

TENGY

浙江天潔環境科技股份有限公司
Zhejiang Tengy Environmental Technology Co., Ltd

(a joint stock company established in the People's Republic of China with limited liability)
(於中華人民共和國成立之股份有限公司)

Stock code 股份代號: 1527

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

2024

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About This Report

關於本報告

Zhejiang Tengy Environmental Technology Co., Ltd. (“**Tengy Environmental**” or the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**” or “**we**”) are pleased to present its ninth Environmental, Social and Governance Report (the “**Report**”), which elaborates the Group’s environmental, social and governance (“**ESG**”) concerns, management policies, objectives, strategies and achievements to stakeholders.

REPORTING STANDARDS AND PRINCIPLES

This Report is prepared in accordance with the Environmental, Social and Governance Reporting Code (the “**Code**”) in Appendix C2 of the Rules Governing the Listing of Securities on the Main Board of Stock Exchange of Hong Kong Limited (the “**HKEX**”), fully complying with its mandatory disclosure requirements and “Comply or explain” provisions.

浙江天潔環境科技股份有限公司（「**天潔環境**」或「**本公司**」）及其附屬公司（統稱「**本集團**」或「**我們**」）欣然提呈第九份環境、社會及管治報告（「**本報告**」），闡述其環境、社會及管治相關關注、管理方針、目標、策略及成果。

匯報準則及原則

本報告按照香港聯合交易所有限公司（「**聯交所**」）《主板上市規則》附錄C2《環境、社會及管治報告守則》（「**守則**」）編製，並完全遵守當中的強制披露規定及「不遵守就解釋」條文。

About This Report

關於本報告

We strictly adhere to the following principles in preparing this report: 我們嚴格遵守以下原則編制本報告：

Materiality 重要性

The Group collects opinions from stakeholders across different sectors through multiple channels and conducts internal materiality assessments to identify and confirm significant environmental, social, and governance issues that are important to both the Group and its stakeholders, which are highlighted for disclosure in this Report.

本集團通過多個渠道收集不同界別的持份者意見，並進行內部重要性評估，從而識別及確認對本集團及持份者的重大環境、社會及管治議題，並於本報告中作重點披露。

Quantitative 量化

The Group discloses key performance indicators for environmental and social aspects in a quantitative manner where reasonably practicable. We primarily refer to the Code and “Appendix 2: Reporting Guidance on Environmental KPIs” and “Appendix 3: Reporting Guidance on Social KPIs” of “How to Prepare an ESG Report” published by HKEX for the disclosure and calculation of key performance indicators.

本集團在合理可行的情況下以量化方式披露環境及社會的關鍵績效指標。我們主要參考守則及聯交所發佈的《如何編製環境、社會及管治報告》附錄二「環境關鍵績效指標匯報指引」和附錄三「社會關鍵績效指標匯報指引」披露及計算關鍵績效指標。

Balance 平衡

The Group impartially presents ESG issues that have a significant impact on the Group’s business, including the achievements, impacts, challenges, etc., and formulates a response plan.

本集團不偏不倚地披露對本集團業務有重大影響的環境、社會及管治議題，當中包括其成果、影響、面臨的挑戰等，並制定應對計劃。

Consistency 一致性

The Group adopts the same data collection methodology as last year to facilitate meaningful comparison. If there are any changes to the reporting scope and methodology, we will explain them in the notes for reference.

本集團採取與去年一致的數據統計方法，以便進行有意義的比較。倘若報告範圍及方法有所變更，我們將在附註中解釋，以供參考。

About This Report

關於本報告

REPORTING PERIOD AND SCOPE

The Group's main production base is located in Paitou Town, Zhuji City, Zhejiang Province. Unless otherwise stated, this year's reporting scope remains consistent with last year, covering the business operations and environmental and social performance from 1 January 2024 to 31 December 2024 (the "**Reporting Period**") of the Company and the following two major subsidiaries:

- Zhejiang Tianjie Environmental Engineering Company Limited; and
- Zhuji City Tianjie Installation Engineering Co., Ltd.

Parts of this Report may disclose the Group's performance in previous years to provide more information on a comparative basis.

REPORT VERSION

This Report has English and Chinese versions and has been uploaded to HKEX and the Company's website. If there is any conflict or inconsistency between the two versions, the Chinese version shall prevail.

報告期間及範圍

本集團的主要生產基地位於浙江省諸暨市牌頭鎮。除非另有說明，本年度的報告範圍與去年維持一致，涵蓋於二零二四年一月一日至二零二四年十二月三十一日（「**報告期間**」），本公司及以下兩家主要附屬公司的業務營運、環境及社會層面的表現：

- 浙江天潔環境工程有限公司；及
- 諸暨市天潔安裝工程有限公司。

本報告的部分內容或會披露本集團過往幾年的表現，以比較方式提供更多資訊。

報告版本

本報告載有中、英文版本，並已上載至聯交所及本公司網站。如兩個版本有任何抵觸或不相符之處，概以中文版本為準。

About Tengy Environmental 關於天潔環境

The Group is a top-tier manufacturer of environmental protection products in Mainland China, specializing in the design, manufacturing, installation and service of environmentally friendly products. It also serves as a general contractor for atmospheric pollution control engineering projects including dust removal equipment and flue gas desulfurization and denitrification devices in Mainland China, providing mega-sized precipitators to customers across different industries to control particulate emissions.

The Group has over 26 years of industry experience, continuously improving its technical solution design, engineering design centre, and technology upgrade projects to enhance its comprehensive technological research and development system, independently researching and developing various environmental protection equipment such as electrostatic precipitators. The Group's current main products are electrostatic precipitators, bag filter precipitators and related products to reduce sulphur dioxide and nitrogen oxide emissions. The products and equipment are involved in the flue gas treatment projects distributed throughout Mainland China and overseas markets, and the key customers include large state-owned enterprises and private leading enterprises. The Group was listed on the Main Board of the HKEX in 2015 to meet the needs of future business development.

During the Reporting Period, the Group's major revenue came from:

本集團乃國內一流的環保產品製造商，專注於環保產品設計、製造、安裝和服務，同時是國內除塵裝置和煙氣脫硫脫硝裝置等大氣污染治理的工程總承包，為不同行業的客戶提供特大型除塵器，控制顆粒物排放。

本集團擁有超過26年的行業經驗，持續完善其技術方案設計、工程設計中心和技術改造專案提升等全方位的技術研發體系，自行研製開發各類電除塵器等環保設備。本集團現時主要產品為靜電除塵器、袋式除塵器和減少二氧化硫及氮氧化物排放的相關產品，其中產品設備涉及的煙氣治理項目分佈在全國各地及海外市場，重點客戶包括大型國企及民營龍頭企業。為滿足業務的發展需求，本公司於二零一五年在聯交所主板上市。

本集團報告期間的主要收益來自：

i.	Sales of environmental protection equipment: 銷售環保設備：	Tailor-made and integrated atmospheric pollution control solutions offered to its customers, comprising equipment procurement and manufacturing, supervision of installation and commissioning, customer training, and repair and maintenance to its customers on a project basis. 為客戶提供度身定制的综合大氣污染防治解決方案，包括按項目向客戶提供設備採購及製造、指導安裝及調試、客戶培訓及維修與維護。
ii.	Sales of materials: 銷售材料：	Selling raw materials, spare parts and components and scrap materials to related parties or independent third parties. 向關聯方或獨立第三方銷售包括原材料、備件和部件及廢料在內的材料。

About Tengy Environmental 關於天潔環境

The Group continuously pursues innovation in industry technology. To ensure the quality of the Group's products, we have obtained the American Society of Mechanical Engineers (ASME) Certificate of Authorization, Qualifications of Enterprises in Construction Industry, Environmental Engineering Special Design (Air Pollution Prevention and Control Engineering) Grade A, multiple national standard management system certifications (GB/T), and multiple ISO management system certifications. During the Reporting Period, the Group continued to be selected as one of Mainland China's Top 500 Private Enterprises and received several honors that demonstrate our outstanding performance in industry leadership and corporate integrity:

本集團在行業技術方面持續追求創新。為保證集團旗下的產品質量，我們取得美國機械工程師協會(ASME)製造許可證、建築業企業資質、環境工程專項設計(大氣污染防治工程)甲級、多個國家標準管理體系(GB/T)及多個ISO管理體系認證證明等專業資格。報告期間，本集團繼續入選中國民營企業500強，並榮獲以下多個榮譽，彰顯我們在行業領導及企業信守方面的出色表現：



Zhuji Municipal Education and Training Base
諸暨市黨員教育培訓基地



Zhejiang Province "Specialized, Refined, Distinctive and Innovative" Small and Medium-sized Enterprise
浙江省「專精特新」中小企業



Outstanding Member Unit of Zhejiang Environmental Protection Industry Association 2024
浙江省環保產業協會
2024年度優秀會員單位



Zhejiang Province Innovative Small and Medium-sized Enterprise
浙江省創新型中小企業



High-tech Enterprises Certificate
高新技術企業證書

The Group's Vision 本集團展望

2024 remains a year full of challenges and opportunities. Looking back at the year, factors such as continued US-China tensions, the Russia-Ukraine war, bearish market sentiment, the hike in the interest rate have caused dramatic economic fluctuations, with various uncertainties potentially having significant impacts on the Group's business prospects. Meanwhile, natural disasters caused by climate change are becoming increasingly frequent and severe. This series of difficulties and challenges has kept international and public attention highly focused on environmental, green energy, and climate issues.

The Chinese government continues to pay close attention to environmental and climate issues. The "Holding High the Great Banner of Socialism with Chinese Characteristics and Striving for the Comprehensive Construction of A Modern Socialist Country" (the **"20th National Congress Report"**) proposed "promoting green development and promoting harmonious coexistence between humans and nature", in conjunction with the "14th Five-Year Plan" Comprehensive Work Plan for energy conservation and emission reduction issued by the State Council of the People's Republic of China (the **"14th Five Year Plan"**) and the "2024-2025 Energy Conservation and Carbon Reduction Action Plan" issued in 2024, energy conservation and emission reduction projects will become one of the key points for accelerating the comprehensive green transformation of economic and social development and further achieving carbon neutrality.

二零二四年仍是充滿挑戰和機遇的一年。回顧全年，中美關係持續緊張、俄烏戰爭、市場悲觀情緒、利率上調等因素對經濟造成劇烈波動，各項不確定因素可能對本集團業務前景造成重大影響。同時，氣候變化帶來的天然災害日益頻發及嚴重。一連串的困難和挑戰使國際及大眾對環境，綠色能源和氣候議題持續高度關注。

中國政府持續關注環境氣候議題。《高舉中國特色社會主義偉大旗幟為全面建設社會主義現代化國家而團結奮鬥》（「**二十大報告**」）提出的「推動綠色發展，促進人與自然和諧共生」，配合中國國務院印發的《「十四五」節能減排綜合工作方案》（「**十四五工作方案**」），及於二零二四年度內國務院印發的《2024-2025年節能降碳行動方案》，節能減排工程將會成為國家加快經濟社會發展全面綠色轉型及進一步實現碳中和的重點之一。

The Group's Vision

本集團展望

The “Catalogue for Guiding Industry Restructuring (2024 Version)” (the “**Guidance catalogue**”) released by the National Development and Reform Commission on 27 December 2023, and formally implemented in February 2024, includes an “encouraged” category that primarily focuses on technologies, equipment, and products that play an important role in promoting domestic economic and social development, which is conducive to the economical and intensive utilisation of natural resources, and supporting the green and low-carbon transition to help achieve carbon neutrality.

According to the “2023-2028 China Environmental Protection Equipment Market Research and Prospect Forecast Report” published by China Business Industry Research Institute, the environmental protection equipment manufacturing industry increased by 2% year-on-year in 2022, reaching RMB960 billion. Data released by the Ministry of Industry and Information Technology of the People's Republic of China indicates that the output value of the environmental protection equipment manufacturing industry is expected to increase to RMB1.3 trillion by 2025.

In view of this, the Group firmly believes that under the national goal of green and low-carbon transformation, the domestic environmental protection industry will develop rapidly, and the environmental protection and emission reduction industry will continue to be one of the important strategic industries with great development prospects. With our advanced technology and rich industry experience, plus a stable workplace and professional, competent team, the Group's business will have better development and opportunities in the future.

國家發展和改革委員會於二零二三年十二月二十七日發佈，並於二零二四年二月正式實施的《產業結構調整指導目錄（2024年本）》（「**指導目錄**」），當中鼓勵類目錄主要是對國內經濟社會發展有重要促進作用的技術、裝備及產品，有利於自然資源節約集約利用和綠色低碳轉型，助力達至碳中和。

根據中商產業研究院發佈的《2023-2028年中國環保設備市場調研及前景預測報告》，環保裝備製造業於二零二二年產值同比增長2%，已達到人民幣9,600億元。而中華人民共和國工業和信息化部所發佈的資料顯示，預計環保裝備製造業產值於二零二五年增加至人民幣1.3萬億元。

有見及此，本集團深信在國家綠色低碳轉型的目標下，國內環保產業將迅速發展，環保減排產業將繼續成為重要戰略性產業之一，具有極大的發展前景。憑藉我們先進的技術與豐富的行業經驗，加上穩定的工作場所和專業精幹的工作團隊，集團業務未來將有更好的發展及機遇。

The Group's Vision 本集團展望

To achieve high-quality service and sustainable technological innovation, we insist on integrating sustainable development governance and concepts into corporate development strategies, governance policies, and daily operations, aiming to fundamentally solve environmental problems. We continue to focus on four key areas: business, environment, talent, and community, operating in an ethical, honest, and transparent manner.

Additionally, we equally value stakeholders' demands and opinions and collect their views on environmental, social, and governance issues and expectations of the Group through multiple communication channels to adjust our corporate sustainability strategy.

Looking ahead to 2025, we will continue to work hard on operations, balancing stakeholder demands while safeguarding investor interests, and continuously updating development strategies and governance approaches to achieve sustainable development for the Group.

為實現高質量服務及可持續技術創新，我們堅持將可持續發展管治及理念融入企業發展戰略、管治方針及日常業務，旨在從根本上解決環境問題。我們持續關注業務、環境、人才及社區等四大重點，以符合道德、誠信及透明的方式營運。

另外，我們同樣重視持份者的訴求及意見，並通過多個溝通渠道收集彼等對環境、社會及管治議題的意見及對本集團的期望，調整企業可持續發展策略。

展望二零二五年，我們將繼續努力經營，在保障投資者利益的同時，平衡持份者的訴求，持續更新發展策略及管治方針，使本集團實現可持續發展。

Sustainable Governance Structure 可持續發展管治架構

The Group firmly believes that a robust governance structure is the key to sustainable development and effective management of the enterprise. A clear and layered governance structure can lead to the orderly dissemination of sustainable development goals and measures.

As the highest leadership and decision-making level, the Company's Board of Directors (the "**Board**") assumes responsibilities for the Group's environmental, social and governance affairs, risk management, and daily operations, safeguarding the interests of all stakeholders. The Board discusses ESG-related topics during meetings, assessing, prioritizing, and managing important ESG-related matters, formulating clear solutions and sustainability strategies and continuously reviewing their implementation and performance. Employees from different business units are required to work with relevant policies during the daily operation following the management's requirement, and are responsible for reporting risks incurred in operation to senior management.

In addition, the Group has appointed Riskory Consultancy Limited as a professional independent consultant to provide us with ESG and sustainability consulting services to help promote sustainable development.

For details on corporate governance, please refer to the Corporate Governance Report in the Group's 2024 Annual Report.

本集團深信穩健的管治架構乃企業可持續發展和有效管理的關鍵，擁有清晰明確及層層遞進的管治架構，方可有序地傳達及實施可持續發展目標及措施。

作為最高領導及決策層面，本公司董事會（「**董事會**」）承擔本集團環境、社會及管治事務、風險管理及日常營運等職責，保障各界持份者的權益。董事會在會議中商討環境、社會及管治相關議題，評估、優次排列及管理重要的環境、社會及管治相關事宜，訂立明確的解決方案及可持續發展策略，並持續審視其執行情況和績效。不同業務單位的員工在日常營運中需按照管理層要求於營運階段執行相關政策，並有責任向上級管理層匯報在營運中發生的風險。

另外，本集團已委任Riskory Consultancy Limited為專業及獨立顧問，向我們提供環境、社會及管治，以及可持續發展方面的諮詢服務，協助推動企業的可持續發展。

有關其他企業管治詳情，請參閱本集團二零二四年年報內的《企業管治報告》。

Stakeholder Engagement

持份者參與

The Group highly values stakeholder feedback and is committed to maintaining close and positive relationships with them. To enhance the Group's management capabilities, we continuously collect views, opinions, and expectations from key stakeholders through multiple communication channels, thereby formulating and adjusting our corporate sustainability strategy.

本集團極為重視持份者的回饋，並致力與他們保持密切及良好的關係。為提升本集團的管理能力，我們持續通過多個溝通渠道收集主要持份者的觀點、意見和期望，從而制訂及調整企業的可持續發展策略。

Key Stakeholders 主要持份者	Key Channels of Communication 主要溝通渠道	Key Focus Area and Expectation 關注重點及期望
 <p>Client 客戶</p>	<ul style="list-style-type: none"> • Exhibition 展覽 • Meeting 會議 • Company website 公司網站 • Customer satisfaction survey 客戶滿意度調查 • Phone 電話 • Email 電郵 	<ul style="list-style-type: none"> • Customer information and privacy 客戶信息及隱私保障 • Customer health and safety 客戶健康與安全 • Quality of products and services 產品與服務質量 • Customer rights protection 客戶權益保護 • Customer complaint handling 客戶投訴處理
 <p>Employees 員工</p>	<ul style="list-style-type: none"> • Staff meetings 員工會議 • Email 電郵 • Business profile 業務簡介 • Training 培訓 • Performance evaluation 績效評估 	<ul style="list-style-type: none"> • Employee remuneration and benefits 僱員薪酬與福利 • Occupational health and safety 職業健康與安全 • Protect the legitimate rights of employees 保護僱員合法權益 • Training and career development 培訓與職業發展 • Corporate culture 企業文化

Stakeholder Engagement

持份者參與

Key Stakeholders 主要持份者	Key Channels of Communication 主要溝通渠道	Key Focus Area and Expectation 關注重點及期望
 <p>Shareholders and Investors 股東及投資者</p>	<ul style="list-style-type: none"> • General meeting of shareholders 股東大會 • Email 電郵 • Company website 公司網站 • Information disclosed on the HKEX website 聯交所網站所披露的信息 • Interim and annual results 中期與年度業績報告 • Corporate communications 企業通訊 • Meet with senior management 與高級管理層會面 	<ul style="list-style-type: none"> • Financial disclosure 財務表現披露 • Corporate transparency 公司透明度 • Protection of rights and interests 權益保障
 <p>Suppliers and Business Partners 供應商及業務夥伴</p>	<ul style="list-style-type: none"> • Exhibition 展覽 • Meeting 會議 • Email 電郵 • Phone 電話 • Regular business report 定期業務報告 • Business visit 業務拜訪 • Supplier performance review 供應商表現檢討 • Industry information exchanges 行業交流 	<ul style="list-style-type: none"> • Business operation 經營狀況 • Contract fulfillment 合約履行 • Material supplier management and requirements 物料供應商管理及要求 • Sustainable supply chain management 可持續供應鏈管理

Stakeholder Engagement 持份者參與

Key Stakeholders 主要持份者	Key Channels of Communication 主要溝通渠道	Key Focus Area and Expectation 關注重點及期望
 <p>Government and Regulatory Bodies 政府及監管機構</p>	<ul style="list-style-type: none"> On-site inspections 實地視察 Meeting 會議 	<ul style="list-style-type: none"> Corporate governance 企業管治 Legal compliance 合法合規
 <p>Community 社區</p>	<ul style="list-style-type: none"> Seminar 座談會 Visit 參觀 Company website 公司網站 	<ul style="list-style-type: none"> Participate in social welfare 參與社會公益 Support community development 支持社區發展

Stakeholder Engagement

持份者參與

FEEDBACK

The Group values stakeholder opinions and commits to appropriately adopting their input to respond to stakeholder expectations and concerns. If you have any comments or feedback on the Group's ESG policies and performance, please contact us by email at by@tengy.com.

MATERIALITY ASSESSMENT

To effectively identify significant sustainability issues, the Group conducts ESG materiality assessment work during the early stages of Report preparation. We consider (i) the Group's sustainable development trends and actual business operations, (ii) material issues identified by the Sustainability Accounting Standards Board (SASB) and MSCI's ESG industry materiality issues classification, (iii) material issues identified by the industry peers, and (iv) the Code's requirements. We have successfully identified and confirmed 35 environmental, social, and governance issues across five major dimensions, and analyzed the importance and degree of impact of these issues on the Group and stakeholders:



After comprehensive analysis, we have concluded the six most material issues, which are highlighted for disclosure in this Report. These six most important issues are as follows:

- Addressing risks associated with climate change (e.g. typhoons, floods, etc.);
- Opportunities in the clean technology sector;
- Legal compliance with operating practices;
- Anti-fraud and corruption;
- Occupational safety and health of employees; and
- Quality and safety of products.

意見回饋

本集團重視持份者的意見，並承諾會適當地採納其意見，以回應持份者期望與訴求。如閣下對本集團的環境、社會及管治方針和表現有任何意見或回饋，歡迎電郵至 by@tengy.com 與我們聯繫。

重要性評估

為有效識別重大可持續發展議題，本集團在報告編製初期進行環境、社會及管治重要議題評估工作。我們考慮(i)本集團的可持續發展趨勢及實際業務，(ii)國際行業標準如可持續發展會計準則委員會(SASB)及明晟公司(MSCI)ESG行業重要性地圖所識別的十大行業議題，(iii)同業公司所識別的十大議題，以及(iv)守則要求，我們在以下五大層面中成功識別及確定三十五項環境、社會及管治議題，並分析相關議題對本集團及持份者的重要及影響程度：

經過綜合分析後，我們總結出六項最重大議題，並於本報告中重點披露相關議題，該六項最重要議題如下：

- 應對氣候變化相關的風險（如颱風、水災等）；
- 清潔技術領域的機遇；
- 營運慣例的合法合規性；
- 反舞弊和貪腐；
- 職工職業安全及健康；及
- 公司產品品質及安全。

Stakeholder Engagement

持份者參與

List of Materiality Issues

重要議題列表

Environmental Protection and Green Operations 環境保護和綠色運營	Operating Practices 運營常規	Product and Service Responsibility 產品及服務責任	Quality of the Working Environment 工作環境質素	Community Contributions 社區貢獻
<ol style="list-style-type: none"> Sewage discharge 污水排放 Greenhouse gas emissions 溫室氣體排放 Air emissions 廢氣排放 Hazardous and non-hazardous waste treatment 危險及無害廢物處理 Save energy and water 節約能源及用水 Use of natural resources (including energy and water use) 天然資源使用 (包括能源及用水) Environmental and social performance assessment on suppliers 供應商環境及社會表現評估 Environmental education and publicity 環保教育及宣傳 Legal compliance with environmental protection 環保方面的合法合規性 Environmental protection policy 環保政策 Addressing risks associated with climate change (e.g. typhoons, floods, etc.) 應對氣候變化相關的風險 (如颱風、水災等) Opportunities in the clean technology sector 清潔技術領域的機遇 	<ol style="list-style-type: none"> Supplier management procedures 供應商管理程序 Anti-fraud and corruption 反舞弊腐敗 Disaster emergency response plan 災難應急預案 Legal compliance with operating practices 營運慣例的合法合規性 	<ol style="list-style-type: none"> Quality and safety of products 公司產品品質及安全 Customer satisfaction 客戶滿意度 Awards and honors of the Company 公司所獲獎項及殊榮 Customer opinions and complaints 客戶意見及投訴 Trademarks and patented technology 商標及專利技術 Protection of sensitive and private information of customers 客戶敏感及隱私資訊保護 Logistics services 後勤服務 	<ol style="list-style-type: none"> Diversity and equal employment 職工多元化及均等就業機會 Employment relationship and employee communications 僱傭關係及員工溝通 Occupational safety and health of employees 職工職業安全及健康 Staff training and development 職工培訓及發展 Prevention of child labor and forced labor 防止童工及強制勞工 Employ and retain outstanding and responsible employees 聘用及挽留優秀及負責的職工 Employee salary and treatment 職工薪資待遇 Employee welfare/recreational activities 職工福利/康樂活動 Legal compliance with employment 僱傭方面的合法合規性 	<ol style="list-style-type: none"> Community volunteer service 社區志願者服務 Participate in public welfare activities 參與公益活動 Charitable donations 慈善捐贈

Environment

環境

EMISSIONS

As a responsible corporation, the Group fully understands the importance of environmental protection and is committed to reducing pollutants and conserving natural resources throughout its business operations. We comply with laws and regulations related to air pollution, noise pollution prevention, waste, sewage and wastewater discharge, and other environmental matters, including but not limited to:

- Waste Disposal Ordinance (Cap.354);
- Environmental Protection Law of the People's Republic of China;
- Regulations on the Administration of Construction Project Environmental Protection;
- Law of the People's Republic of China on Environmental Impact Assessment;
- Water Pollution Prevention and Control Law of the People's Republic of China;
- Atmospheric Pollution Prevention and Control Law of the People's Republic of China;
- Law of the People's Republic of China on Noise Pollution Prevention and Control;
- Energy Conservation Law of the People's Republic of China; and
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes.

排放物

作為負責任的企業，本集團深明環境保護的重要性，並致力在業務過程中減少污染物及保護天然資源。我們嚴格遵守有關大氣污染、噪音污染防治、廢棄物、污水及廢水排放，以及其他相關的法律及法規，包括但不限於：

- 《廢物處置條例》(第354章)；
- 《中華人民共和國環境保護法》；
- 《建設項目環境保護管理條例》；
- 《中華人民共和國環境影響評價法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國噪聲污染防治法》；
- 《中華人民共和國節約能源法》；及
- 《中華人民共和國固體廢物污染環境防治》。

Environment 環境

To prevent pollution of the environment, the Group has taken the necessary internal environmental protection measures. At the same time, we have established the "Quality, Environment and Occupational Health and Safety Management Manual," and successfully obtained the "Environmental Management System Certification" certificate from an independent certification center.

為減少對環境造成污染，本集團已採取必要的內部環境保護措施。同時，我們已建立《質量、環境和職業健康安全手冊》，並成功獲得獨立認證中心的《環境管理體系認證證書》。



Environmental Management System Certification
(GB/T 24001-2016/ISO 14001:2015)
《環境管理體系認證證書》
(GB/T 24001-2016/ISO 14001:2015)

During the Reporting Period, the Group was not aware of any prosecutions for breaches of laws and regulations relating to air and greenhouse gas emissions, discharge to water and land, and generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

報告期間，本集團並不知悉任何因違反有關廢氣及溫室氣體排放、向水及土地之排放、有害及無害廢棄物的產生之法律法規而遭到檢控，且對本集團有重大影響的情況。

Environment
環境

AIR EMISSIONS AND GREENHOUSE GAS EMISSIONS
廢氣排放及溫室氣體排放

The Group’s main emissions in daily operations are air pollutants and waste. Processes like welding, sandblasting, and painting during production can also generate air pollutants and particulates. Also, we generate direct and indirect greenhouse gas emissions during production. Direct emissions mainly come from diesel, unleaded gasoline and other fuels used in our own vehicles and forklifts. Indirect emissions are primarily from electricity consumption during production, mainly for various electric machinery and instrumentation such as vacuum oil filters, cranes, etc.

We are required to register emissions of pollutants with the competent environmental protection authorities. If emissions exceed prescribed national or local standards, they must be addressed immediately.

本集團於日常營運中主要排放物為大氣污染物及廢棄物。我們的生產過程包含焊接、噴砂、上漆等工序，該等工序均會產生污染性氣體和懸浮顆粒物。同時，我們在生產過程中會產生直接和間接的溫室氣體排放。直接排放主要來自於自有車輛及叉車的柴油、無鉛汽油等燃料使用。而間接排放則主要來自生產過程中不同電動機械及儀器的電力消耗，例如真空濾油機、起重機等。

我們必須就排放污染物向主管環境保護機關登記，而排放的污染物若超出訂明的國家或地方標準，必定即時處理。

During the Reporting Period, the air emissions and greenhouse gas emissions data are as follows:

報告期間，本集團的廢氣及溫室氣體排放數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Air emissions 廢氣排放			
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kilogram 千克	504.76	585.26
Sulphur oxides (SO _x) 硫氧化物(SO _x)	kilogram 千克	0.15	0.09
Suspended particulate matter (PM) 懸浮粒子(PM)	kilogram 千克	32.36	37.35
Greenhouse gas emissions 溫室氣體排放量			
Direct emissions (Scope 1) 直接排放 (範圍一)	tonnes of CO ₂ equivalent 公噸二氧化碳當量	72.38	70.49
Energy indirect emissions (Scope 2) 能源間接排放 (範圍二)	tonnes of CO ₂ equivalent 公噸二氧化碳當量	952.33	1,324.68
Total emissions 總排放量	tonnes of CO ₂ equivalent 公噸二氧化碳當量	1,024.71	1,395.17
Intensity 密度	tonnes of CO ₂ equivalent/ square meter gross floor area 公噸二氧化碳當量／ 每平方米建築面積	0.05	0.07

We are committed to reducing energy usage and consumption as well as greenhouse gas emissions by implementing various measures, including turning off non-essential lighting and electrical appliances during lunchtime and after work.

我們致力減少能源消耗和溫室氣體排放，並執行多項措施，當中包括在午膳時間及下班後關掉非必要的照明設備及電器等。

Environment 環境

WASTE

The waste generated by the Group in daily operations can be divided into two main categories which are hazardous and non-hazardous. During the Reporting Period, the Group's waste-related data are as follows:

廢棄物

本集團於日常運營中所產生的廢棄物可分為有害及無害兩大類別。報告期間，本集團的廢棄物相關數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Hazardous waste 有害廢棄物			
Waste emulsion 廢乳化液	tonnes 公噸	—	—
Waste developer 廢顯影液	tonnes 公噸	—	—
Waste paint buckets 廢油漆桶	tonnes 公噸	1.78	2.49
Total 總量	tonnes 公噸	1.78	2.49
Intensity 密度	grams/square meter of gross floor area 克／每平方米建築面積	93.90	130.62
Collected and disposed of by a qualified hazardous waste management company 由合資格危廢處理公司收集和處理	tonnes 公噸	1.78	2.49
Non-hazardous waste 無害廢棄物			
Metal debris 金屬碎屑	tonnes 公噸	725.42	995.80
Paper 紙張	tonnes 公噸	0.90	0.88
Total 總量	tonnes 公噸	726.32	996.68
Intensity 密度	kilogram/square meter of gross floor area 千克／每平方米建築面積	38.32	52.28
Recycled by recyclers 由回收商再利用	tonnes 公噸	725.42	995.80

Environment

環境

Hazardous Waste

The Group strictly follows the “Directory of National Hazardous Wastes” to identify hazardous wastes that pose a hazard in the production process and may endanger human or environmental health, including waste paint buckets, waste emulsions and waste developers. To ensure minimal pollution when dealing with hazardous waste, we have established a “Hazardous Waste Environmental Monitoring Policy” and implemented appropriate and consistent measures. All hazardous wastes will be stored in a special hazardous waste storage room in the factory after collection, and entrusted to a legal institution with professional qualifications to collect and handle hazardous waste, to ensure that hazardous waste will not cause leakage or environmental pollution before being recycled.

Non-Hazardous Waste

The non-hazardous waste generated by the Group’s offices mainly consists of paper and office stationery. We are committed to reducing non-hazardous waste in both our production processes and offices. We collect metal scraps like steel waste produced during manufacturing and sell them to metal recycling dealers for comprehensive reuse, thereby reducing waste. Office employees categorise, collect, and store general non-hazardous waste, which is subsequently handed over to relevant environmental protection departments for processing.

We are determined to advocate double-sided printing of internal documents and eco-friendly printing habits for employees and provide waste paper recycling facilities to further enhance recycling efficiency and reduce waste appearance.

有害廢棄物

本集團嚴格按照《國家危險廢物名錄》識別於生產過程中具有造成危險、可能危害人類或環境健康的有害廢棄物，當中包括廢油漆桶、廢乳化液及廢顯影液。為確保在處理危害廢物時把污染減至最低，我們已制定《危險廢物環境監測制度》，並採取合適及統一的措施。所有有害廢棄物在經過收集後需先存放在廠區內特設的危險廢物暫存間，再委託具有專業資格處理危險廢物的合法機構進行回收及處置，確保有害廢棄物在回收前不會造成洩漏或環境污染。

無害廢棄物

本集團辦公室所產生的無害廢棄物主要為紙張及辦公室文具等。我們致力減少生產過程和辦公室的無害廢棄物。我們會收集在產品製造過程中所產生的廢鋼等金屬碎屑並外售予金屬回收商綜合再利用，從而減少廢物產生。而辦公室員工會對一般無害廢棄物進行分類、收集和存放，隨後交由環境保護相關部門進行處理。

我們致力提倡員工以雙面列印內部文件及養成環保的列印習慣，並提供廢紙回收設施，進一步提高回收效率及減少廢棄物的產生。

Environment

環境

USE OF RESOURCES

Our primary resource usage consists of purchased electricity, diesel, and unleaded gasoline. We are committed to reducing energy consumption and improving energy efficiency, pledging to reduce electricity usage. During the Reporting Period, we have continuously taken the following measures:

- Set electrical appliances and electronic equipment to energy-saving mode;
- Installed and used energy-efficient and temperature-controlled air conditioning; and
- Turn on the air conditioner only when the ambient temperature is 25 degrees or above.

During the Reporting Period, the Group's resources usage data is as follows:

資源使用

我們的主要資源使用為外購用電、柴油及無鉛汽油。我們致力減少能耗及提升能源使用效率，承諾減少用電。報告期間，我們持續採取下列措施：

- 將電器及電子設備設置為節能模式；
- 安裝並使用符合節能效益及恒溫空調；及
- 僅在環境溫度為25度或以上時方開啟空調。

報告期間，本集團的資源使用數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Indirect energy – purchased electricity 間接能源–外購用電			
Total 總量	MWh 千個千瓦時	1,669.88	2,322.78
Intensity 密度	MWh/square meter of gross floor area 千個千瓦時／ 每平方米建築面積	0.09	0.12
Direct energy – fuel 直接能源–燃料			
Diesel fuel 柴油	MWh 千個千瓦時	225.69	246.29
Unleaded gasoline 無鉛汽油	MWh 千個千瓦時	44.26	19.27
Total 總量	MWh 千個千瓦時	269.94	265.56
Intensity 密度	kWh/square meter of gross floor area 千瓦時／ 每平方米建築面積	14.24	13.93

Environment
環境

WATER RESOURCES AND SEWAGE DISCHARGE 水資源及污水排放

The main water consumption of the Group’s business operations is used for employees’ domestic water, canteen water, water-based paint thinners and cooling water from rainwater harvesting. Sewage mainly comes from domestic sewage, production process does not produce a large amount of industrial wastewater. Water is purchased from the local water supply, so there is no issue in sourcing the applicable water source. During the Reporting Period, the Group’s water consumption data is as follows:

本集團於業務營運中主要用水為員工生活用水、食堂用水、水性油漆稀釋劑用水及來自雨水收集的冷卻用水。污水主要來自生活污水，生產過程所產生的工業廢水量較小。由於用水均購自於當地的供水機構，我們於求取適用水源上並無任何問題。報告期間，本集團的用水數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Water consumption 用水			
Total 總量	cubic meters 立方米	22,036	64,372.00
Intensity 密度	cubic meters/square meter of gross floor area 立方米／每平方米建築面積	1.16	3.38

Environment

環境

To minimize pollution of water resources, wastewater from flushing toilets is treated through septic tanks, and wastewater from canteens is treated with grease traps, such wastewater is properly treated by sewage treatment facilities before being discharged into surrounding rivers.

We regard water as a precious resource and are committed to improving the Group's overall water efficiency and reducing water consumption through various measures, including posting water conservation tips in office areas, toilets, and pantries to promote the message of cherishing water resources among our employees.

為盡量減少對水資源的污染，沖廁所用的廢水會經化糞池處理、食堂廢水則會經隔油池處理後，經過污水處理設施妥善處理後排放至周邊河道。

我們視水為珍貴資源，致力通過多項措施提高集團整體用水效率及減少耗水，包括在辦公區、洗手間及茶水間張貼節約用水的提示，向員工宣揚珍惜用水的訊息。

PACKAGING MATERIAL CONSUMPTION

The Group mainly uses three types of packaging materials which are metal, plastic, and timber. During the Reporting Period, the packaging material consumption data is as follows:

包裝材料使用

本集團主要使用的包裝材料為金屬、塑膠及木材等三大類型。報告期間，包裝材料使用數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Packaging materials 包裝材料使用			
Metals (scrap iron, scrap sheet, channel steel, etc.) 金屬類 (廢鐵皮、冷卷、槽鋼等)	tonnes 公噸	—	30.93
Plastic 塑膠類	tonnes 公噸	1.92	1.10
Timber 木材	tonnes 公噸	3.55	19.53
Total 總量	tonnes 公噸	5.47	51.56
Intensity 密度	tonnes/square meter of gross floor area 公噸／每平方米建築面積	0.0003	0.003

Environment 環境

THE ENVIRONMENT AND NATURAL RESOURCES

The Group fully recognizes the importance of the environment to business operations and corporate development. We are committed to environmental protection, reducing greenhouse gas emissions and waste generation, and pledge to reduce electricity consumption. Additionally, we periodically communicate environmental protection messages to employees through environmental reminders, workshops, and training activities to raise their environmental awareness.

CLIMATE CHANGE

Climate change is one of the greatest challenges and crises facing the world today. The various natural disasters it causes are becoming increasingly frequent and severe, seriously affecting energy development, water resources, ecological environment, agricultural production, shipping transportation, and other aspects of production and daily life. In response, international organizations and the Chinese government have established goals and strategies for carbon peaking and carbon neutrality. As a responsible enterprise, the Group actively implements various emission reduction measures and participates in climate action, aiming to optimize the Group's business and improve energy efficiency, thereby reducing pollutants and greenhouse gas emissions and contributing to mitigating climate change.

We have developed emergency plans for extreme weather, aimed at minimizing its impact on daily operations. In the event of typhoons and storms, all production work is suspended and some machines are transferred to designated places to reduce the damage to machines. To ensure raw materials supply is not suspended due to extreme weather in specific regions, we select suppliers from different regions. We will continue to pay attention to and assess the impact of climate change on the Group.

環境及天然資源

本集團深明環境對業務營運及企業發展的重要性，致力於環境保護，減少溫室氣體排放和廢棄物產生，並承諾減少用電。另外，我們不定時通過張貼環保提示、工作坊及培訓活動等方式，向員工傳達環境保護的訊息，以提高他們的環保意識。

氣候變化

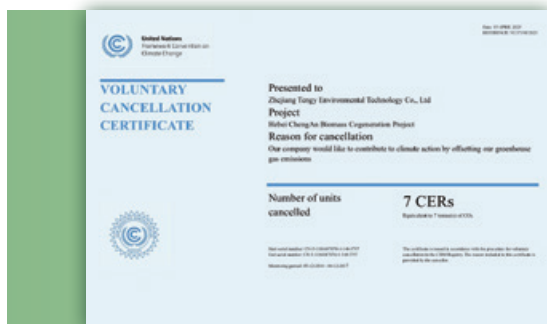
氣候變化是全球現時面臨的最大挑戰及危機之一，其所引發的各種自然災害愈發頻繁及嚴重，對能源發展、水資源、生態環境、農業生產、航運交通等生產和日常生活造成嚴重影響。對此，國際組織和中國政府為碳達峰及碳中和制定目標和策略。作為負責任的企業，本集團積極實行多項減排措施及參與氣候行動，務求優化集團業務及提高能源效益，從而減少污染物及溫室氣體排放，為緩和氣候變化作出貢獻。

我們對極端天氣制定緊急預案，旨在將其對日常運營的影響減至最低。在颱風及暴雨侵襲時，暫停所有生產工作並將部分機器轉移至指定地方，減少機器的損壞。為確保原材料不會因個別地區發生的極端天氣而暫停供應，我們揀選來自不同地區的供應商。我們將持續關注並評估氣候變化對本集團的影響。

Environment 環境

During the Reporting Period, we have also engaged Riskory Consultancy Limited, a third-party ESG advisor with certified carbon auditors and carbon emission traders, to conduct carbon audits and assist us with carbon offsetting. The carbon offset project we have utilised is the Hebei ChengAn Biomass Cogeneration Project (Project ID: 3797) from the United Nations Clean Development Mechanism ("CDM"), which focuses on generating electricity by utilising local straw from cotton. The electricity generated from this project is sold to the Hebei Provincial Power Grid, replacing the capacity of coal-fired power plants. The project contributes to greenhouse gas emission reduction, comprehensive utilization of resources, environmental protection, and providing job opportunities and increasing income of local residents. Certified Emission Reductions (CERs) from this project were also used for carbon neutrality at the 19th Asian Games Hangzhou 2022 and the 4th Asian Para Games Hangzhou 2022.

報告期間，我們已聘請具備碳審計師及碳排放交易員資格的第三方ESG顧問Riskory Consultancy Limited，為我們進行碳審計及協助我們抵消碳排放。我們所選擇的碳抵消項目是聯合國清潔發展機制(Clean Development Mechanism)的河北成安生物質熱電聯產項目(Hebei ChengAn Biomass Cogeneration Project) (項目編號：3797)。這項目利用當地的棉花秸稈發電，並將所產生的電力銷售給河北省電網，以替代燃煤發電廠的發電。此項目有助於減少溫室氣體排放、完善資源使用、環境保護，以及提供就業機會和提升當地居民的收入。此外，此項目的核證減排量(Certification Emission Reduction)亦被用於二零二二年第十九屆杭州亞運會和二零二二年第四屆杭州亞洲殘奧會上以實現碳中和。



Carbon Offsets Certificate
碳抵消證書

EMPLOYMENT AND LABOR PRACTICES

Employment

The Group regards its employees as valuable assets and one of the most critical elements for the enterprise's survival and development. The dedication and hard work of all employees have always contributed to the Group's business development and achievements. Therefore, we are committed to providing employees with a fair, motivating, and harmonious working environment. We strictly comply with all employment-related laws and regulations, including but not limited to:

- Labor Law of the People's Republic of China;
- Labor Contract Law of the People's Republic of China;
- Regulation on the Implementation of the Employment Contract Law of the People's Republic of China;
- Social Insurance Law of the People's Republic of China;
- Regulation on the Administration of Housing Accumulation Funds; and
- Regulations on Work-related Injury Insurances.

During the Reporting Period, the Group was not aware of any prosecutions for breaches of employment laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare which had a significant impact on the Group.

僱傭及勞工常規

僱傭

本集團視員工為其實貴資產，是企業生存和發展最關鍵的元素之一。所有員工一直以來的恪盡職守、辛勤付出造就本集團的業務發展及成就。因此，我們致力為員工提供一個公平、激勵及和諧的工作環境。我們嚴格遵守所有僱傭相關的法律及法規，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國勞動合同法實施條例》；
- 《中華人民共和國社會保險法》；
- 《住房公積金管理條例》；及
- 《工傷保險條例》。

報告期間，本集團並不知悉有任何因違反有關薪酬及解僱、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法律法規而遭到檢控，且對本集團有重大影響的情況。

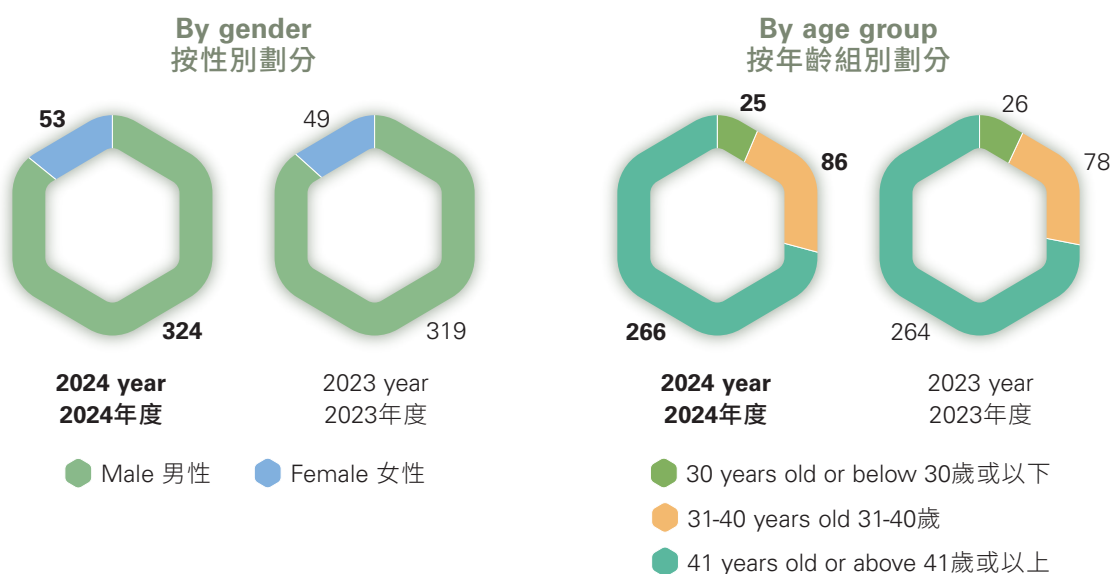
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Employee Overview

As at 31 December 2024, the Company and its two major subsidiaries (Zhejiang Tianjie Environmental Engineering Co., Ltd. and Zhuji City Tianjie Installation Engineering Co., Ltd.) employed a total of 377 employees in Mainland China (2023: 368), with 375 worked in Mainland China, 375 of them were full-time employees and 2 were part-time employees, divided by gender and age group as follows:

員工概覽

於二零二四年十二月三十一日，本公司及兩家主要附屬公司（浙江天潔環境工程有限公司及諸暨市天潔安裝工程有限公司）於中國內地共聘用377名員工（2023年：368名），當中375位為全職員工，2位兼職員工，按性別及年齡組別分佈如下：



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During the Reporting Period, the employee turnover rate is 報告期間，僱員流失比率如下：
as follows:

	Unit 單位	2024 2024年度	2023 2023年度
By gender 按性別劃分			
Male 男性	percentage 百分比	5	13
Female 女性	percentage 百分比	6	14
By age group 按年齡組別劃分			
30 years old or below 30歲或以下	percentage 百分比	4	12
31-40 years old 31-40歲	percentage 百分比	0	9
41 years of age or above 41歲或以上	percentage 百分比	7	15
By geographical region 按地區劃分			
Mainland China 中國內地	percentage 百分比	5	13 ⁽¹⁾

Note:

附註：

1) To enhance data consistency and comparability, the Group's 2023 employee-related data has been restated.

1) 為保持數據的一致性及其可比性，本集團2023年度僱員相關的數據已被重列。

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Recruitment and Promotion

The Group upholds the “appointing talent based on merit” philosophy which serves as the sole principle for recruiting and appointing suitable candidates. To attract and retain outstanding talent, we provide competitive remuneration packages, an ideal working environment, and a sound promotion system. Our Human Resources Department leverages various internal and external recruitment channels such as our website, employee referrals, offline recruitment events, school partnerships, and on-campus talks to attract diverse talent, to satisfy the human resources needs of the Group.

We have formulated “Human Resource Management Policy”, “Staff Handbook”, “Compensation Regulations” and related policies and measures, outlining employee recruitment, hiring, compensation, promotion, termination, training, code of conduct, working hours, performance appraisal, benefits, and diversity and non-discrimination policies in detail, to ensure fair recruitment and employment rights of both parties. Applicants who meet job requirements are given equal hiring opportunities regardless of gender, race, skin color, age, gender identity, religious beliefs, marital status, or parental status.

In addition, the Group has established clear employee promotion classes and mechanisms. We conduct an annual performance appraisal for our employees every year, and adjust remuneration according to factors such as their qualifications, contributions, seniority, work experience, relevant training experience and appraisal results, those with outstanding performance will be given promotion opportunities, which enable employees to fully develop their potential and cultivate enthusiasm for their work. To encourage current employees to improve themselves and progress, as well as to motivate talented individuals to stay with the Company, we prioritize internal employees when there are job vacancies, allowing them to grow together with the Group. Only when the internal promotion fails to meet the requirement, we will recruit externally.

招聘及晉升

本集團秉持「任人唯賢、人盡其才」的用人理念，以此作為招聘和任用合適人才的唯一方針。為吸引及挽留優秀人才，我們向員工提供具競爭力的薪酬待遇、理想的工作環境、完善公平的晉升機制。人力資源部透過內部及外部招聘渠道多吸納人才，例如透過招聘網站、員工推薦、線下招聘會、校企合作及校園宣講會等招聘渠道，以滿足集團的用人需求。

我們已制定《人力資源管理制度》、《員工手冊》及《薪酬管理規定》等制度及措施，詳細列明員工招聘、錄用、薪酬、晉升、解僱、職員培訓、行為準則、工作時間、績效考核、福利待遇以及多元化與反歧視等方面的規定，以確保招聘過程的公平性及僱傭雙方的權益。只要應聘者符合職位要求，本集團均給予同等受聘機會，不會因性別、種族、膚色、年齡、性別認同、宗教信仰、婚姻狀況或生育狀況等因素而歧視或剝奪其有關機會。

另外，本集團已制定明確的員工晉升階級及機制，每年為僱員進行年度績效考核，並按他們的資歷、貢獻、年資、工作經驗、相關培訓經驗及考核成績等因素調整薪酬，表現優異者更會獲得晉升機會，讓員工能充分發展潛能及培養工作熱忱。為鼓勵現任員工自我提升及進步，以及激勵有能力的人才留任，我們在有職位空缺時會優先考慮內部員工，讓他們與集團共同成長。當內部調升未能滿足需求時，我們才會選擇對外招聘。

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Remuneration and Welfare

The Group's remuneration system is hierarchical classified according to the nature of different positions, and individual remuneration consists of basic salary, performance salary and various subsidies. Employees can be broadly categorized into different job grades such as management level and above, sales staff, and other general administrative staff. To effectively improve labor productivity and promote sustainable corporate development, we specially select the "Special Contribution Award of the Year" for employees in each subsidiary, and the award winners will be commended and awarded to further facilitate employee self-improvement and enhance their motivation and creativity.

At the same time, we highly value the health and well-being of our employees. To ensure that employees' lives and work are protected, we pay social insurance (including pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for employees on time. We also purchase commercial insurance for our marketing and engineering staff who frequently travel. Full-time employees are entitled to paid statutory holidays, maternity leave, sick leave, marriage leave and bereavement leave. We also provide parental leave in accordance with "Special Rules on the Labor Protection of Female Employees", and employee with children under one-year-old is entitled to a one-hour leave a day.

To strictly prohibit the situation of forced labor, the Group adopts a comprehensive working hour system, and the number of working hours per day of employees generally does not exceed eight hours. If overtime working of employees is necessary, the relevant departments shall declare and make corresponding records in accordance with the established procedures, and we will pay overtime according to the regulations.

薪酬及福利

本集團的薪酬體系以分層分類及依照員工不同崗位的性質而釐定，個別薪酬由基本工資、績效工資及各類補貼等組成。員工可大致劃分為管理級別以上的員工、銷售人員及其他一般行政人員等不同職級。為有效提高勞動生產效率及促進企業可持續發展，我們在各子公司內選評「年度特殊貢獻獎」，獲獎員工會予以表揚及頒贈物質獎勵，進一步促進員工自我提升，增強他們的積極性和創造性。

同時，我們高度重視員工的健康和福祉。為確保員工的生活和工作得到保障，我們按時為員工繳納社會保險（包括養老保險、醫療保險、失業保險、工傷保險及生育保險）及住房公積金，並為經常出差的市場部及工程部員工購買商業保險。全職員工均享有法定節日有薪假期、產假、病假、婚假及喪假。我們亦按照《女職工勞動保護特別規定》提供哺育假，孩子一歲以內每天提供最少一小時休息時間。

為嚴禁強制勞工的情況，本集團實行綜合工時制，員工每日工作時數一般不會超過八小時。如員工有需要進行加班時，相關部門需按既定程序進行申報並做好相應記錄，我們及後會按規定支付加班費。

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Occupational Health and Safety

The health and safety of employees have always been the primary concern of the Group. We strictly comply with all laws and regulations related to production safety, fire prevention, and workplace health, including but not limited to:

- Work Safety Law of the People's Republic of China;
- Law of the People's Republic of China on the Prevention and Control of Occupational Diseases;
- Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents;
- Regulation on Work Safety Permits; and
- Fire Protection Law of the People's Republic of China.

During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations related to providing a safe working environment and protecting employees from occupational hazards that have had a significant impact on the Group.

The Group has established and continuously improves the "Health and Safety Management Manual" and standard procedures, implements health and safety standards and contingency plans and is committed to providing a safe and healthy working environment for its employees. At the same time, we have obtained the "Occupational Health and Safety Management System" (GB/T45001-2020/ISO45001:2018) certification to ensure the safety of employees can be scaled.

職業健康與安全

員工的健康及安全是本集團一直以來的首要關注。我們嚴格遵守所有生產安全、防火及工作場所健康相關的法律和法規，包括但不限於：

- 《中華人民共和國安全生產法》；
- 《中華人民共和國職業病防治法》；
- 《生產安全事故報告和調查處理條例》；
- 《安全生產許可證條例》；及
- 《中華人民共和國消防法》。

報告期間，本集團並不知悉有任何因違反有關提供安全工作環境及保障僱員避免職業性危害的法律法規而遭到檢控，且對本集團有重大影響的情況。

本集團已制定及持續完善《健康與安全管理手冊》及標準程序，並實施健康與安全標準及應急計劃，致力為員工提供安全及健康的工作環境。同時，我們已取得由獨立第三方頒發的《職業健康安全管理體系》(GB/T45001-2020/ISO45001:2018) 認證，使保障職工安全的制度得以規模化。



Occupational Health and Safety
Management System Certification
(GB/T 45001-2020/ISO 45001:2018)
《職業健康管理體系認證證書》
(GB/T 45001-2020/ISO45001:2018)

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	Unit 單位	2024 2024年度	2023 2023年度	2022 2022年度
The number of work-related fatalities 因工亡故人數	person 人數	0	0	0
Work-related fatality rate 因工亡故比率	percentage 百分比	0	0	0
Number of working days lost due to work-related injuries 因工傷損失的工作日數	days 天	655	778	332

To ensure employee workplace safety, the Group has displayed the safety operating procedures of each process in the production workshop, clearly listed the operation steps and procedures, safety technical knowledge and precautions, including:

為確保員工工作安全，本集團在生產車間展示各工序的安全操作規程，清楚列出操作步驟和程序，安全技術知識和注意事項，當中包括：



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At the same time, we provide safety equipment and appropriate protective equipment, including safety helmets, gloves, protective goggles, etc. to related employees according to their duties. During the Reporting Period, we successfully held a safety production month and implemented various measures including but not limited to:

- holding safety production work meetings;
 - signing safety production responsibility letters;
 - conducting safety publicity through publicity signs, banners, websites and corporate public accounts;
 - conducting fire drills; and
 - emergency rescue training.
- 召開安全生產工作會議；
 - 簽訂安全生產責任書；
 - 通過宣傳立牌、橫幅、網站和企業公眾號進行安全宣傳；
 - 開展消防演習；及
 - 應急求援訓練等。

We have established a process for handling employee work injuries. If an employee is injured, we will first understand the situation of the injured employee, investigate the cause of the accident, and then take further treatment. To avoid similar work injury cases from happening, we take appropriate measures to ensure the safety of employees.

我們已制定員工工傷的處理流程。如有員工受傷，我們先了解相關員工受傷情況，然後調查事故起因，並作進一步處理。為避免發生同樣的工傷個案，我們會採取適當的措施，以保障員工的安全。

At the same time, the Group is committed to caring for employees, we arrange body checks for employees. During the Reporting Period, we care for the employees with disabilities and difficulties and organize employees such as welders and painters to participate in physical examinations. In addition, in accordance with the national technical specifications and requirements on the prevention and treatment of occupational diseases, we determine the examination items of employees according to the differences in positions. During the Reporting Period, approximately 110 employees participated in physical examinations, checking items including blood pressure, blood routine, urine routine, lung function, electrocardiogram, electrical response audiometry, nervous system and biochemical testing.

同時，本集團致力關懷員工，向員工提供身體檢查。報告期間，我們為殘疾及有困難的職工送上慰問，及組織焊工、油漆工等員工參加體檢。另外，我們嚴格遵守國家關於職業病防治的技術規範和要求，按照崗位差異確定員工的檢查項目。報告期間，約有110位員工參加體檢，檢查項目主要包括血壓、血常規檢查、尿常規檢查、肺功能、心電圖、電反應測聽、神經系統和生化檢驗等。

In addition to employees' physical health, we equally value their mental health. To balance the work pressure and maintain the physical and mental health of employees, the Group organizes various diversified activities from time to time to establish more communication channels with employees, and to establish employees' sense of belonging and corporate cohesion.

除了員工的身體健康，我們同樣重視他們的心理健康。為平衡員工的工作壓力及維持身心健康，本集團不定期組織各項多元化活動，與員工建立多方面的溝通渠道，從而建立員工的歸屬感及企業凝聚力。

DEVELOPMENT AND TRAINING

The Group believes employees' continuous learning is the key to enterprise success and sustainable development. To maintain and enhance the Group's competitiveness, we continuously enhance the quality, knowledge and skills of our employees, thereby continuously cultivating outstanding talent and teams for the Group.

We formulate and issue an "Annual Training Plan" every year based on actual and market conditions, actively seek opportunities to provide training for employees and conduct diversified training to let employees develop in multiple directions, which includes:



Through the above training, we promote comprehensive improvements in employees' work skills, perspectives and more, which also helps employees understand career development paths, clarify personal development directions, and grow together with the Group. During the Reporting Period, the Group organized training on different topics, including but not limited to:

- Safety, environmental protection related laws and regulations training;
- Fire knowledge training and drilling;
- Skilled personnel training;
- Quality inspection skills training and examination;
- Anti-corruption-related legal training;
- Safety production training; and
- Special equipment quality system training.

發展及培訓

本集團深信員工持續學習是企業成功及可持續發展的關鍵。為保持及提升集團的競爭力，我們持續提升員工的質素、知識及技能，從而為集團源源不絕的培養優秀人才及團隊。

我們每年按照實際和市場形勢制定及發佈《年度培訓計劃》，積極為僱員提供培訓機會及進行多元化培訓，使他們能多方面發展，其中包括：

我們期望通過上述培訓，有效促進員工的綜合提升，並協助他們了解職業發展路徑，明確個人發展方向，與集團攜手成長。報告期間，本集團已組織不同課題的培訓，當中包括但不限於：

- 安全、環保相關法律法規培訓；
- 消防知識講解及模擬演練；
- 技能人才培訓；
- 質量檢驗技能培訓及考試；
- 反貪污相關的法律知識培訓；
- 安全生產培訓；及
- 特種設備質量體系培訓。

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External training
外部培訓



External expert enterprise guidance
外部專家企業指導



Workshop team leader training
車間班組長培訓

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During the Reporting Period, the Group's training data are as follows: 報告期間，本集團的培訓數據如下：

	Unit 單位	2024 2024年度	2023 2023年度
Percentage of employees trained 受訓僱員百分比			
By gender 按性別			
Male 男性	percentage 百分比	63	87
Female 女性	percentage 百分比	85	71
By employee category 按僱員類別			
Senior management 高級管理層	percentage 百分比	100	33
Middle management 中級管理層	percentage 百分比	100	67
General and technical staff 一般及技術員工	percentage 百分比	63	87

	Unit 單位	2024 2024年度	2023 2023年度
Average training hours completed per employee 每名僱員平均受訓時數			
By gender 按性別			
Male 男性	hour 小時	2	8
Female 女性	hour 小時	3	4
By employee category 按僱員類別			
Senior management 高級管理層	hour 小時	4	2
Middle management 中級管理層	hour 小時	8	6
General and technical staff 一般及技術員工	hour 小時	2	8

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To actively promote a cultural atmosphere within the Company that encourages employees to pursue continuous education, we provide certificate subsidies to employees who obtain work-related professional qualifications.

LABOR STANDARD

The Group strictly prohibits child labor and forced labor, and strictly complies with relevant national laws and regulations, including but not limited to:

- Labor Law of the People's Republic of China;
- Labor Contract Law of the People's Republic of China;
- Law of the People's Republic of China on the Protection of Minors; and
- Provisions on the Prohibition of Using Child Labor.

To eliminate all irregularities involving child and forced labor at the root, we have established a strict and standardized recruitment process, including checking the identity card and household registration booklet of the candidate during the interview to ensure that their age meets the minimum standards for employees. We also sign employment contracts with all newly hired employees to ensure that they perform their work voluntarily.

If we find any child under the age of 16 or forced labor, we will immediately set up a dedicated team to follow up and deal with the matter, hold the relevant department managers accountable, and do our best to ensure that victims are adequately protected. At the same time, we will review violations and further improve our labor mechanisms to prevent similar incidents from occurring again.

During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations relating to the prevention of child labor or forced labor that had a significant impact on the Group.

為積極推動企業內部鼓勵員工持續進修的文化氛圍，我們會向取得工作相關專業資格的員工發放證書補貼。

勞工準則

本集團嚴禁童工及強制勞工，嚴格遵守相關國家法律法規，包括但不限於：

- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國未成年人保護法》；及
- 《禁止使用童工規定》。

為在根源上杜絕童工和強制勞工，我們已制定嚴格規範的招聘程序，在面試時查核求職者的身份證及居民戶口登記簿，確保其符合最低的員工年齡標準。我們亦會與所有新聘請的員工簽訂勞動合同，確保員工在自願情況下履行工作並受到合同保障。

倘若發現任何僱用未滿十六歲的童工或強制勞工之情況，我們將立即成立專門小組跟進及處理相關事項，對相關部門管理人員進行問責，盡我們最大能力確保受害人得到足夠的保護。同時，我們將檢討違規行為，進一步完善勞工機制，防止類似事件再次發生。

報告期間，本集團並不知悉有任何因違反有關防止童工或強制勞工的法律法規而遭到檢控，且對本集團有重大影響的情況。

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OPERATING PRACTICES

Supply Chain Management

The Group firmly believes that supply chain management is inseparable from corporate long-term and sustainable development. In spite of the past severe epidemic, we continue to contact closely with suppliers, with the goal of “no work stopping” and “maintaining production” to reduce the delay in arrival dates.

Our main raw materials and components are steel plates, steel structures, filter bags, electrical instruments, and other components used in the production of air pollution control equipment. Therefore, main suppliers cover suppliers of raw materials and components, manufacturers providing processing services, and service providers supplying on-site installation and engineering services. During the Reporting Period, the materials purchased came from 75 suppliers in different parts of Mainland China.

營運慣例

供應鏈管理

本集團深信供應鏈管理與企業長遠及可持續發展密不可分。於過去疫情嚴峻時，我們仍以「不停工」及「保生產」為目標，積極與供應商保持緊密的聯絡溝通，減少到貨日期延遲的情況。

我們的原材料及零部件主要為鋼板、鋼結構件、過濾袋、電力儀器及用於生產大氣污染防治設備的其他零部件。因此，主要供應商涵蓋原材料及零部件的供應商、提供加工服務的製造商及提供現場安裝工程配套服務的服務供應商。報告期間，採購物料均來自75間於中國內地不同地方的供應商。

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To select the most ideal and suitable suppliers, the Group has developed and continuously improved the “Procurement Management System”, set out the procurement process, which stipulates that when selecting suppliers, we will evaluate their technical competence, price competitiveness, quality, environmental performance, social performance for labor welfare, rights and equal opportunities, our business relationships and the specific requirements of our customers. During the Reporting Period, we have implemented practices related to engaging suppliers with 75 major suppliers.

To ensure product quality, we have established and maintained strict quality assurance standards and testing procedures, including quality control of raw materials and components provided by suppliers. We also conduct annual reviews of suppliers, and if it is discovered that there is a serious decline in quality or a violation of the provisions in the purchase order and contract, we will issue a warning and require the supplier to make corrections. Suppliers who commit serious violations or fail to make corrections will have their supplier qualification revoked.

At the same time, the Group actively adopts the best environmental and social practices, and through our influence encourages our business partners to uphold the same philosophy, maintain integrity, treat employees fairly, protect the environment and comply with all applicable laws and regulations. We will issue the “Service Capability Evaluation Certificate for Environmental Pollution Control Project General Contracting of Zhejiang” to high-quality business partners to affirm them. At the same time, we will also give priority to suppliers who have obtained international certifications such as ISO14001 Environmental Management System or ISO 9001 Quality Control System to ensure their quality and standardized environmental management. We also encourage suppliers to integrate green elements into their business by giving priority to suppliers with quality or environmental certifications.

為選出最理想、最合適的供應商，本集團已制定及持續完善《採購管理制度》，明確列出採購程序及流程，規定在挑選供應商時，評估其技術能力、價格競爭力、品質、環境表現、針對勞工福利、權益及平等機會等的社會表現，與我們的業務合作關係，以及客戶的特定要求等因素。報告期間，我們已向75間主要供應商執行有關聘用供應商的慣例。

為確保產品質量，我們已建立並維持一套嚴格的品質保障標準和檢測程序，包括對供應商所提供的原材料及部件進行品質控制。我們每年會對正在合作的供應商進行年度評審，若發現有品質嚴重下降或違反訂單和合同規定的情況，我們會發出警告及要求其進行修正，嚴重違規或未能修正者會被撤銷供應商資格。

同時，本集團積極採納最佳的環保及社會慣例，並透過自身影響力，推動其業務合作夥伴持相同的理念，保持誠信、公平對待員工、保護環境及恪守所有適用法律法規。我們會向優質的業務合作夥伴頒發《浙江省環境污染治理工程總承包服務能力評價證書》，給予肯定。同時，我們會優先考慮取得如ISO14001環境管理體系或ISO9001品質管制體系等國際認證的供應商，以確保其品質及規範的環境管理。為鼓勵供應商將綠色元素融入業務，我們亦優先考慮有質量或環保認證的供應商。

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Product Responsibility

As a supplier engaged in the sale of environmental pollution prevention products and comprehensive air pollution prevention solutions, the Group is committed to providing customers with compliant and high-quality products. We continuously improve and optimize our production processes and management systems to achieve international standards, thereby enhancing the Group's operational efficiency. We strictly comply with national laws and regulations related to product responsibility, including but not limited to the Law of the People's Republic of China on the Protection of Consumer Rights and Interests.

The Group meets the required professional qualifications, including holding the Certificate of Authorization issued by the American Society of Mechanical Engineers (ASME), environmental pollution control project general contracting service capability evaluation certificate and special equipment manufacturing license. Our product quality management and operations comply with international standards, with our measurement management, environmental management and quality management systems have been issued a number of ISO certificates, such as "Quality Management System Certification" (GB/T 19001-2016/ISO 9001:2015).

產品責任

作為從事環保污染防治產品銷售及綜合大氣污染防治解決方案的供應商，本集團致力向客戶提供合規格和高質量的產品。我們持續改善及優化生產流程及管理系統，使管理體系達至國際水平，從而提升集團經營效率。我們嚴格遵守有關產品責任的國家法律法規，包括但不限於《中華人民共和國消費者權益保護法》。

本集團符合所需的專業資格，包括持有美國機械工程師協會(ASME)製造許可證、環境污染治理工程總承包服務能力評價證書及特種設備製造許可證等。我們產品品質管理及營運符合國際標準，其計量管理、環保管理及品質管制系統獲發多項ISO合格證，如《質量管理體系認證證書》(GB/T 19001-2016/ISO9001:2015)。



During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations related to the health and safety, advertising, labelling, and privacy matters of products and services provided, as well as remedial methods, that have had a significant impact on the Group.

報告期間，本集團並不知悉任何因違反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，以及補救方法的法律法規而遭到檢控，且對本集團有重大影響的情況。

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Product Quality Control

The Group has established a series of measures for product quality control. We have established the “Quality Inspection and Testing Management Standards” and “Project Installation Quality Control System”, and made clear standards and specifications for the quality requirements of raw materials, semi-finished products, finished products, and installation. This includes quality control of raw materials and components provided by suppliers. In the production process, after each process is completed, the supervisor will conduct a self-inspection, and then the quality inspector will conduct an inspection before the next process can be carried out. We also hold quality inspection work meetings every year to discuss quality improvement solutions and different topics.

During the Reporting Period, we had no products that needed to be recalled for safety and health reasons, nor did we lose any customers due to service and product issues.

Customer Complaint Handling

The Group firmly believes that customer opinions and feedback effectively promote corporate progress and sustainable development, and actively collects and processes customer opinions to continuously improve business and services. We have formulated the “Production and Service Provision Control Procedures”, which clearly outlines the process for handling customer feedback and complaints.

We believe that after-sales service allows us to maintain business relationships with customers while better understanding their needs and opinions about our products, thereby continuously improving our products and services. We provide after-sales services to customers per our “Non-conforming Product Control Procedures”, offering spare parts and components, repairs, replacements, recycling, on-site engineering and maintenance services. For issues reflected by customers, we conduct root cause analysis, propose reasonable recommendations and solutions targeting the causes, and feed relevant information back to the design department. The manufacturer is responsible for repairs due to quality defects causing damage or malfunction within one year of the operation of the product.

During the Reporting Period, we did not receive any significant complaints or claims from customers due to the poor quality of any products or services.

產品質量控制

本集團已制定一系列產品品質控制的措施。我們已建立《物料管理控制程序》、《質量檢驗和試驗管理標準》及《項目安裝質量控制制度》，對原材料、半成品、成品及安裝的品質要求作出明確的標準規範，包括對供應商提供的原材料及部件進行品質控制。在生產過程中，每個工序完成後會由監督人員進行自檢，再由質檢員檢查合格後，方可進行下一個工序。我們每年會召開質檢工作會議，探討質量改進方案等不同的議題。

報告期間，我們並無因安全與健康理由而須回收的產品，或因服務及產品問題而流失任何客戶。

客戶投訴處理

本集團深信客戶的意見及回饋有效推動企業進步及持續發展，並積極收集及處理客戶意見，持續改善業務及服務。我們已制定《生產和服務提供控制程序》，明確列出顧客回饋或投訴的處理程序。

我們相信售後服務能與客戶保持業務關係的同時，讓我們更明瞭他們的需求及對我們產品的意見，從而持續改良產品及服務。我們向客戶提供售後服務，按照《不合格品控制程序》為客戶提供備件及部件、維修、更換、回收，以及現場工程及維護服務，對客戶反映的問題進行歸因分析，針對問題成因提出建議和解決方法，並將相關信息反饋到設計部。產品試運行一年後，因質量不良而導致損壞或未能正常運作，由製造商負責維修。

報告期間，我們並無因任何產品或服務質素欠佳而收到客戶的重大投訴及索償。

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PCCC Electrical Product Certification Annual Review

During the Reporting Period, the expert group of Power (Beijing) Certification Center Co., Ltd. ("PCCC") visited to conduct on-site inspections for Tengy Environmental's PCCC certification (electric energy products). Our staff introduces the production, operation and certification work to the members of the expert group one by one, leads the members to rigorously check the relevant technical data, and production site, and evaluate the dust removal equipment products of Tengy Environmental's design, procurement, production, quality and other processes.

After inspection and evaluation, the expert group believes that the products of Tengy Environmental can meet the requirements of technical specifications, customer requirements, technical management, production facilities, procurement management, quality management and other aspects and relevant standards, so PCCC will continue to issue various power product certification certificates applied for by Zhejiang Tengy Environmental Technology Co., Ltd.

PCCC電能產品認證通過年度審查

報告期間，電能（北京）認證中心有限公司(PCCC)專家組到訪，為PCCC認證產品進行現場檢查。我們的員工為專家組成員介紹生產、經營和認證工作的情况，帶領成員嚴謹地檢查相關的技術資料、生產現場，評核工廠對除塵設備產品的設計、採購、生產、質量等過程。

經過檢查評核後，專家組認為天潔環境的產品能滿足技術規範、客戶的要求、技術管理、生產設施、採購管理、質量管理等方面的要求以及符合相關標準，故此，電能（北京）認證有限公司將繼續頒發浙江天潔環境科技股份有限公司所申請的各項電能產品認證證書。



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Intellectual Property Management

As a product design and development company with strong design and manufacturing capabilities, the Group fully understands the importance and significance of intellectual property protection for business development and regards intellectual property as its valuable asset. Intellectual property rights are not only a respect for the original creators and developers but also an affirmation and support for them. We have always emphasized trademarks, patents, copyrights and proprietary techniques to protect our intellectual property rights.

The Group is committed to complying with relevant laws and regulations, including but not limited to the Copyright Law of the People's Republic of China. The Group holds a number of invention and utility model patents in Mainland China. As of December 31, 2024, the Group held 60 registered patents in Mainland China, including 6 invention patents and 54 utility model patents.

In order to further enhance our staff's awareness of intellectual property rights, we will sign a confidentiality clause with employees who have access to relevant sensitive information to pursue any disciplinary breaches. During the Reporting Period, the Group is not aware of any infringement of partners' intellectual property rights, or any acts by partners infringing the Group's intellectual property rights, nor have any intellectual property disputes that had a material adverse effect on our business.

Customer Data Security

The Group attaches great importance to privacy protection and is committed to protecting customers' rights and interests when collecting, using, and processing customer data. We strictly abide by the provisions of the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, and strictly keep the information of our customers confidential. We also stipulate in the "Staff Handbook" that all employees should keep and avoid leakage of confidential information that comes into contact with them as a result of their work. We have the right to terminate the employment contract of an employee who violates the requirements, and if the situation is serious, it will be handed over to the judicial authorities in accordance with the law.

During the Reporting Period, the Group is not aware of any customer privacy leakage incidents, nor has it lost any customers due to related matters.

知識產權管理

作為擁有強大設計及製造能力的產品設計及開發企業，本集團深明知識產權保護對業務發展的重要性及意義，並將知識產權視為其實貴資產。知識產權不但是對原創者和開發人員的尊重，更是對他們的肯定和支持。我們一直依賴結合商標、專利、版權及專有技術來保護自身的知識產權。

我們致力於遵守相關法律及規例，包括但不限於《中華人民共和國著作權法》。我們在中國內地擁有多項發明及實用新型專利。截至二零二四年十二月三十一日，本集團在中國擁有60項註冊專利，其中包括6項發明專利及54項實用新型專利。

另外，我們持續加強員工的知識產權意識，並與會接觸及有機會接觸相關敏感資料的員工簽訂保密條款，追究任何違紀洩密的行為。報告期間，本集團並不知悉任何侵犯合作夥伴之知識產權的行為，或任何合作夥伴侵犯本集團知識產權的任何行為，亦從未出現任何對我們的業務造成重大不利影響的知識產權糾紛。

私隱保護

本集團高度重視私隱保護，致力在收集、使用及處理客戶資料時始終保護客戶的權利及權益。我們嚴格遵守《中華人民共和國消費者權益保護法》的規定，對客戶的資料嚴格保密，禁止未經客戶授權向第三方提供客戶資料。同時，我們在《員工手冊》訂明，所有員工須妥善保管和避免外洩因工作接觸到的機密資料。我們有權解除違反要求的員工之勞動合同。若情況嚴重，我們會依法交由司法機關處理。

報告期間，本集團並不知悉有發生客戶私隱洩露相關事宜，及因相關事宜而流失任何客戶。

ANTI-CORRUPTION

The Group adopts a zero-tolerance attitude towards unethical behaviours such as corruption, bribery, extortion, fraud, and money laundering, adhering to the principle of “Integrity-based, with reputation as the top priority” in business operations, and upholding the values of integrity, responsibility, cooperation and innovation. Integrity is our professional spirit and conduct and ranks first among the four elements. The Group strictly complies with relevant national laws and regulations, including but not limited to:

- Anti-Unfair Competition Law of the People’s Republic of China;
- Criminal Law of the People’s Republic of China;
- Anti-Money Laundering Law of the People’s Republic of China;
- Interim Provisions on Banning Commercial Bribery;
- Oversight Law of the People’s Republic of China; and
- Company Law of the People’s Republic of China.

During the Reporting Period, there were no corruption lawsuits against the Group or its employees that had been concluded. Also, the Company obtained an “AAA Credit Rating” certificate, assessed by an independent third party, in recognition of the Company’s performance in integrity management.

The Group’s “Staff Handbook” also clearly states that all employees are strictly prohibited from accepting kickbacks, banquets, gifts, bribery and other violations of professional ethics, and the Group will seek compensation from the employees involved in accordance with the law. For serious criminal cases, we will report to the judicial authorities for criminal responsibility. We believe that employees have a responsibility to monitor misconduct and have an anonymous feedback box where employees can report beyond the level when needed.

In addition, we arranged anti-money laundering and anti-corruption-related training materials provided by professional bodies for directors and management, and also arranged anti-corruption training for employees, to enhance their awareness of anti-corruption and integrity.

反貪污

本集團對貪污、賄賂、勒索、欺詐、洗黑錢等不道德行為採取零容忍態度，於業務過程中貫徹「誠信為本，信譽至上」的方針，秉持誠信、責任、合作、創新的價值觀。而誠信是我們的專業精神及操守，為四個元素的首位。本集團嚴格遵守相關的國家法律法規，包括但不限於：

- 《中華人民共和國反不正當競爭法》；
- 《中華人民共和國刑法》；
- 《中華人民共和國反洗錢法》；
- 《關於禁止商業賄賂行為的暫行規定》；
- 《中華人民共和國監察法》；及
- 《中華人民共和國公司法》。

報告期間，本集團並無對其或僱員提出並已審結的貪污訴訟案件。同時，本公司取得由獨立第三方評核的「AAA級」信用等級證書，進一步肯定本公司於誠信經營方面的表現。

本集團的《員工手冊》清楚列明嚴禁所有員工收受回扣、宴請、饋贈、受賄等違反職業道德的行為，並將依法向涉事員工追索賠償。若犯罪情況嚴重的，我們會報請司法機關追究其刑事責任。我們相信員工有責任監督不當行為，並設有匿名舉報意見箱，員工更可在有需要時越級匯報。

另外，我們為董事及管理層安排由專業機構提供的反洗錢及反貪污的相關培訓材料，同時亦為員工安排反貪污相關的法律知識培訓，持續增強他們的反腐倡廉意識。

Social 社會

During the Reporting Period, the Group is not aware of any prosecutions for violations of laws and regulations related to the prevention of bribery, extortion, fraud, and money laundering that have had a significant impact on the Group.

報告期間，本集團並不知悉任何因違反有關防止賄賂、勒索、欺詐及洗黑錢的法律法規而遭到檢控，且對本集團有重大影響的情況。



"Hangzhou Credit Rating Co., Ltd. Certificate of AAA Credit Rating"
《杭州資信評估有限公司AAA級信用等級證書》



"Grade AA 'Contract-abiding and Promise-keeping' Demonstration Enterprise in Zhejiang Province"
《浙江省AA級守合同重信用》

Community 社區

COMMUNITY INVESTMENT

The Group adheres to the concept of “taking from society and giving back to society” and actively fulfils its social responsibilities. In addition to focusing on creating economic value, we also actively participate in various public welfare undertakings, participate in hometown construction, and give back to society. During the Reporting Period, we organized employees to voluntarily donate blood, with 20 employees responding and participating. At the same time, we also visited retired employees and presented them with gifts, making them feel the care of the Group.

In addition, we also continue to promote and organize the following public welfare activities, including but not limited to:

1. Helping Impoverished Children

Since 2010, the Group has donated funds to the Zhejiang Charity General Association every year, partnering with impoverished schools in Guizhou to carry out “Pairing Assistance for Education” activities. The Group provides pairing assistance for impoverished children, establishing a long-term care mechanism to subsidize their tuition fees. On Children’s Day each year, we prepare gift packages with school supplies and computers for children in special schools, and provide special curriculum and interactive activities, so that all students can feel the care from society.

2. Building New Countryside

Since 2010, the Group has actively responded to the call of the CPC Xiaoshan District Committee, and taken the initiative to participate in paired assistance for local streets, donating money to help develop the village economy, constructing integrated office buildings for the streets, paving and greenify roads, install water pipes, set up street lamps, and assist the elderly and disabled, among others. We have also donated the construction of multiple senior activity rooms for villages surrounding the Company, and are responsible for gifting a variety of newspapers and magazines each year.

社區投資

本集團秉持「取諸社會，用諸社會」的理念，積極履行其社會責任。除了著重創造經濟價值之外，我們亦積極參與社會各項公益事業，投身家鄉建設，回饋社會。報告期間，我們組織員工自願捐血，有20名員工響應參與。同時，我們亦對退休職工進行慰問，並向他們送上禮物，使他們感受到來自本集團的關懷。

另外，我們亦持續動動及舉辦以下公益活動，包括但不限於：

1. 幫扶貧困兒童

本集團從二零一零年起每年向紹興慈善總會捐助資金，與貴州貧困學校開展「結對助學」活動，集團結對幫扶貧困兒童，並形成長效關注機制，資助學費。我們於每年六一兒童節為特殊學校兒童準備學習用品禮包、電腦等用具，並為小朋友們提供特別的教學課程和互動交流，使他們感受到來自社會的關懷。

2. 建設新農村

本集團自二零一零年起積極回應中共紹興市委號召，主動參與當地街道結對幫扶，捐款協助發展村經濟、建設街道綜合辦公大樓、道路硬化綠化、自來水管輔設、路燈架設、扶助病殘老人等，還為公司所在地的周邊村捐建了多個老年活動室，並負責每年贈訂各種報刊雜誌。

Community 社區

3. Assisting Employees in Difficulty

The Company's medical mutual aid foundation fund continues to be used to help employees in difficulty.

Looking ahead, the Group will continue to actively seek opportunities to collaborate with various charitable organizations to continuously promote sustainable social development.

3. 幫扶困難員工

公司職工醫療互助基金會專項基金持續用於幫助困難員工。

展望未來，本集團將繼續積極尋求機會，與各公益團體合作，持續動動社會的可持續發展。

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Mandatory Disclosure Requirement 強制披露規定		
Governance Structure 管治架構	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's business. 由董事會發出的聲明，當中載有下列內容： (i) 披露董事會對環境、社會及管治事宜的監管； (ii) 董事會的環境、社會及管治管理方針及策略，包括評估、優次排列及管理重要的環境、社會及管治相關事宜（包括對發行人業務的風險）的過程；及 (iii) 董事會如何按環境、社會及管治相關目標檢討進度，並解釋它們如何與發行人業務有關連。	Sustainable Governance Structure 可持續發展管治架構
Reporting Principles 匯報原則	A description of, or an explanation on, the application of the reporting principles (materiality, quantitative, and consistency) in the preparation of the ESG Report. 描述或解釋在編備環境、社會及管治報告時如何應用匯報原則（重要性、量化和一致性）。	Reporting Guide-lines 匯報準則及原則
Reporting Boundary 匯報範圍	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change. 解釋環境、社會及管治報告的匯報範圍，及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變，發行人應解釋不同之處及變動原因。	Reporting Period And Scope 報告期間及範圍

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
"Comply or explain" Provisions 「不遵守就解釋」條文		
A Environmental A 環境		
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (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。	Emissions 排放物
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Air Emissions and Greenhouse Gas Emissions 廢氣排放及溫室氣體排放
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (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）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度。	Air Emissions and Greenhouse Gas Emissions 廢氣排放及溫室氣體排放
KPI A1.3 關鍵績效指標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）。	Waste 廢棄物
KPI A1.4 關鍵績效指標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）。	Waste 廢棄物
KPI A1.5 關鍵績效指標A1.5	Description of emissions 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。	Air Emissions and Greenhouse Gas Emissions 廢氣排放及溫室氣體排放
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste 廢棄物

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect A2: Use of Resources		
層面A2：資源使用		
General Disclosure 一般披露	Policies on the 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。	Use of Resources 資源使用
KPI A2.1 關鍵績效指標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)。	Use of Resources 資源使用
KPI A2.2 關鍵績效指標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 Resources and Sewage Discharge 水資源及污水排放
KPI A2.3 關鍵績效指標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。	Use of Resources 資源使用
KPI A2.4 關鍵績效指標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 Resources and Sewage Discharge 水資源及污水排放
KPI A2.5 關鍵績效指標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。	Packaging Material Consumption 包裝材料使用
Aspect A3: The Environment and Natural Resources		
層面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。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the 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。	The Environment and Natural Resources 環境及天然資源

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect A4: Climate Change 層面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。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標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。	Climate Change 氣候變化
B Social B 社會		
Employment and Labor Practices 僱傭及勞工常規		
Aspect B1: Employment 層面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 僱傭
KPI B1.1 關鍵績效指標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。	Employee Over-view 員工概覽
KPI B1.2 關鍵績效指標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。	Employee Over-view 員工概覽

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect B2: Health and Safety		
層面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 Health And Safety 職業健康與安全
KPI B2.1 關鍵績效指標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）每年因工亡故的人數及比率。	Occupational Health And Safety 職業健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health And Safety 職業健康與安全
KPI B2.3 關鍵績效指標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 Health And Safety 職業健康與安全
Aspect B3: Development and Training		
層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development And Training 發展及培訓
KPI B3.1 關鍵績效指標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）劃分的受訓僱員百分比。	Development And Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development And Training 發展及培訓

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Aspect B4: Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child 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。	Labor Standard 勞工準則
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labor Standard 勞工準則
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labor Standard 勞工準則
Operating Practices		
營運慣例		
Aspect B5: Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and 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，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標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
KPI B5.4 關鍵績效指標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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Aspect B6: Product Responsibility 層面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, labeling, 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。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標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 產品質量控制
KPI B6.2 關鍵績效指標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。	Customer Complaint Handling 客戶投訴處理
KPI B6.3 關鍵績效指標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。	Intellectual Property Management 知識產權管理
KPI B6.4 關鍵績效指標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 產品質量控制
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Customer Data Security 私隱保護

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Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect B7: Anti-corruption		
層面B7：反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption 反貪污
KPI B7.1 關鍵績效指標B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於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。	Anti-Corruption 反貪污
KPI B7.2 關鍵績效指標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。	Anti-Corruption 反貪污
KPI B7.3 關鍵績效指標B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污
Community		
社區		
Aspect B8: Community Investment		
層面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 take into consideration the 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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標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)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標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)。	Community Investment 社區投資



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