, the Board and employees of different levels of the Group participated in the integrity education and anti-corruption training. Through participation in online anti-corruption training programs (which included case studies and sharing of Hong Kong's Prevention of Bribery Ordinance) organized by the Human Resources Department, employees have strengthened their awareness of anti-corruption and integrity. These programs have enhanced their understanding of anti-corruption measures and best practices, equipping them with the necessary knowledge to uphold the highest standards of ethical conduct and ensure compliance with relevant legal requirements.

The Group fully promotes a corporate culture of integrity, sets a good example, avoids conflicts of interest, shoulders responsibilities, improves the Company's management system, conducts effective supervision and improves early warning efficiency, in order to reduce operating costs and risks of corruption and bribery, and further establish a good reputation for the Company.

Supply Chain Management

China Pipe is an enterprise providing high-quality pipes. Material and service suppliers connect with all aspects of operation of our business, and it plays an important role in our quality management. The Group attaches great importance to the management and sustainability of the supply chain. We have strict requirements on procurement procedures and supplier selection and management, and establish a sound supplier management system. We have formulated a series of relevant system documents and standard operating procedures, such as the Corporate Social Responsibility Policy, the Procurement Management System, the Supplier Management System and other internal regulations, in order to understand the process capability and quality control function of suppliers, identify environmental and social risks along the supply chain and standardize supplier management and improve operation level. All suppliers must comply with the internal rules and codes of the Group.

報告期內，本集團董事與不同層級的員工皆參與了廉政教育和反貪污培訓。透過參與人力資源部舉辦的線上反貪污培訓課程（包括案例分析及香港《防止賄賂條例》分享），員工加強了反貪污及廉潔意識。這些課程加強了他們對反貪污措施和最佳實踐的理解，使他們掌握了維護最高道德行為標準和確保遵守相關法律要求的必要知識。

本集團全力推動廉潔誠信的公司文化，樹立良好榜樣，避免利益衝突，落實責任承擔，改善公司管理系統，並進行有效的監管和提高預警效能，以減低營運成本和貪污賄賂風險，進一步建立公司的良好聲譽。

供應鏈管理

中國管業作為提供優質管材的企業，物資及服務供應商貫穿企業生產經營的各個環節，也是我們做好品質管理的重要一環。本集團重視對供應鏈的管理及可持續性。我們對於採購程序和供應商的選擇及管理有嚴謹的要求，並建立健全的供應商管理體制。我們制定一系列相關的制度文件及標準操作流程，如《企業社會責任政策》、《採購管理制度》、《供應商管理制度》及其它內部規條，以瞭解供應商之製程能力、品管功能及在供應鏈上識別環境和社會風險，規範供應商管理並提高經營合理化水準。所有供應商必須遵從本集團的內部規條及守則。



Compliant Business Environment

合規營商環境

In this Year, the Group had 30 (2023: 31) suppliers in total, and all suppliers are subject to the following practices regarding suppliers' engagement. The suppliers' numbers and geographical distributions are as follows:

本年度，本集團的供應商總數為30個（2023：31個），所有供應商均須遵守以下有關供應商參與的做法。供應商數目及地區分佈如下：

			2024 2024年度	2023 2023年度
Country/Region 國家／地區	Mainland China	中國內地	15	12
	Hong Kong SAR	中國香港	5	8
	United Kingdom	英國	4	4
	South Korea	韓國	2	2
	Thailand	泰國	1	2
	Australia	澳洲	1	1
	Japan	日本	1	1
	United States of America	美國	1	1
	Total number of suppliers 供應商總數		30	31

In order to ensure that the supplier complies with environmental and social requirements and the level of corporate ethics, the Group commits in the Corporate Social Responsibility Policy to take environmental and social performance into consideration in the procurement process, in order to reduce the negative impact on the environment and society, and promote sustainable development. In addition, the Group established the Code of Conduct and Ethics and requires every supplier to sign and confirm their products and services comply with relevant environmental laws and regulations and ethical practices, such as emphasizing environmental protection, prohibiting child labour or forced labour, fair treatment of labour, and anti-discrimination. Supplier operations are required to respect and promote international principles of social, environmental and corporate ethics.

The Group has established a Supplier Basic Information Form. When considering the adoption of a new supplier, we will record the relevant information of the supplier for the management's review and approval before updating the approved supplier list and cooperating with the supplier to supply.

為確保供應商符合環境與社會方面要求，以及企業道德的水平，本集團於《企業社會責任政策》中承諾須在採購決策過程中將環境和社會方面的表現納入考慮，以減少對環境和社會的負面影響，並推動可持續發展。此外，本集團制定了《行為與道德準則》並要求每一位供應商簽署並確認其產品及服務符合相關的環境法律及法規和道德規範，如重視環保、禁用童工或強制勞動者、公平對待勞工及反歧視等。供應商運作均需尊重及促進有關社會、環境與企業道德的國際原則。

本集團設立《供應商基本資料表》，在考慮採用新的供應商時，我們會紀錄供應商的相關資料，供管理層審閱和批准後才更新批准的供應商名單並與供應商合作供貨。



We assess the performances of suppliers in terms of its quality, finance, price, environmental protection and labour rights. The one with the most outstanding performance which also complying with the relevant regulations will be engaged. According to Corporate Social Responsibility Policy and Code of Conduct and Ethics, the Group gives priority to products and services that obtain the Green Label whenever reasonable and possible. It is aimed to utilise resources effectively, with the reduction of hazardous and non-hazardous waste. Our Company will regularly review the policy to meet the needs of technological development and incorporate more products that have a positive impact on the environment into the policy scope.

In addition to this, we have developed a Supplier Rating Scale. The Procurement Department analyses supplier performance by different items, including items in terms of quality, delivery, customer service and environmental issue. Suppliers must achieve a standard score for a long-term relationship. If suppliers underperform, we regularly meet with them and monitor and communicate with them to improve their shortcomings, or even disqualify them and replace with other alternative sources.

The quality of procured goods from suppliers directly affects the quality of the Group's products. In order to reduce operational risks arising from product quality and health and safety in the supply chain, the Group has set up a Quality Control Department responsible for inspecting suppliers' plant production equipment and goods, sampling inspection of warehouses' goods and sending sampled products to third parties for testing to ensure that the products comply with local and international standards. The department will visit suppliers' factories for inspections, evaluate the applicability and effectiveness of their quality control procedures, and review the quality of products ordered by the Group. We will also independently engage a reputable third-party laboratory to conduct quality tests on the sample products provided by suppliers. Products must pass the established review and inspection procedures before they can be officially shipped and delivered.

我們按照供應商的品質、財務、價格、環保、勞動人權方面的表現，並採用最具競爭力及符合相關法規的供應商。根據《企業社會責任政策》和《行為與道德準則》，在合理及實際可行的情況下，本集團優先考慮擁有相關環保生態標籤、能夠有效提高能源利用效率並減少產生有害及無害廢棄物的產品。我們公司將定期檢討政策，以滿足技術發展的需求同時將更多對環境有正面影響的產品納入政策範圍。

除此以外，我們制定了《供應商評分表》。採購部以不同項目來分析供應商表現，包括質量、交付、客戶服務和環境問題。供應商得到的分數必須達到標準要求，才能展開長期合作關係。如供應商表現不佳，我們會定期與其開會並監督和指導他們改進缺點，更甚者會被取消資格並尋找其他替代來源。

供應商的來貨質量直接影響本集團的產品質量。為了減低供應鏈中因產品質量及健康安全等方面而引致的營運風險，本集團設有品質檢測部門負責檢驗供應商的廠房生產設備及貨物、貨倉抽檢及將抽樣產品送至第三方檢測，以確保產品符合本地和國際標準。該部門會到訪供應商的工廠進行考察，評核其品質控制程序的適用性及有效性，並審核本集團的訂單產品質量。我們亦會獨立聘請信譽良好的第三方實驗室，抽樣為產品進行質量檢測。產品須通過已製定的程序進行審核及檢驗後，方可正式出貨。



Compliant Business Environment

合規營商環境



Customer Service Quality

China Pipe respects the opinions of all customers, which we regard as an important basis for the improvement of the Group. The Group established the Customer Complaint Handling and Response Procedure to provide a clear and standardized operating guidance for relevant departments. If customers have any comments or complaints about the products and services of the Group, they can contact relevant sales staff of our Company. The relevant personnel will immediately report to the supervisor and make written records and follow up immediately. Our sales team will go to the customer company or site to understand the situation, inspect the product, take photos and take samples back to the company. In response to product issues, the Group will report and review the reasons to suppliers. If feasible, we will replace another batch of products to the customer. If it cannot be replaced and additional work on the product is required, we will share the cost with the customer for the defective products. Regarding any complaints, we will investigate and deal with them timely according to the internal procedures to ensure the quality of China Pipe's products and services, so as to establish a good reputation for customers.

客戶服務質素

中國管業尊重所有客戶的意見，我們視之為本集團改進的重要依據。本集團制定《客戶投訴處理及回應程序》，為相關部門提供清晰及規範的指引。客戶如對本集團的產品和服務有任何意見或投訴，均可聯絡本公司相關銷售人員。相關人員會立刻向上司匯報並作書面紀錄及即時跟進。我們的銷售團隊將會到客戶公司或地盤了解情況，視察該產品，拍照及取樣本回公司。因應產品的問題，本集團會向供應商反映及檢討原因。如情況許可，我們會更換另一批產品予客戶；如不能更換，需要對產品作額外工作，我們會與客戶共同承擔有瑕疵產品的費用。對於任何投訴，我們會根據內部規定的流程及時調查處理，以確保中國管業的產品及服務質量，從而建立對客戶的良好聲譽。



China Pipe regards its employees as an important cornerstone to drive the company's development and success. We recruit and hire the best talent to build high-performing teams. We attach great importance to the development of employees' professional talents, provide them with a positive career path according to their capabilities and their goal setting, and then become a multi-disciplinary team leading the industry to support the company's overall development strategy and business goals. We also hope to improve the physical and mental well-being of our employees, and take it as our responsibility to create a safe, healthy and fair working environment for all our employees to ensure a positive impact on the society as a whole.

During the Reporting Period, the Group had a total of 176 (2023: 167) employees including full-time and part-time, of which 94% (2023: 94%) of employees work in Hong Kong, while the remaining in the operation sites located in Macau and Shenzhen. Please refer to Appendix I: Environmental and Social KPIs Summary for detailed distribution.

Employment Structure Management

The Group complies with all the laws and regulations on the employment under the Employment Ordinance (Chapter 57 of Laws of Hong Kong) of the HKSAR and industry codes. We have compiled the Employee Handbook to actively regulate the employment and labour system. In this system, we have a clear management process to help employees understand the areas of goal setting, recruitment, promotion, dismissal, remuneration, equal opportunity, anti-discrimination and welfare distribution, protect the rights and interests of both employers and employees, and establish equal labour relations.

China Pipe is an employer emphasizing equal opportunity. The recruitment decisions for all positions are only considered based on the professional qualifications of individual positions and the inherent requirements of employment. Candidates must be selected through interview process, in which any form of discrimination, including discrimination and unfair treatment based on age, gender, race, religion, marital status, sexual orientation or disability, will not be tolerated. In addition, in accordance with our internal policy Prohibition of Child Labour Policy, we take effective procedures to verify the age of any candidate prior to hiring, including but not limited to checking supporting documents with photo issued by government authority to prevent child labour. The Group conducts child labour prevention training for the Human Resources Department to enhance the relevant personnel's understanding of the regulations, and enhance their awareness during the recruitment process.

中國管業視員工是推動公司發展和達致成功的重要基石。我們吸納和聘用最佳的人才以構建表現出色的團隊。我們非常重視員工的專業才能發展，針對他們的能力及目標設定，為他們提供正面職業路向，繼而成為一個領先業界的多元團隊，以支持公司整體發展戰略和經營目標的實現。我們亦希望提升員工的身心福祉，並以為所有員工建立一個安全、健康及平等的工作環境為己任，確保為整個社會帶來積極、正面的影響。

報告期內，本集團共有176名(2023：167名)全職及兼職員工，其中94%(2023：94%)的員工在香港工作，其餘分別在澳門及深圳的營運點或辦公室工作。詳細分佈請參見附錄一：環境及社會關鍵績效指標摘要。

僱傭架構管理

本集團遵守香港特別行政區《僱傭條例》(香港法例第57章)等僱傭相關的法律法規及行業守則。我們編製了《員工手冊》積極規範僱傭及勞工制度。在本制度當中，我們設有清晰的管理流程去幫助員工了解當中目標設定、招聘、晉升、解聘、薪酬、平等機會、反歧視和福利發放等範疇，保障勞資雙方權益，建立平等的勞資關係。

中國管業為平等機會僱主，所有職位之招聘決定只根據個別職位的專業資格及僱用的固有需要作考慮。應聘者須通過面試甄選，過程絕不容忍任何形式的歧視，包括年齡、性別、種族、宗教、婚姻狀況、性取向或殘疾而受到歧視及不公平對待。此外，我們根據內部政策《禁止使用童工政策》，在聘用任何應聘者之前，採取有效程序核實其年齡，包括但不限於檢查政府部門簽發並帶有相片的證明文件，以防範聘請童工。本集團針對人力資源部門，開展童工預防培訓，加強相關人員對條例的理解並增強招聘過程中的意識。



High-quality Professional Team

優質專業團隊

2024 Seminar – Creating Inclusive Workplace and New Opportunities by Embracing Diversity and Collaboration

2024研討會－共融展多元，協同創機遇

On 15 November 2024, our Human Resources department participated in the seminar organized by the Selective Placement Division of the Hong Kong Labour Department and Employers' Federation of Hong Kong. The purpose was to promote equal employment opportunities for our candidates, and fully utilize the capabilities and enhance their contributions to society when they're employed.

二零二四年十一月十五日，人力資源部參加了由香港勞工處展能就業科及香港僱主聯合會舉辦的研討會。目的是促進我們的應徵者獲得平等的就業機會，並在就業時充分發揮他們的能力，提高他們對社會的貢獻。



To alleviate the manpower shortage at different skill levels, China Pipe proactively responds to the labor scheme set by the Hong Kong government, including but not limited to Admission Scheme for Mainland Talents and Professionals and Enhanced Supplementary Labour Scheme, to enhance our talent competitiveness and promote workforce diversity.

為緩解不同技術水平的人才短缺問題，中國管業積極響應香港政府制定的勞工計劃，包括但不限於輸入內地人才計劃及補充勞工優化計劃，以提升人才競爭力，促進勞動力發展多樣性。



The Group is committed to creating and maintaining an environment free of any form of harassment or discrimination for its employees. We expressly prohibit cruelty or threats against any employee (including any form of sexual harassment, corporal punishment, mental oppression or verbal abuse). The Group has zero tolerance for sexual harassment and gender discrimination. To prevent sexual harassment in the workplace, the Group has established and formulated an employee grievance mechanism. Employee who has been sexually harassed can file formal complaints with their department heads, managers, or the Human Resources Department. All complaints will be treated confidentially and independently. We are committed to combating harassment and will discipline harassers when necessary.

To prevent forced labour, we protect the right of our employees to freely choose employment and ensure that all employment relationships are voluntary. The Group and its employees may terminate the employment contract for personal reasons or other reasons, and need to give an appropriate notice period or payment in lieu of notice. In addition, the Group also regulates staff working time and rest arrangements to achieve work-life balance. If an employee agrees to work outside office hours due to an emergency, it will be treated as overtime. Department heads and managers need to approve overtime work arrangements and provide employees with compensatory leave. We ensure that internationally recognized human rights are respected, promoted and enhanced in our labour practices, including prohibition of any form of forced labour.

If the Group and its employees found relevant violations such as identity, age, or forced labour, both parties can immediately terminate their labour contracts to protect their legitimate labour rights and interests. During the Reporting Period, the Group neither violate any relevant laws and regulations on remuneration and dismissal, recruitment and promotion, working hours, equal opportunities, diversity, anti-discrimination, prevention of child labour or forced labour, nor did any cases of child labour or forced labour were found.

本集團堅決為員工創造及維持一個沒有任何形式的騷擾或歧視的環境。我們明文禁止殘暴對待或威脅任何員工(包括任何形式的性騷擾、體罰、精神壓迫或口頭辱罵)。本集團對性騷擾和性別歧視採取零容忍的態度。為防止任何形式的騷擾，本集團已建立並制定員工申訴機制。員工如受性騷擾，可向其部門主管、經理或人力資源部提出申訴，而所有申訴均會作保密及獨立處理。我們致力打擊騷擾行為並會在需要時紀律處分騷擾者。

為防止強制性勞工，我們保障員工自由擇業的權利，確保所有僱傭關係均屬自願性質。本集團和員工可按個人理由或其他原因終止僱傭合同，並需給予適當的通知期或代通知金。此外，本集團亦規範員工工作時間及休息安排，以達致工作與生活的平衡。如因緊急情況下，員工同意於辦公時間外工作，將作超時工作處理。部門主管及經理需批核超時工作安排，並給予補假予員工。我們確保於勞工常規中均尊重、推廣及促進國際認可的人權，包括禁止任何形式的強制勞動。

如本集團與員工發現有關違規情況如身份、年齡不符實或強制勞動，雙方可以立即解除其勞動合同，以保障其合法勞動權益。於報告期內，本集團並沒有違反任何有關薪酬及解僱、招聘及晉升、工作時數、平等機會、多元化、反歧視、防止童工或強制勞工的相關法律及規例，亦沒有發現聘用童工或強制勞工的個案。



High-quality Professional Team 優質專業團隊



Employee Rights and Benefits

The Group is committed to offering competitive remuneration and welfare packages to attract and retain the best employees. In order to ensure that the remuneration and welfare policies remain competitive in the market, we will review the annual remuneration of employees every year. The consideration and range of salary adjustment are mainly determined based on factors such as company benefits and employee work performance, adjusted ranks, and market salary trends. We will conduct employee performance appraisal for employees once a year and establish a performance feedback channel to strengthen the interaction and communication between supervisors and subordinates, so that employees can understand their work performance and improvement, so as to assist their personal work and further career development. Besides, in accordance with the local labor laws and social security laws and regulations, the Group provides social security benefits for all employees by contributing to various social security scheme. These laws and regulations include but not limited to the Minimum Wage Ordinance (Chapter 608 of Laws of Hong Kong) and the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of Laws of Hong Kong). The Group also has a long-term service award, which is awarded to employees who have served continuously for every 10 years in recognition of their long-term loyal service and contributions.

In addition, the Employee Handbook also mentions the details of the benefits and leave provisions for employees. In addition to statutory holidays and annual leave, employees are entitled to sick leave, maternity leave, paternity leave, marriage leave, and bereavement leave. The Group also allows employees to leave work earlier on certain holidays according to work arrangements. We care about the health of our employees and provide full-time employees with various medical benefits, including outpatient care services, 24-hour global emergency support services, hospital and surgical coverage, etc.

Secondly, the Group holds employee gatherings and activities every year, including Annual Dinner, Mid-Autumn Festival, birthday party, Christmas and occasional luncheons, etc., to shorten the distance between employees, build team cohesion, and enhance the sense of belonging to the company.

員工權益福利

本集團致力提供具市場競爭力的薪酬及福利待遇以吸納及挽留人才。為確保薪酬福利政策在市場保持競爭力，我們會每年檢討員工年度薪酬。薪酬調整考慮因素和調整度主要依據公司效益及員工工作表現、調整後職級、市場薪資趨勢等因素來確定。我們會每年為員工進行一次員工工作表現評估，建立績效反饋渠道，以加強主管與員工的交流及溝通，令員工了解其工作績效與改進之處，以助其個人工作事業得以更大發展。此外，根據當地僱傭條例和社會保障法律法規，本集團通過在各項社會保障計劃供款，為所有員工提供社會保障福利。這些法律法規包括但不限於《最低工資條例》(香港法例第608章)和《強制性公積金計劃條例》(香港法例第485章)。本集團亦設有長期服務獎，對連續服務每滿10年的員工發放獎勵，以表揚其長年忠誠服務和貢獻。

除此以外，《員工手冊》亦詳細列明員工可享受福利的細節和假期的規定。除法定假期和年假外，員工可享受有病假、產假、侍產假、婚假及喪假等。本集團亦允許員工在特定節日可因應工作安排提早下班。我們關注員工的健康，為全職員工提供了各項醫療福利，包括門診福利服務、24小時全球緊急支援服務、醫院及手術保障等。

其次，本集團會每年舉辦員工聚餐及活動，包括週年晚會、中秋節、生日派對、聖誕節及不定期午宴聚餐等，拉近員工之間的距離，建立團隊凝聚力，增強對公司歸屬感。



China Pipe believes that effective communication can build understanding, trust between employees and management and promote a positive and harmonious working environment, thereby enhancing the competitiveness of the Group. We encourage open and honest two-way communication. Employees can express their opinions to the department manager or Human Resources Department at any time via email or in person. Employees can also learn about the company's latest announcements and activities on the notice board.

中國管業相信有效的溝通能夠建立員工與管理層之間的了解、信任及促進正面與和諧的工作環境，從而提高本集團的競爭力。我們鼓勵公開及坦誠之雙向溝通。員工可以在任何時間通過電子郵件或面談方式向部門經理或人力資源部發表他們的意見。員工亦可在告示板上得知公司的最新公告及各項活動。

2024 Spring Dinner

2024 春茗晚宴

The Spring Dinner holds significant value for both management and employees, promoting their overall well-being and fostering a strong sense of belonging to the Group. This event serves as an effective platform for enhancing employees' engagement, strengthening team cohesion, and establishing a positive working atmosphere. By bringing management and employees together in a celebratory environment, it cultivates a sense of camaraderie, mutual support, and shared achievements, ultimately promoting a more cohesive and productive workforce.

春茗晚宴對於管理階層和員工都具有重要意義，可以促進他們的整體福利並培養他們對本集團產生強烈的歸屬感。這項活動為提升員工敬業度、增強團隊凝聚力、營造積極向上的工作氛圍搭建了有效的平台。透過將管理層和員工聚集在慶祝的環境中，培養了一種友誼、相互支持和共享成就的感覺，最終促進了一支更具凝聚力和生產力的隊伍。



Occupational Safety and Health

China Pipe attaches great importance to occupational safety and health and strictly abides by relevant laws and regulations. We formulated a series of measures and policies to ensure the health and safety of employees in different roles. As of the end of the Year, the injured employees have received appropriate treatments and were granted injury leaves, timely injury leave payment and compensation according to the Employees' Compensation Ordinance (Chapter 282 of Laws of Hong Kong).

職業安全與健康

中國管業關注員工健康和 safety，嚴格遵守相關的法律及法規。本集團已制定一系列措施及政策，確保不同工作崗位員工的健康與安全。截止本年度結束，受傷員工已得到適當的治療，並按照《僱員補償條例》(香港法例第282章)享有適當的工傷病假、獲發工傷病假按付款以及工傷補償。



High-quality Professional Team

優質專業團隊



In order to enhance the safety awareness of employees, we provided new employees with a safety guideline, and arrange warehouse employees to participate in health and safety courses, including internal occupational safety and health regulations, safety regulations for work under adverse weather, manual handling operational safety regulations, etc., to enhance the safety awareness of employees.

To reduce the risk of work-related injuries in warehouses, the Group formulated the Warehouse Safety Regulations and the Safety Code for Work-at-height. We provided warehouse staff with guidelines for mobile machinery operations (lifting machinery, forklifts), manual handling operations, outdoor working, good site tidiness, and the guidelines of the proper use of ladders and workbenches. We have one staff in the warehouse who also serve as the safety supervisor. The main job duties of the safety supervisor include: providing safety awareness training, formulating safety codes, organising safety meetings regularly, arranging employees to attend occupational health and safety training, reporting on cases of work-related injuries. In addition, Warehouse first aiders have been appointed and will provide immediate assistance in case of employee injuries or physical discomfort. Depending on the jobs assigned, employees will be equipped with various safety protective equipment, including but not limited to safety helmets, gloves, reflective vests, safety shoes, masks, and goggles. We have also posted reminders regarding wearing safety helmet, handling heavy objects, precautions for working at heights, and heat stroke prevention measures for warehouse employees to keep safety in mind.

During the Reporting Period, we have organized occupational safety and health training activities, covering fire drills, accident review and safety training of the year. We are committed to improving employees' environmental safety awareness and alertness and reducing work-related injury cases.

The Group engaged a registered safety officer (the "Safety Officer"), providing health and safety training courses for warehouse and retail shops staff annually. The Safety Officer oversees the inspection of warehouse and retail shops of the Company, writes safety check reports, and provides professional advice to the management regarding working environment safety and equipment. The management will monitor the warehouse and retail shops safety, regularly inviting warehouse and retail shops supervisors to attend management meetings to report on the working environment and make appropriate reviews to continuously improve the working environment and safety related policies.

為加強員工安全意識，我們為新入職同事提供一份安全守則，亦安排貨倉員工參加健康與安全課程，內容包括內部職業安全及健康條例與規例、惡劣天氣下工作的安全規例、手動處理操作的安全規例等，以提升員工的安全意識。

為減低貨倉員工因工受傷的風險，本集團已製定《貨倉安全守則》及《高空工作安全守則》，為不同工作崗位的貨倉員工提供指引，如有關在移動機械操作（起重機械、鏟車）、手動處理操作、戶外工作及良好工地整理，以及正確使用梯具及工作台等。同時，我們貨倉有一位同事兼任安全督導員，主要職責為提供安全意識培訓、制定安全守則、定期舉行安全會議、安排員工出席職安健培訓課程、報告工傷個案，此外，我們還任命了倉庫急救人員，一旦員工受傷或身體不適，將立即提供協助。根據所負責的工作，員工將配備各種安全防護設備，包括但不限於安全帽、手套、反光背心、安全鞋、口罩和護目鏡。我們也張貼了配戴安全帽、搬運重物、高空作業注意事項和防中暑措施等提醒貨倉員工注意安全。

報告期內，我們已舉辦了職安健培訓活動，內容包括消防演習、本年度意外回顧及安全訓練。我們致力提高員工環境安全意識和警覺性，減低工傷案件。

本集團亦於本年度委任一名註冊安全主任（「安全主任」），每年提供一次健康及安全訓練課程給貨倉及門市員工。安全主任會巡查公司的貨倉及門市，撰寫安全檢查報告及向管理層就安全工作環境和設備提供專業意見。管理層則充當監察貨倉及門市安全角色，定時邀請貨倉及門市主管出席管理層會議報告工作環境情況，並作出適當檢討，以持續完善工作環境及安全相關政策。



During the Reporting Period, the Group experienced 342 (2023: 35) lost working days due to work-related injuries, which was caused by a few minor accidents despite its significant increment when compared to the corresponding period in 2023. There were no work-related fatalities in the past three years. To prevent work-related injuries, we implement a range of proactive measures, including the display of workplace notices outlining safety precautions and proper handling procedures. These efforts are aimed at raising employees' awareness of workplace safety and fostering a culture of accident prevention. Additionally, department heads will also remind colleagues from time to time to pay attention at work and arrange employees to attend occupational health and safety training, etc.

Nurturing Key Talents

China Pipe has always been committed to providing continuous learning and development opportunities for its employees to ensure they have the required professional skills and can maximize their potential at work. The Group has formulated the Talent Training and Promotion Programme, aiming to sharpen employees' communication skills, problem-solving skills and team spirit, as well as to boost their core competitiveness, supporting their career and personal development. We believe that nurturing talents can help the Group remain competitive in the market and promote long-term business growth. The Group provides specialized training for outstanding and employees with strong potential, as well as assessment and promotion opportunities, those who are qualified in the assessment will be promoted to the Group's management or key positions.

The Group analyses the training needs of employees according to the annual performance evaluation of employees, formulates the company's training and development plans and provides appropriate subsidies. Besides, the Group also arranged employees to receive training from external institutions, including Construction Industry Safety Card course and other safety-related training. The Group also provides employees of the Accounting Department, Company Secretary Department and Human Resources and Administration Department with course fees and professional society membership fees related to their positions, so as to continuously update the professional knowledge and compliance rules of employees in various departments. We conduct annual assessments to monitor and evaluate the company's training and development plans. The management will review departmental training needs with each department head to ensure the sustainability of talent and business development.

報告期內，本集團因工傷而損失的工作日數為342天(2023：35天)，儘管與2023年同期相比有顯著增加，但這是由幾個輕微的事故所造成的。過去三年皆無任何因工死亡個案。為了防止工傷，我們實施了一系列積極措施，包括在工作場所張貼公告，概述安全預防措施和正確的處理程序。這些努力旨在提高員工的工作場所安全意識並培養事故預防的文化。此外，部門主管亦會不時提醒同事工作期間要專心、安排員工參加職業健康及安全訓練等，作為預防措施。

重點人才培育

中國管業一直致力為旗下員工提供持續進修及發展機會，確保員工都擁有所需的專業技能，在工作崗位上能盡展所長。本集團已推行「人才培訓及晉升計劃」多年，以提升員工的溝通技巧、解難能力及團隊精神，幫助提升員工核心競爭力及支持其事業和個人發展為目標。我們相信培養人才，能協助本集團在市場中維持競爭力，促進業務長遠增長。本集團為表現出色及有潛質的員工提供專門培訓，以及考核和晉升機會，通過考核的員工可獲晉升至本集團管理級人員或重要的職位。

本集團每年按照員工個人年度表現評估，分析員工培訓需要，並制定公司的培訓及發展計劃及提供合適資助。此外，本集團亦安排員工接受外部機構培訓，包括建造業平安咭課程訓練及其他有關安全的培訓。本集團亦為會計部、公司秘書部及人力資源及行政部等員工提供與其崗位相關的課程費用及專業學會會費資助等，以不斷更新各部門員工在工作方面的專業知識和合規守則等。我們每年均進行考核，監察及評估公司的培訓及發展計劃。管理層會與各部門主管檢討部門培訓需要，以確保人才與業務發展的可持續性。



High-quality Professional Team

優質專業團隊



The following are the percentages of our trained personnel by gender and employee category during the Reporting Period and the corresponding period in 2023, and the average training hours per employees:

以下是我們於報告期內及2023年同期按性別及僱員類別劃分的受訓員工百分比，以及每名受訓員工的平均培訓時數：

		Percentage of employees trained ¹ 受訓員工百分比 ¹		Average training hours per each employee trained 每名受訓員工的平均培訓時數	
		2024	2023	2024	2023
By gender	按性別劃分				
Male	男性	50.5%	69.8%	2.3	1.6
Female	女性	49.5%	30.2%	4.2	2.6
By employee category	按僱員類別劃分				
Management	管理人員	4.5%	3.0%	5.1	3.3
Department head/manager	部門主管／經理	30.4%	7.3%	5.1	3.8
General staff	一般員工	65.1%	89.7%	2.3	1.6
Total/overall	總計／綜合	100.0%	100.0%	2.9	1.9

¹ The calculation is referenced from the methods, assumptions and guidelines set out in the following Guidance and Standards: HKEX's Appendix 3: Reporting Guidance on Social KPIs in "How to prepare an ESG Report" to calculate percentage of employees trained. Percentage of employees trained in the relevant categories = $T(x)/T \times 100$, $T(x)$ = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training.

¹ 計算受訓員工百分比是參考以下指引和準則中所載的方法、假設和指引：香港交易所《如何編備環境、社會及管治報告》附錄三《社會關鍵績效指標匯報指引》。各類別的受訓員工百分比 = $T(x) / T \times 100$, $T(x)$ = 該類別員工受訓人數, T = 受訓員工總人數。

As a socially responsible enterprise, China Pipe attaches great importance to environmental protection, is committed to reducing the possible impact of its business on the environment, and ensures sustainable business operations by integrating economic development, social progress and environmental protection. The Group has formulated the Environmental Protection Policy to set out the strategies and objectives of environmental management. We integrate environmental stewardship into our corporate decision-making process, including making better use of natural resources and energy, reducing and recycling waste, and reducing pollution to the land and the atmosphere. We actively consider the introduction of new technologies, taking into account both economic development and environmental protection. During the Reporting Period, the Group was not aware of any violation of relevant environmental protection laws or major incidents that affected the environment and natural resources, nor received any notice of penalties or lawsuits regarding environmental.

The Group believes the support of employees, customers and suppliers is particularly important for the effectiveness of the implementation of environmental protection measures. Therefore, we are committed to two-way communication channel, including ensuring employees are clearly informed of such policy and the Group's goals for protecting the environment, encouraging suppliers to operate in a sustainable manner, and providing transparent and direct environmental performance information to the community, and actively participation in activities organized by environmental protection groups to improve environmental performance in an all-round way.

The Group understands and actively fulfils its corporate social responsibility of protecting the environment. As such, since 2021, we have formulated preliminary directional goals in terms of energy efficiency, water efficiency, waste reduction and greenhouse gas emissions. We will review and assess various environmental protection goals, targets and the implementation or achievement status of the measures, and explore more opportunities for energy conservation and emission reduction.

作為一個肩負社會責任的企業，中國管業重視環境保護，致力減低其業務對環境可能造成之影響，並透過融入經濟發展、社會進步和環境保護，確保以可持續發展的方式經營業務。本集團制定《環保政策》訂明環境管理的策略及目標。我們將環境管理納入企業決策過程之中，包括善用天然資源和能源、減少及回收廢物，以及降低對土地及大氣層所造成的污染。我們積極考慮引入嶄新技術，兼顧經濟發展及環境保護。於報告期內，本集團並不知悉任何違反有關環境保護的法例或造成影響環境及自然資源的重大事故，亦沒有接到任何關於環境範疇的處罰及訴訟通知。

本集團相信員工、客戶及供應商的支持，對推行環保措施的成效尤其重要。因此，我們致力透過進行雙向溝通渠道，包括確保員工清楚得悉本政策及本集團對保護環境之目標、鼓勵供應商以可持續發展的方式經營業務、向社區提供具透明度且直接的環境表現資料以及積極參與環保團體舉辦的活動，全方位提升環境績效。

本集團明白並積極履行保護環境的企業社會責任，因此，自2021年起，我們制定了有關能源使用效益、用水效益、減少廢棄物及溫室氣體排放方面初步的方向性目標，我們會回顧及審查各項環保目標及措施的執行進度，並發掘更多節能減排的機遇。



Co-Creating Green Operation 共創綠色營運



Energy Conservation and Emission Reduction Management

Greenhouse gas (GHG) emissions management

During the Year, we mainly referred to the following standards and guidance to quantify greenhouse gas (GHG) emissions from business operations and further review the effectiveness of measures and formulate improvement measures:

- 1) HKEX's Appendix 2: Reporting Guidance on Environmental KPIs in "How to prepare an ESG Report" with latest publicized emission factors from Sustainability Report 2023 of (i) CLP Holdings Limited, and (ii) HK Electric Investments and HK Electric Investments Limited;
- 2) "Emission Factors for Greenhouse Gas Inventories" published by the United States Environmental Protection Agency ("EPA"); and
- 3) Database of National Greenhouse Gas Emission Factor*(國家溫室氣體排放因子數據庫).

During the Reporting Period and the corresponding period in 2023, our GHG emissions within the scope of this report are as follows:

節能減排管理

溫室氣體排放管理

本年度，我們主要參考以下準則和指引來量化學務營運產生的溫室氣體排放，以便進一步檢討措施的成效及制訂改善方案：

- 1) 香港交易所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》，其採用(i)中電控股有限公司及(ii)港燈電力投資及港燈電力投資有限公司的《2023年可持續發展報告》中最新公布的排放因子；
- 2) 美國國家環境保護局(「美國環保局」)公布的《溫室氣體排放因子清單》；以及
- 3) 國家溫室氣體排放因子數據庫。

於報告期內及2023年同期，我們於報告範圍內的溫室氣體排放如下：

GHG emissions 溫室氣體排放		Emissions (tonnes of CO ₂ -e) 排放量(公噸二氧化碳當量)	
Scope 範圍		2024 2024年度	2023 2023年度
Scope 1: Direct GHG emissions ²	範圍1:直接溫室氣體排放 ²	441.71	401.10
Scope 2: Indirect GHG emissions ³	範圍2:間接溫室氣體排放 ³	130.81	118.95
Scope 3: Other indirect GHG emissions ⁴	範圍3:其他間接溫室氣體排放 ⁴	22.62	17.68
GHG emissions in total ⁵	溫室氣體排放總量 ⁵	595.14	537.73
GHG intensity (in terms of floor area per m ²)	溫室氣體密度 (以每平方米面積計算)	0.03	0.02

² Scope 1 includes emissions of fossil fuel combustion from stationary and mobile sources. The Shenzhen office does not involve emissions of fossil fuel combustion from stationary and mobile sources. Therefore, there is no relevant Scope 1 emissions from Shenzhen.

³ Scope 2 includes emissions caused by purchasing electricity from power company.

² 範圍1包括源自固定源及移動源化石燃料燃燒的排放。深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的範圍1的排放。

³ 範圍2包括來自電力公司購買電力所引致的排放。



- ⁴ Scope 3 includes upstream and downstream emissions from waste paper disposal, water treatment, sewage treatment and business air travel by employees.
- ⁵ During the Year, the Group's total greenhouse gas emissions increased slightly due to the increase in shipments compared to 2023.

Energy conservation management

Through measures such as strengthening scientific management of energy and improving energy efficiency, the Group can save energy consumption and reduce greenhouse gas emissions. Apart from reminding employees from time to time to turn off lights, air conditioners and other unnecessary electronic devices after office hours or when office spaces (such as meeting rooms) are not in use. We also choose energy efficient products for replacement of electronic appliance and devices such as upgrading luminaires with energy-efficient LED lights so that energy efficiency can be improved. The Group is also gradually implementing an old vehicle replacement programme to reduce fuel consumption and related maintenance costs. In addition, to lower power consumption among employees, the Group encourages employees to attend seminars held by environmental protection companies. The Group also cooperates with its business partners to provide training to learn from practical experiences and suggestions to raise the energy saving awareness among employees. In the coming year, we will continue to monitor the power consumption of the Group's business operations and review power-saving measures, so as to reduce the electricity consumption intensity more effectively.

We set management goals to maintain or reduce the current level of greenhouse gas intensity and energy intensity on the base year of 2019, reduce emissions and energy use and improve energy efficiency in the next few years. In view of the energy conservation measures implemented, the Group is on the right track to achieving the goals set.

- ⁴ 範圍3包括廢紙棄置、食水處理、污水處理及員工商務航空出差所引致的上游及下游排放。
- ⁵ 本年度，本集團由於出貨量增加，所以與2023年相比，溫室氣體排放總量輕微上升。

節能管理

本集團通過加強能源的科學管理、提高能源使用效益等措施，在節約能源使用量的同時亦可減低溫室氣體排放。除了不時提醒員工於非辦公時間或毋需使用房間（如會議室）時關掉電燈、空調和其他不必要的電子設備外，我們會於更換電器及電子設備時選用高能源效益之產品，例如將燈具升級為節能LED燈，以提高能源使用效益。本集團亦逐步推行更換舊車計劃，以減少相關燃料的耗用量及相關維修成本。此外，為推動員工減少用電，本集團鼓勵員工參與環保公司座談會，亦與業務夥伴合作提供培訓，汲取實際經驗與建議，提高員工節約能源的意識。來年，我們將繼續監控本集團業務運營的耗電量，檢視節電措施，從而更有效降低用電密度。

我們制定管理目標，在2019年的基礎上，維持或減少現在溫室氣體密度及能源密度的水平，並在未來幾年內減少排放量及提高能源利用效率。鑑於實施的節能措施，本集團正朝著既定目標邁進。



Co-Creating Green Operation

共創綠色營運



Environmental KPIs 環境關鍵績效指標	Targets 目標	2024 vs. 2023 2024與2023相比	2024 vs. Baseline year 2024與基準年相比
Greenhouse gas emissions 溫室氣體排放	The Group targets to maintain or reduce the current level of GHG emissions intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在溫室氣體排放密度的水平。	Increase by 50.0% 增加50.0%	Increase by 7.1% 增加7.1%
Energy consumption 能源耗用量	The Group targets to maintain or reduce the current level of energy consumption intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在能源消耗密度的水平。	Increase by 12.5% 增加12.5%	Increase by 4.7% 增加4.7%

During the Reporting Period and the corresponding period in 2023, our energy consumption within the scope of this report are as follows:

於報告期內及2023年同期，我們於報告範圍內的能源消耗如下：

Energy use ⁸ 能源使用 ⁸		Consumption 耗量		Unit 單位
Category 類別		2024 2024年度	2023 2023年度	
Direct energy ⁶ 直接能源 ⁶	Gasoline 汽油	150.01	110.69	MWh 兆瓦時
	Diesel 柴油	1,577.07	1,440.95	MWh 兆瓦時
	LPG 液化石油氣	46.22	61.70	MWh 兆瓦時
Indirect energy 間接能源	Electricity 電力	315.57	285.14	MWh 兆瓦時
Total Energy Consumption ⁷ 能源總耗量 ⁷		2,088.87	1,898.48	MWh 兆瓦時
Energy intensity 能源密度		0.09	0.08	MWh/m ² 兆瓦時／平方米

⁶ Since Shenzhen office does not involve fossil fuel combustion from stationary and mobile sources, Shenzhen's office does not involve the use of direct energy.

⁷ During the Year, the Group's total energy consumption increased due to the increase in shipments compared to 2023.

⁸ The calculation of the energy consumption was referenced from the methods, assumptions and guidelines set out in the following Guidance and Standards: HKEX's Appendix 2: Reporting Guidance on Environmental KPIs in "How to prepare an ESG Report".

⁶ 由於深圳辦公室不涉及固定源和移動源的化石燃料燃燒，因此深圳辦公室不涉及直接能源的使用。

⁷ 本年度，本集團由於出貨量增加，所以與2023年相比，能源總耗量上升。

⁸ 能源消耗量的計算是參考以下指引和準則中所載的方法、假設和指引：香港交易所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》。



Air pollutants emissions management

The Group mainly engages in the import and sale of pipes, fittings and other related accessories products businesses. These businesses do not involve any production activities while cutting and remodeling processes are occasionally requested by the clients, which are immaterial to the environmental impact. Hence, no material air pollutants are produced in the ordinary course of business. The air pollutants of the Group mainly come from its use of natural resources, including emissions of Liquefied Petroleum Gas (LPG) combustion from cooking stove, emissions of diesel and gasoline combustion from mobile sources. Apart from the energy and resource conservation measures mentioned in paragraph Greenhouse gas (GHG) emissions management and Energy Conservation management, the Group implemented a number of conservation measures to reduce air pollutants emissions. For example, drivers have to plan their routes in advance before departure, when multiple goods are delivered to the same or nearby locations, the same vehicle should be used so as to shorten the driving distance and reduce the consumption of gasoline or diesel. The drivers are to stop and turn off the engine to reduce energy consumption and air pollutants. The departments using the vehicles have to ensure that there is no fuel leakage and conduct regular repairs and maintenance for better energy use efficiency, and reduce fuel consumption and air pollutants emission due to part failure. We encourage our employees to save Liquefied Petroleum Gas by switching the cooking stove off when not in use. We have set management goals to maintain or reduce the current level of air pollutants intensity on the base year of 2019, reduce emissions and energy use and improve energy efficiency in the next few years. In view of the measures implemented, the Group is on the right track to achieving the goals set.

空氣污染物排放管理

本集團主要從事管道、管件及其他相關配件產品的進口及銷售業務。這些業務不涉及任何生產活動，而客戶偶爾會要求進行切割和加工過程，這對環境影響沒有顯著影響。因此，在日常業務過程中不會產生任何重大空氣污染物。本集團的空氣污染物主要來自其對自然資源的使用，包括爐灶燃燒液化石油氣(LPG)排放、移動源燃燒柴油和汽油排放。除了溫室氣體(GHG)排放管理和節能管理段落所述的能源和資源節約措施外，本集團實施了多項節約措施以減少空氣污染物的排放。例如，司機在出發前必須提前規劃好路線，當多件貨物運送到同一地點或附近地點時，應使用同一車輛，以縮短行車距離，減少汽油或柴油的消耗。司機應停止並關閉發動機，以減少能源消耗和空氣污染物。使用車輛的部門必須確保沒有燃油洩漏，並定期進行維修和保養，以提高能源利用效率，減少因零件故障而導致的燃料消耗和空氣污染物排放。我們鼓勵員工在不使用時關掉灶具，以節省液化石油氣。我們制定管理目標，在2019年的基礎上，維持或減少現在空氣污染物排放密度的水平，並在未來幾年內減少排放量及提高能源利用效率。鑑於所實施的措施，本集團正朝著既定目標邁進。

Environmental KPIs 環境關鍵績效指標		Targets 目標	2024 vs. 2023 2024與2023相比	2024 vs. Baseline year 2024與基準年相比
Air pollutants emissions 空氣污染物排放量	Nitrogen Oxides (NO _x) intensity 氮氧化物密度	The Group targets to maintain or reduce the current level of air pollutants intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在空氣污染物排放密度的水平。	Increase by 12.5% 增加12.5%	Remain the same 維持不變
	Sulphur Oxides (SO _x) intensity 硫氧化物密度		Increase by 7.7% 增加7.7%	Decrease by 25.3% 減少25.3%
	Respirable Suspended Particulates (RSP) intensity 可吸入懸浮粒子密度		Remain the same 維持不變	Remain the same 維持不變



Co-Creating Green Operation 共創綠色營運



During the Reporting Period and the corresponding period in 2023, our air pollutants emissions within the scope of this report are as follows:

於報告期內及2023年同期，本集團在本報告範圍內的空氣污染物排放情況如下：

Air pollutants emissions ^{9,10} 空氣污染物排放 ^{9,10}		
Types of emissions 排放物的類型	Emissions (kg) 排放(公斤)	
	2024 2024年度	2023 2023年度
NO _x 氮氧化物	2,145.04	1,901.24
NO _x intensity (in terms of floor area per m ²) 氮氧化物密度(以每平方米面積計算)	0.09	0.08
SO _x 硫氧化物	12.94	11.84
SO _x intensity (in terms of floor area per m ² '000) 硫氧化物密度(以每'000平方米面積計算)	0.56	0.52
RSP 可吸入懸浮粒子	202.97	180.68
RSP intensity (in terms of floor area per m ²) 可吸入懸浮粒子密度(以每平方米面積計算)	0.01	0.01

⁹ The calculation of the air pollutant emission is referenced from the methods, assumptions and guidelines set out in the following Guidance and Standards:

- a) HKEX's Appendix 2: Reporting Guidance on Environmental KPIs in "How to prepare an ESG Report";
- b) the Technical Guidance for Compilation of Air Pollutant Emission Inventory of Non-Road Motor Vehicles* (非道路機動車大氣污染物排放清單編製技術指南) issued by the China Ministry of Environmental Protection* (中華人民共和國環境保護部); and
- c) The China National Standard GB 19147-2016: Automobile Diesel Fuels* (中國國家標準 GB19147- 2016: 車用柴油) issued by the China National Standardization Management Committee* (中國國家標準化管理委員會).

¹⁰ During the Year, the Group's air pollutants emissions increased due to the increase in shipments compared to 2023.

⁹ 空氣污染物排放量的計算是參考以下指引和準則中所載的方法、假設和指引：

- a) 香港交易所《如何編備環境、社會及管治報告》附錄二《環境關鍵績效指標匯報指引》；
- b) 中華人民共和國環境保護部公布的《非道路機動車大氣污染物排放清單編製技術指南》；及
- c) 中國國家標準化管理委員會公布的《中國國家標準GB 19147-2016：車用柴油》。

¹⁰ 本年度，本集團由於出貨量增加，所以與2023年相比，空氣污染物排放量上升。



Water Resource Management

The Group continuously monitors water consumption during business operations and advocates water resource cherishment. In terms of water usage, apart from water for domestic use, numerous products of the Group need to be rinsed before delivery. All sewage generated by the Group is discharged to the sewage treatment plant through the local sewage collection system for treatment. The Group has set up a rainwater collection system in the warehouse, through which the rainwater collected will be used for sprinkling and cooling the warehouse. If there is a water leakage problem in the operation area, qualified personnel will be arranged to repair it immediately. As water used by the Group is obtained through municipal water supply, we have no difficulty in water sourcing. During the Year, our water consumptions¹¹ and water consumption intensity were 1,086.00 (2023: 1,091.00) cubic metres and 0.05 (2023: 0.05) cubic metres per square metre respectively. Compared with previous years, water consumptions and its intensity remained approximately the same. We set management goals to maintain or reduce the current level of water consumption intensity based on 2019. In view of the water conservation measures implemented, the Group is on the right track to achieving the goals set.

水資源管理

本集團倡導珍惜水資源，持續監察在業務營運過程中的耗水量。在用水方面，除了生活用水外，多類貨品出貨前需要用水沖洗乾淨。本集團的所有產生的污水均經當地污水收集系統排放至污水處理廠進行處理。我們亦於貨倉設立了收集雨水系統，作日後貨倉灑水降溫之用。若運營範圍發現有漏水問題，會立即安排合資格人員進行維修。由於本集團的所有用水均透過市政供水渠道取得，因此在取得水源上沒有問題。本年度，我們的耗水量¹¹為1,086.00 (2023: 1,091.00) 立方米，而耗水密度則為每平方米0.05 (2023: 0.05) 立方米。與上年度相比，耗水量及耗水密度大致相若。我們制定管理目標，在2019年的基礎上，維持或減少現在耗水密度的水平。鑑於實施的節水措施，本集團正朝著既定目標邁進。

Environmental KPI 環境關鍵績效指標	Target 目標	2024 vs. 2023 2024與2023相比	2024 vs. Baseline Year 2024與基準年相比
Water consumption 水源耗用量	The Group targets to maintain or reduce the current level of water intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在耗水密度的水平。	Remain the same 維持不變	Decrease by 54.5% 減少54.5%

¹¹ Currently, water at all sites of operation is obtained through municipal water supply system. As Shenzhen office does not install independent water meter, therefore, water consumption records cannot be obtained.

¹¹ 目前各營運點的所有用水透過市政供水渠道取得。由於深圳辦公室並沒有獨立水錶，因此未能獲取耗水量。



Co-Creating Green Operation 共創綠色營運



Waste Management and Use of Other Resources

The Group advocates responsible use of various materials, advocates waste reduction at source and properly disposes of waste or any remaining waste. Employees are expected to reuse or recycle materials and products as far as reasonably practicable. Due to its business nature, the Group consumes enormous product packaging for the sales of retail products, to assure product quality and intactness throughout the transportation process and allow customers to get the product without damage. The product packing materials are usually plastic bags, nylon bags and cardboard boxes. During the Year, the Group consumed about 14.9 (2023: 10.4) tonnes of packaging materials and the intensity of packaging materials amounted to 0.019 (2023: 0.015) tonnes per million HK dollars in terms of sales. The packaging materials consumption increased compared to 2023, primarily due to the increase in shipment.

The Group encourages employees to recycle and reuse office supplies, sort and recycle waste, and reduce the generation of waste. During the Year, we implemented various resource optimization measures. In terms of paper, we implement paperless office, mainly use electronic means for internal and external communications to lower the copying or printing needs. We also implemented a new ERP system to digitize and store data in a centralized database with the aim reducing the need for traditional paper documents. The waste paper collected with the Group's waste paper recycling box is delivered to waste recyclers for recycling and reuse on a regular base. In addition, during the Reporting Period, each employee was provided with a set of eco-friendly tableware as a substitute of plastic tableware, to promote sustainable living and demonstrate our commitment to caring for the environment.

廢棄物管理及其他資源使用

本集團提倡負責任地使用各類物資，源頭減廢，並妥善處理廢料或任何剩餘廢物。在合理實際可行的情況下，員工需盡量重用或回收物料及產品。基於業務性質，本集團的門市產品銷售使用大量的產品包裝，以確保整個運輸過程之產品品質和完整性且令客戶得到無損的產品。產品一般以塑料袋、尼龍袋及紙箱等作為包裝材料。本年度，本集團消耗近14.9 (2023: 10.4)公噸包裝材料，包裝材料使用密度為每百萬港元營業額0.019 (2023: 0.015)公噸。包裝材料消耗量較2023年有所上升，主要是由於出貨量增加。

本集團鼓勵員工回收及循環利用辦公用品，垃圾分類回收及減少廢棄物的產生。本年度，我們落實了多種資源優化措施。紙張方面，我們推行無紙化辦公室，盡量以電子通訊方式作公司內部及與外界聯繫，以減少複印或列印的需要。我們還實施了一個新的ERP系統，將資料數位化並儲存在集中資料庫中，旨在減少對傳統紙本文件的需求。本集團的辦公室亦設有廢紙回收箱，所收集廢紙定期送往垃圾回收商用作循環再造。此外，報告期內，公司也向每位員工提供一套環保餐具，以取代塑膠餐具，提倡可持續生活，體現公司對關懷環境的承諾。



During the Reporting Period, 305.05 (2023: 302.92) tonnes of non-hazardous wastes were generated by the Group, including office paper and other daily waste, with an intensity of 0.013 (2023: 0.013) tonne per square metre. The hazardous wastes generated by the Group include light bulbs and fluorescent tubes, with the total amount of 0.076 (2023: 0.076) metric tons and an intensity of 0.003 (2023: 0.003) tonne per thousand square metres. Compared to the previous year, the non-hazardous waste intensity and hazardous waste intensity have remained relatively unchanged. We set management goals to maintain or reduce the current level of hazardous waste intensity and nonhazardous waste intensity on the base year of 2019. In view of the resource optimization measures implemented, the Group is on the right track to achieving the goals set.

於報告期內，本集團所有產生的無害廢棄物包括廢紙及其他辦公室日常垃圾，產生總量為305.05 (2023: 302.92)公噸，密度為每平方米0.013 (2023: 0.013)公噸；我們所有產生的有害廢棄物則包括燈膽和光管，產生總量為0.076 (2023: 0.076)公噸，密度為每千平方米0.003 (2023: 0.003)公噸。與上年度相比，無害廢棄物密度及有害廢棄物密度基本上維持不變。我們制定管理目標，在2019年的基礎上，維持或減少現在有害廢棄物密度及無害廢棄物密度的水平。鑑於實施的資源優化措施，本集團正朝著既定目標邁進。

Environmental KPIs 環境關鍵績效指標	Targets 目標	2024 vs. 2023 2024與2023相比	2024 vs. Baseline Year 2024與基準年相比
Hazardous waste 有害廢棄物	The Group targets to maintain or reduce the current level of hazardous waste intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在有害廢棄物密度的水平。	Remain the same 維持不變	Remain the same 維持不變
Non-hazardous waste 無害廢棄物	The Group targets to maintain or reduce the current level of non-hazardous waste intensity based on 2019. 本集團目標是在2019年的基礎上維持或減少現在無害廢棄物密度的水平。	Remain the same 維持不變	Increase by 62.5% 增加62.5%



Co-Creating Green Operation 共創綠色營運



Tackling Climate Change

Facing the urgency of mitigating climate change, countries around the world are advocating the development of a low-carbon economy and carbon neutrality. For that, the Group also actively pays attention to and takes corresponding actions in practising green and low-carbon sustainable development.

The Group recognises climate change poses potential risks to its business operations, including policy, legal, technological and market changes caused by intensifying extreme weather, rising sea level, chronic heat waves and low-carbon transition, which may affect its business performance and add instability to its sustainable development. In order to promote effective climate change management, the Group has formulated corresponding climate change risk response plans to strengthen its climate adaptability and resilience. Based on the characteristics of the industry, combined with the Group's own situation and strategic objectives, we have identified and assessed the risk level of climate change risks. At the same time, we would optimize the use of resources and energy. In response to disasters and accidents caused by extreme weather, we are keen to improve the disaster response capabilities and awareness of the company and employees. The following climate related risks have no material adverse impacts or consequence on China Pipe in the current Year.

應對氣候變化

面對減緩氣候變化的迫切性，世界各國都在倡導發展低碳經濟和碳中和。為此，本集團亦積極關注並採取相應行動，實踐綠色低碳可持續發展。

本集團意識到氣候變化對本集團業務營運構成潛在風險，包括極端天氣加劇、海平面上升、長期熱浪及低碳轉型等導致的政策、法律、技術和市場變化，可能影響本集團的業務表現並對其可持續發展增加不穩定因素。為促進有效的氣候變化管理，本集團制定了相應的氣候變化風險應對方案，以增強氣候適應能力和抵抗能力。我們根據行業特徵，結合本集團自身情況和戰略目標，對氣候變化風險進行了識別和風險等級的評估。同時，我們應優化資源和能源的使用。針對極端天氣容易誘發的災害和事故，我們必須提升公司和員工的災害應對能力和意識。於本年度，以下氣候相關風險對中國管業無重大不利影響或後果。



Climate related risks 氣候相關風險	Impacts on operations 對營運的影響	Preventative and mitigation measures 預防和減緩措施
Acute physical risks 急性實體風險		
Flooding, super typhoon or extreme rainfall 水浸、超級颱風或極端降雨	<p>The Group likely suffers from supply chain disruption, demand drop impact, damage to infrastructure and facilities, and increased operating costs due to maintenance of damaged facilities.</p> <p>本集團將會可能承受供應鏈中斷、需求下降影響、基礎建設和設施受破壞和因維修受損設施而導致營運成本增加。</p>	<ul style="list-style-type: none"> – Establish an emergency response team and hold emergency preparedness meeting to formulate and improve the Group's crisis management and transition plans regarding acute extreme weather events; – 成立應急工作小組及舉行應急準備會議，以制定及完善集團面對急性極端天氣事件的危機處理和過渡計劃； – Strengthen emergency plans and conduct emergency drills for acute extreme weather so as to avoid economic losses and safety incidents to the greatest extent. – 加強急性極端天氣的應急預案及進行應急演練，最大程度規避經濟損失與安全事故。
Chronic physical risks 慢性實體風險		
Rising temperatures 氣溫上升	<p>The risk may lead to higher electricity demand and operating costs, increased risk of work-related injuries, higher employee turnover and lower productivity.</p> <p>此風險可能引致電力需求和營運成本上升、增加工傷風險、員工流失率上升和生產力下降。</p>	<ul style="list-style-type: none"> – Establish emergency response plans for extreme weather conditions and issued safety reminders to ensure employee well-being. For instance, during periods of prolonged high temperatures, outdoor workers are advised to take breaks in suitable rest areas before resuming their tasks. – 制定極端天氣應變計畫，發布安全提示，保障員工安全。例如，在持續高溫期間，建議戶外工作者在適當的休息區休息後再恢復工作。



Co-Creating Green Operation

共創綠色營運



Climate related risks 氣候相關風險	Impacts on operations 對營運的影響	Preventative and mitigation measures 預防和減緩措施
Transitional risks 轉型風險		
Policy and regulatory risks 政策和法規風險	The Group has to adapt to the tightened laws and regulations imposed by the government or any regulatory bodies due to climate change, as well as bear the risk of potential litigation or penalties once we fail to obligate the new regulations. 本集團須熟悉政府或任何監管機構因氣候變化而實施的更嚴格的法律法規，並承擔一旦未能履行新法規的潛在訴訟或處罰的風險。	<ul style="list-style-type: none"> – Monitor the updates of environmental laws and regulations in advance; – 提前監控環保法規更新； – Continuous monitoring of the ESG reporting standards of the Hong Kong Listing Rules. – 持續監察香港上市規則的ESG報告準則。
Technology risks 技術風險	The Group has to increase investment in technology, such as enhancing green building technology requirements and investing in emerging technologies. 本集團必須加大技術投入，例如提高綠色建築技術需求、投資新興技術等。	<ul style="list-style-type: none"> – Closely monitor and evaluate the progress of new technology research and development, and strengthen control over investments in new technologies through cost analysis, investment return analysis, and other means. – 密切監控及評估新技術研發進展，透過成本分析、投資回報等分析手段，加強新技術投資控制。



Climate related risks 氣候相關風險	Impacts on operations 對營運的影響	Preventative and mitigation measures 預防和減緩措施
Market risks 市場風險	<p>The Group has to adopt environmentally friendly building materials that may increase costs and potentially impact the steady supply of the materials in the supply chain.</p> <p>本集團必須採用環保建築材料，這可能會增加成本並可能影響供應鏈材料的穩定供應。</p>	<p>Continuously improve the green standards of raw materials, promote environmentally friendly procurement practices, and strengthen control over supply chain sustainability risks.</p> <p>持續提高原料綠色環保標準，推廣環保採購及加強管控可持續性供應鏈風險。</p>
Reputational risks 信譽風險	<p>The Group recognizes that being perceived as environmentally unfriendly could result in negative reactions from consumers and investors, potentially impacting its brand reputation and financial performance.</p> <p>該集團認識到被視為不環保可能會導致消費者和投資者的負面反應，這可能會影響其品牌聲譽和財務表現。</p>	<p>Established feedback channels to gather insights and opinions from consumers and investors, enabling the refinement of its environmental strategies to better align with stakeholder expectations.</p> <p>建立回饋管道，收集消費者和投資者的見解和意見，從而改善其環保策略，更符合持份者的期望。</p>

Sustainable Finance

The Group supports the vision for sustainable development and our business strategy by leveraging sustainable financing.

We took a collaborative approach to work with global financial institutions. During the Reporting Period, we allocated fund amounted to approximately HK\$15 million to green deposit scheme originated by financial institutions, which will be exclusively used to finance the eligible green projects in various industries, including but not limited to green buildings, renewable energy, pollution prevention, clean transportation, utilities, and manufacturing. We believe that using financial instruments to support green projects will benefit both China Pipe and our stakeholders. This is an indispensable part of China Pipe's vision and long-term value creation.

永續金融

本集團透過利用永續金融來支持持續發展的願景和我們的業務策略。

我們採取協作方式與全球金融機構合作。報告期內，我們向金融機構發起的「綠色存款計劃」分配約1,500萬港元資金，專門用於資助各行業符合資格的綠色項目，包括但不限於綠色建築、再生能源、防止污染、清潔運輸、公用事業及製造業等。我們相信利用金融工具支持綠色計劃將使中國管業和持份者受益。這是中國管業願景和長期價值創造不可或缺的一部分。



Social Corporate Responsibility

社會企業責任

While the Group is actively developing its business, the Group has also been actively fulfilling its corporate community responsibilities, and supporting various community engagements, and continuing to bring positive impacts to the community. The Group has long been dedicated to caring for vulnerable groups in the community. We implement the corporate mission "To take from society, while to give back to society". Through the establishment of two policies, the Corporate Social Responsibility Policy and the Community Policy, employees are encouraged to contribute to the society through voluntary activities and donations to the community, and bring a positive impact to the society. During the Reporting Period, the Group contributed charitable donations of approximately HK\$25,500 (2023: HK\$23,000) and fundraising activities of approximately HK\$13,500 in order to support initiatives which focus on the forementioned areas.

Looking forward, the Group will continue to make use of its own industry characteristics and advantages, actively cooperate with charitable organizations, participate in different community investment and public welfare activities, and give back to the society in various ways and grow together with the society.

本集團在積極發展業務的同時，本集團也一直積極履行企業公民責任，支持各項社區參與，持續為社區帶來正面影響。本集團長期致力於關懷社區弱勢社群。我們以「取諸社會，用諸社會」為企業宗旨。通過建立《企業社會責任政策》及《社區政策》兩項政策，鼓勵員工透過義務活動及捐助社群回饋社會，為社會帶來正面影響。於報告期內，本集團貢獻慈善捐獻款項約25,500港元(2023：23,000港元)及籌組活動資金約13,500港元支持上述領域的活動。

展望未來，本集團將繼續利用自身的行業特色及優勢，積極與慈善團體合作，參與不同社區投資和公益活動，多方面回饋社會，與社會共同成長。

Blood Donation Activity 2024

2024捐血活動

China Pipe actively encouraged our management team and employees to join in the blood donation activities organized by the local community and Hong Kong Red Cross, to save lives and demonstrating our commitment to giving back to society.

中國管業積極鼓勵管理層及員工參與當地社區及香港紅十字會組織的捐血活動，拯救生命，展現回饋社會的承諾。





“Endless Joy and Happiness in the Elderly Community*(喜樂無窮、樂在耆中)” 2024 Charity Fundraising Activities

2024「喜樂無窮、樂在耆中」慈善籌款活動

The social enterprise “3H Handicraft,” operated by Mission to New Arrivals Limited, provides training to grassroots women, empowering them to create and sell handmade products. This initiative enables them to earn an income while taking care of their families at home. China Pipe has actively supported this initiative by donating funds for the training of grassroots women, as well as for home organization and maintenance services for elderly individuals living alone, demonstrating the Group’s commitment to community care and well-being.

新福事工協會有限公司轄下社企「手晴家」為基層婦女提供培訓，讓她們能夠製作和銷售手工製品，這項措施使她們能夠在家中照顧家人，同時賺取收入幫補家計。中國管業積極支持此活動，通過捐款大力支持基層婦女的培訓，為獨居老人提供家居整理及維修服務，體現了本集團對社區關懷和福祉的承諾。





Social Corporate Responsibility

社會企業責任



Caring for the Community Action 2024 – Mid-Autumn Festival Volunteer Activities

關懷社區行動2024 – 中秋義工活動

China Pipe Volunteer Team visited the elderlies to celebrate a happy Mid-Autumn Festival. We enjoyed singing and playing games together with the elderlies and offered them mooncake gift sets. We hope to express our care and concern for the elderlies and promote the concept of caring, and serving the community.

中國管業義工團隊探訪長者，共度中秋佳節。我們與長者們一起唱歌、玩遊戲，並贈送月餅禮盒。我們希望表達我們對長者的關懷和關心，推廣關愛社區、服務社區的理念。



Joint Caring Event 2024 – Happy Bags Delivery to Elderly

關懷社區行動2024 – 開心福袋贈長者

China Pipe Volunteer Team came visited the elderlies and offered lucky bags including rice and Mid-Autumn Festival traditional food. We hope to express our concern for the elderlies, promote the concept of caring, and serving the community.

中國管業義工團隊前來探望長者，並贈送大米和中秋應節食品等福袋。希望表達對長者的關懷，弘揚關愛社區、服務社區的理念。



Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Environmental KPI 環境關鍵績效指標	Unit 單位	2024 2024年度	2023 2023年度
Emission 排放物			
Nitrogen Oxides (NO _x) 氮氧化物	kg 千克	2,145.04	1,901.24
NO _x intensity 氮氧化物密度	kg/m ² 千克／平方米	0.09	0.08
Sulphur Oxides (SO _x) 硫氧化物	kg 千克	12.94	11.84
SO _x intensity 硫氧化物密度	kg/m ² '000 千克／'000平方米	0.56	0.52
Respirable Suspended Particulates (RSP) 可吸入懸浮粒子	kg 千克	202.97	180.68
RSP intensity 可吸入懸浮粒子密度	kg/ m ² 千克／平方米	0.01	0.01
GHG emissions 溫室氣體排放			
Direct GHG emissions (scope 1) ^{12,13} 直接溫室氣體排放(範圍1) ^{12,13}	tonnes of CO ₂ -e 公噸二氧化碳當量	441.71	401.10
Indirect GHG emissions (scope 2) ¹⁴ 間接溫室氣體排放(範圍2) ¹⁴	tonnes of CO ₂ -e 公噸二氧化碳當量	130.81	118.95
Other indirect GHG emissions (scope 3) ¹⁵ 其他間接溫室氣體排放(範圍3) ¹⁵	tonnes of CO ₂ -e 公噸二氧化碳當量	22.62	17.68
GHG emissions in total (scope 1, 2 and 3) ¹⁶ 溫室氣體排放總量(範圍1, 2及3) ¹⁶	tonnes of CO ₂ -e 公噸二氧化碳當量	595.14	537.73
GHG intensity (in terms of floor area per m ²) 溫室氣體排放密度(以每平方米面積計算)	tonnes of CO ₂ -e/square metre 公噸二氧化碳當量／平方米	0.03	0.02
Energy consumption 能源耗用量			
Direct energy consumption 直接能源耗用量	MWh 兆瓦時	1,773.30	1,613.34
Indirect energy consumption 間接能源耗用量	MWh 兆瓦時	315.57	285.14
Total energy consumption ¹⁷ 能源耗用總量 ¹⁷	MWh 兆瓦時	2,088.87	1,898.48
Energy intensity (in terms of floor area per m ²) 能源耗用密度(以每平方米面積計算)	MWh/square metre 兆瓦時／平方米	0.09	0.08



Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Environmental KPI 環境關鍵績效指標	Unit 單位	2024 2024年度	2023 2023年度
Water consumption¹⁸ 水源耗用 ¹⁸			
Total water consumption 耗水總量	cubic metre 立方米	1,086.00	1,091.00
Water consumption intensity (in terms of floor area per m ²) 耗水密度(以每平方米面積計算)	cubic metre/square metre 立方米／平方米	0.05	0.05
Waste Generation 廢棄物產生			
Total non-hazardous waste 無害廢棄物總量	tonnes 公噸	305.05	302.92
Non-hazardous waste intensity (in terms of floor area per m ²) 無害廢棄物密度(以每平方米面積計算)	tonnes/square metre 公噸／平方米	0.013	0.013
Total hazardous waste 有害廢棄物總量	tonnes 公噸	0.076	0.076
Hazardous waste intensity (in terms of floor area per 1,000 m ²) 有害廢棄物密度(以每千平方米面積計算)	tonnes/1,000 square metre 公噸／千平方米	0.003	0.003
Packaging material use 包裝材料使用			
Total packaging materials 包裝材料總量	tonnes 公噸	14.92	10.39
Intensity of packaging materials (in terms of sales) 包裝材料密度(以營業額計算)	tonnes/million HKD 公噸／百萬港元	0.019	0.015

¹² As Shenzhen office does not involve in the emissions of combustion of fossil fuel from stationary and mobile source, therefore, there are no relevant air emissions.

¹³ Scope 1 includes emissions of fossil fuel combustion from stationary and mobile sources. The Shenzhen's office does not involve in the emissions of fossil fuel combustion from stationary and mobile sources. Therefore, there is no relevant Scope 1 emissions.

¹⁴ Scope 2 includes emissions caused by purchasing electricity from power company.

¹⁵ Scope 3 includes upstream and downstream emissions from waste paper disposal, water treatment, sewage treatment and business air travel by employees.

¹⁶ During the Year, the Group's total greenhouse gas emissions increased due to the increase in shipments compared to 2023.

¹⁷ During the Year, the Group's energy consumption increased due to the increase in shipments and fossil fuel consumption compared to 2023.

¹⁸ Currently, water at all sites of operation is obtained through municipal water supply. As Shenzhen's office does not install independent water meter, therefore, water consumption cannot be obtained.

¹² 深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的廢氣排放。

¹³ 範圍1包括源自固定源及移動源化石燃料燃燒的排放。深圳辦公室不涉及固定源及移動源化石燃料燃燒的排放，故沒有相關的範圍1的排放。

¹⁴ 範圍2包括來自從電力公司購買電力所引致的排放。

¹⁵ 範圍3包括廢紙棄置、食水處理、污水處理及員工商務航空出差所引致的上游及下游排放。

¹⁶ 本年度，本集團由於出貨量增加，所以與2023年相比，溫室氣體排放總量上升。

¹⁷ 本年度，本集團由於出貨量及化石燃料消耗量增加，所以與2023年相比，能源耗用量上升。

¹⁸ 目前各營運點的所有用水透過市政供水渠道取得。由於深圳辦公室並沒有獨立水錶，因此未能獲取耗水量。

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Social KPI 社會關鍵績效指標		Unit 單位	2024 2024年度	2023 2023年度
Number of employees 員工人數				
Geographical region 地區	Hong Kong 香港	People 人數	166	157
	Macau 澳門	People 人數	4	4
	Mainland China – Shenzhen 中國內地－深圳	People 人數	6	6
Gender 性別	Male 男性	People 人數	121	112
	Female 女性	People 人數	55	55
Age group 年齡組別	Below 30 30歲以下	People 人數	21	18
	30-50 30-50歲	People 人數	74	67
	Above 50 50歲以上	People 人數	81	82
Employee category 僱員類別	Management 管理人員	People 人數	7	8
	Department head/manager 部門主管／經理	People 人數	33	19
	General staff 一般員工	People 人數	136	140
Employment type 僱傭類型	Full-time 全職	People 人數	174	164
	Part-time 兼職	People 人數	2	3
Total number of employees 總員工人數		People 人數	176	167



Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Employee turnover rate ¹⁹ 員工流失比率 ¹⁹		Unit 單位	2024 2024年度	2023 2023年度
Geographical region 地區	Hong Kong 香港	% 百分比	18.1	12.7
	Macau 澳門	% 百分比	0.0	0.0
	Mainland China – Shenzhen 中國內地 – 深圳	% 百分比	0.0	0.0
Gender 性別	Male 男性	% 百分比	16.5	13.4
	Female 女性	% 百分比	18.2	9.1
Age group 年齡組別	Below 30 30歲以下	% 百分比	23.8	5.6
	30-50 30-50歲	% 百分比	12.2	11.9
	Above 50 50歲以上	% 百分比	19.8	13.4
Total employee turnover rate 總員工流失比率		% 百分比	17.0	12.0

¹⁹ Turnover rate for employees in the relevant categories = $L(x) / E(x) \times 100$, $L(x)$ = Number of employees leave employment in the specified category, $E(x)$ = Number of total employees in the specified category.

¹⁹ 各類別的流失比率 = $L(x) / E(x) \times 100$, $L(x)$ = 該類別員工的離職人數, $E(x)$ = 該類別員工總數。

Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Employee training ²⁰ 員工培訓 ²⁰		Unit 單位	2024 2024年度	2023 2023年度
Gender 性別	Percentage of trained male employees 男性受訓百分比	% 百分比	50.5	69.8
	Percentage of trained female employees 女性受訓百分比	% 百分比	49.5	30.2
	Average training hours for male employees 男性平均培訓時數	Hour 小時	2.3	1.6
	Average training hours for female employees 女性平均培訓時數	Hour 小時	4.2	2.6
Employee Category 僱員類別	Percentage of trained management 管理人員受訓百分比	% 百分比	4.5	3.0
	Percentage of trained department head/ manager 部門主管／經理受訓百分比	% 百分比	30.4	7.3
	Percentage of trained general staff 一般員工受訓百分比	% 百分比	65.1	89.7
	Average training hours for management 管理人員平均培訓時數	Hour 小時	5.1	3.3
	Average training hours for department head/ manager 部門主管／經理平均培訓時數	Hour 小時	5.1	3.8
	Average training hours for general staff 一般員工平均培訓時數	Hour 小時	2.3	1.6

²⁰ The calculation is referenced from the methods, assumptions and guidelines set out in the following Guidance and Standards: HKEX's Appendix 3: Reporting Guidance on Social KPIs in "How to prepare an ESG Report" to calculate percentage of employees trained. Percentage of employees trained in the relevant categories = $T(x)/T \times 100$, $T(x)$ = Number of employees who took part in training in the specified category, T = Number of total employees who took part in training.

²⁰ 計算受訓員工百分比是參考以下指引和準則中所載的方法、假設和指引：香港交易所《如何編備環境、社會及管治報告》附錄三《社會關鍵績效指標匯報指引》。各類別的受訓員工百分比 = $T(x)/T \times 100$ ， $T(x)$ = 該類別員工受訓人數， T = 受訓員工總人數。



Appendix I: Environmental and Social KPIs Summary

附錄一：環境及社會關鍵績效指標摘要

Work-related injuries 因工受傷		Unit 單位	2024 2024年度	2023 2023年度
Number of work-related injury 因工受傷人數	Male 男性	number 人數	8	4
	Female 女性	number 人數	0	1
Lost days due to work-related injury 因工傷損失工作日數	Male 男性	number of days 工傷日數	342	30
	Female 女性	number of days 工傷日數	0	5

Work-related fatalities 因工死亡		Unit 單位	2024 2024年度	2023 2023年度	2022 2022年度
Number and rate of work-related fatalities 因工死亡人數及比率		number (%) 人數(百分比)	0 (0.0)	0 (0.0)	0 (0.0)

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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
A. Environmental Aspect		
A. 環境範疇		
A1: Emissions		
A1：排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Co-Creating Green Operation 共創綠色營運 31-43
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Energy Conservation and Emission Reduction Management Appendix I: Environmental and Social KPIs Summary 節能減排管理 附錄一：環境及社會關鍵績效指標摘要 32-36, 47-52
A1.2	Direct (Scope 1) and indirect energy (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及間接能源(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要 47-52
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要 47-52
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要 47-52



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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容		Relevant Sections 相關章節	Page Index 頁碼索引
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Energy conservation management Air pollutants emissions management 節能管理 空氣污染物排放管理	33-36
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste Management and Use of Other Resources 廢棄物管理及其他資源使用	38-39
A2: Use of Resources A2：資源使用			
General Disclosure 一般披露	Policies on efficient use of resources including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Energy Conservation and Emission Reduction Management Water Resource Management Waste Management and Use of Other Resources 節能減排管理 水資源管理 廢棄物管理及其他資源使用	32-39
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy Conservation and Emission Reduction Management Appendix I: Environmental and Social KPIs Summary 節能減排管理 附錄一：環境及社會關鍵績效指標摘要	32-36, 47-52
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Water Resource Management Appendix I: Environmental and Social KPIs Summary 水資源管理 附錄一：環境及社會關鍵績效指標摘要	37, 47-52
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Energy Conservation and Emission Reduction Management 節能減排管理	32-36

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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Resource Management 水資源管理	37
A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Waste Management and Use of Other Resources Appendix I: Environmental and Social KPIs Summary 廢棄物管理及其他資源使用 附錄一：環境及社會關鍵績效指標摘要	38-39, 47-52
A3: The Environment and Natural Resources A3：環境及天然資源		
General Disclosure 一般披露 Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Co-Creating Green Operation 共創綠色營運	31-43
A3.1 Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Co-Creating Green Operation 共創綠色營運	31-43
A4: Climate Change A4：氣候變化		
General Disclosure 一般披露 Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Tackling Climate Change 應對氣候變化	40-43
A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Tackling Climate Change 應對氣候變化	40-43



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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B. Social Aspect B. 社會範疇 B1: Employment B1：僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment Structure Management Employee Rights and Benefits 僱傭架構管理 員工權益福利
B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment Structure Management Appendix I: Environmental and Social KPIs Summary 僱傭架構管理 附錄一：環境及社會關鍵績效指標摘要
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Appendix I: Environmental and Social KPIs Summary 附錄一：環境及社會關鍵績效指標摘要
B2: Health and Safety B2：健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Safety and Health 職業安全與健康

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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容		Relevant Sections 相關章節	Page Index 頁碼索引
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工死亡的人數及比率。	Occupational Safety and Health Appendix I: Environmental and Social KPIs Summary 職業安全與健康 附錄一：環境及社會關鍵績效指標摘要	27-29, 47-52
B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Safety and Health Appendix I: Environmental and Social KPIs Summary 職業安全與健康 附錄一：環境及社會關鍵績效指標摘要	27-29, 47-52
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Safety and Health 職業安全與健康	27-29
B3: Development and Training B3：發展及培訓			
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Nurturing Key Talents 重點人才培育	29-30
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	Nurturing Key Talents Appendix I: Environmental and Social KPIs Summary 重點人才培育 附錄一：環境及社會關鍵績效指標摘要	29-30, 47-52
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Nurturing Key Talents Appendix I: Environmental and Social KPIs Summary 重點人才培育 附錄一：環境及社會關鍵績效指標摘要	29-30, 47-52



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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B4: Labour Standards B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment Structure Management 僱傭架構管理
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment Structure Management 僱傭架構管理
B4.2	Description of steps taken to eliminate non-compliance when discovered. 描述發現違規情況時消除有關情況所採取的步驟。	Employment Structure Management 僱傭架構管理
B5: Supply Chain Management B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B6: Product Responsibility B6：產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Compliant Business Environment 15-22 合規營商環境
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality Control 15-16 產品品質管制
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Quality Control Customer Service Quality 15-16, 22 產品品質管制 客戶服務質素
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Information Security Management 17 信息安全管理
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Quality Control 15-16 產品品質管制
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	Information Security Management 17 信息安全管理



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附錄二：香港交易所《環境、社會及管治報告指引》索引

Content of Indicator 指標內容	Relevant Sections 相關章節	Page Index 頁碼索引
B7: Anti-corruption B7：反貪腐		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Building a Culture of Integrity 建設廉潔文化
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Building a Culture of Integrity 建設廉潔文化
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Building a Culture of Integrity 建設廉潔文化
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Building a Culture of Integrity 建設廉潔文化
B8: Community Investment B8：社區投資		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Corporate Responsibility 社會企業責任
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Social Corporate Responsibility 社會企業責任
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social Corporate Responsibility 社會企業責任



中國管業集團有限公司
China Pipe Group Limited