



中國疏浚環保控股有限公司

China Dredging Environment Protection Holdings Limited

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 871

2024

Environmental, Social and Governance Report

環境、社會及管治報告



Environmental, Social and Governance Report

環境、社會及管治報告

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ABOUT THE GROUP

China Dredging Environment Protection Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) is principally engaged in the business of capital and reclamation dredging services and related consultation services, dredging or water management services or constructions for promoting environmental interests and water quality mainly for inland rivers, other marine business mainly comprises marine hoisting, installation, salvaging, vessel chartering and other engineering services. The Group is also engaged in the business of management and leasing of a shopping mall and factories. And the Group has a hotel currently being built but construction has been suspended.

The business objectives of the Group are to achieve sustainable growth in its business and financial performance, and actively expand and strengthen its market position.

BOARD STATEMENT

The Group envisions to be a successful developer and provider in our business segments, as well as a socially and environmentally responsible corporation. We are committed to promoting sustainable development, which is extremely important for creating long-term value for the Group’s shareholders, clients, supporters, employees, other stakeholders, the general public as well as the natural environment.

The Board of Directors (the “Board”) aims at establishing an effective Environmental, Social and Governance (“ESG”) risk management mechanism and shoulders the ultimate responsibility of supervising the Group’s ESG governance by determining the Group’s ESG strategies and reviewing the content and quality of the ESG report annually.

As part of its business strategies, the Group communicates with the stakeholders in an open, honest and proactive way. To achieve this objective and improve transparency, we take active measures to promote investor relations and communication.

The Group values the opinions and views of its stakeholders. The Group has assigned Board members and senior management to constantly review and communicate with its stakeholders including but not limited to its employees, investors, suppliers, and business partners to gain insights on ESG material aspects for the year ended 31 December 2024 (the “Reporting Period”).

關於本集團

中國疏浚環保控股有限公司(「本公司」)及其附屬公司(統稱為「本集團」)主要從事基建及填海疏浚服務及相關顧問服務、以提升內河的環保效益及水質為目標的疏浚或水務管理服務或工程，以及其他海事業務，其他海事業務主要包括本集團提供的海上吊裝、安裝、打撈、船舶包租及其他工程服務。本集團亦從事管理及租賃商場及工廠。而本集團亦正在建設一間酒店，惟建設工程已暫停。

本集團的業務目標為實現業務及財務表現的可持續增長，並積極擴展及加強其市場地位。

董事會報告書

本集團期盼成為所經營業務分部的成功開發商及供應商，以及成為一家在社會及環境方面負責任的企業。我們致力於促進可持續發展，這對為本集團股東、客戶、支持者、僱員、其他持份者、公眾創造長期價值及對自然環境而言至關重要。

董事會(「董事會」)旨在建立有效的環境、社會及管治(「環境、社會及管治」)風險管理機制並通過每年釐定本集團環境、社會及管治策略及審閱環境、社會及管治報告書的內容及質素承擔監督本集團環境、社會及管治治理的最終責任。

作為業務策略的一部分，本集團以公開、誠實及積極的方式與持份者進行溝通。為達到這一目的並提高透明度，我們採取積極措施以促進投資者關係及溝通。

本集團重視其持份者提出的意見及觀點。截至二零二四年十二月三十一日止年度(「報告期間」)，本集團已指派董事會成員及高級管理層恆常地檢討環境、社會及管治的重要層面，並與其持份者(包括但不限於其僱員、投資者、供應商及業務夥伴)交流務求深入瞭解有關事項。

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ABOUT THE REPORT

This ESG Report published by the Group outlines the various initiatives of the Group. With the report, we hope all stakeholders can better understand the Group's strategy, objective and performance of ESG.

The report is available in both English and Chinese. The Chinese translation is for reference only. In case of any discrepancy between the English version and the Chinese version, the English version shall prevail.

Reporting Boundary

This report covers a period from 1 January 2024 and 31 December 2024 on the main businesses and operations of the Group. In this report, we cover information of the Group – our Hong Kong and Yancheng, PRC headquarters as well as dredging and property management business in the PRC, Malaysia, Myanmar and Indonesia.

The Group's ESG practices and reporting processes are continuously being reviewed. Efforts are expended in enhancing the capacity for data collection, analysis and reporting throughout the Group, with a step-by-step approach. Key performance indicators ("KPI") are included in the report with elaboration, to establish assessment baselines and facilitate comparison.

關於本報告

本集團刊發之本環境、社會及管治報告概述本集團之各項舉措。我們希望所有持份者能夠通過本報告更了解本集團之環境、社會及管治策略、目標及績效。

本報告有英文、中文兩個版本。中文翻譯僅供參考。中英文版本如有任何歧義，概以英文版本為準。

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期間的主要業務及營運。本報告載有本集團有關香港總部、中國鹽城總部，以及於中國、馬來西亞、緬甸及印尼的疏浚業務和物業管理業務的資料。

我們持續檢討本集團的環境、社會及管治舉措及報告程序，並通過循序漸進的方法努力提高本集團的數據收集、分析及報告能力。報告中亦加入關鍵績效指標（「KPI」），並輔以說明，以建立評估基準和便於比較。

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ABOUT THE REPORT (CONTINUED)

Reporting Standard

The report is prepared in accordance with Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) as contained in Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) and also The Stock Exchange of Hong Kong Limited (“HKEX”) proposed changes to its ESG Guide published by HKEX. This ESG report is further guided by principles of materiality, quantification, balance and consistency. Please find more details as below:

1. **Materiality:** We apply the concept of materiality in planning and developing the ESG Report by conducting the materiality assessment. ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.
2. **Quantitative:** If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
3. **Balance:** The ESG Report must provide an unbiased picture of the ESG performances of the Group. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgment by the reader.
4. **Consistency:** The ESG Report should use consistent and statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

Feedback

We welcome your feedback. Whether as a customer, business partner, member of the public, the media or community group, your views and suggestions can help us define and strengthen the Group’s future ESG strategies, activities, performance and reporting. Please contact us by email info@cdep.com.hk.

關於本報告 (續)

報告準則

本報告根據香港聯合交易所有限公司證券上市規則（「上市規則」）附錄二十七所載《環境、社會及管治報告指引》（「環境、社會及管治報告指引」），以及香港聯合交易所有限公司（「港交所」）對港交所頒佈的環境、社會及管治報告指引提出的修訂建議予以編制。本環境、社會及管治報告以「重要性」、「量化」、「平衡」及「一致性」的原則為報告基礎，具體實踐情況如下：

1. **重要性：**我們通過進行重要性評估將重要性概念運用於規劃及編製環境、社會及管治報告。本環境、社會及管治報告須載列對投資者及其他持份者有重大影響的環境、社會及管治事宜。
2. **量化：**如有訂立KPI，該等指標須可予以計量並於適當情況下作出有效對比，而所訂立的指標亦須闡述有關量化信息的目的及影響。
3. **平衡：**本環境、社會及管治報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現，以及避免可能不恰當地誤導讀者決策或判斷的選擇、遺漏或呈報格式。
4. **一致性：**本環境、社會及管治報告使用一致的統計方法，使相關數據日後可作有意義的比較。若統計方法有所變更，亦須在環境、社會及管治報告中註明。

反饋

我們重視閣下的反饋。不論閣下為客戶、業務夥伴、公眾、媒體或社區團體，閣下的意見及建議均有助確定及加強本集團未來的環境、社會及管治策略、活動、績效及報告。歡迎透過電子郵件 info@cdep.com.hk 與我們聯繫。

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STAKEHOLDER ENGAGEMENT

Stakeholders engagement is a key factor in formulating environmental and social strategies, defining the objectives, assessing materiality and establishing policies. The key stakeholders including, but not limited to, the Stock Exchange, government, shareholders and investors, customers, suppliers, employees, as well as community and public.

持份者參與

持份者參與是制定環境及社會策略、定義目標、評估重要性及制定政策的關鍵因素。主要持份者包括但不限於聯交所、政府、股東及投資者、客戶、供應商、僱員、社區及大眾。

| Stakeholders 持份者 | Expectations 關注事宜 | Response 溝通及回應 |
|--------------------------------------|---|---|
| the Stock Exchange 聯交所 | Compliance with listing rules, timely and accurate announcements 遵守上市規則，及時作出準確公告 | Meetings, training, website updates and announcements 會議、培訓、網站更新及公告 |
| Government 政府 | Observance with laws and regulations, social welfare and prevention of tax evasion 遵守法律及法規、社會福利及防止逃稅 | Complying with relevant laws and regulations 遵守相關法律及法規 |
| Shareholders and investors 股東及投資者 | Investment return, corporate governance system, information disclosure and transparency 投資回報，企業管治機制，信息披露與透明度 | Regular basis of annual report, interim report and quarterly report 定期編製年度報告、中期報告及季度報告 |
| | | Disclose contact details on website and in reports ensure all communication channels available and effective 在網站和報告中披露聯繫方式，以確保所有可用的溝通渠道有效 |
| Customers 客戶 | High quality product and service, reasonable pricing, value of service 優質的產品和服務，合理的價格，服務的價值 | Value views and opinions of all customers through various means and channels, including usage of business intelligence to understand customer trends and needs and regular analysis on customer feedback 通過各種方式和渠道，重視所有客戶的觀點和意見，包括使用商業智能來了解客戶趨勢和需求，並定期分析客戶反饋 |

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STAKEHOLDER ENGAGEMENT (CONTINUED)

持份者參與(續)

| Stakeholders 持份者 | Expectations 關注事宜 | Response 溝通及回應 |
|-------------------------------|---|--|
| Suppliers 供應商 | Tendering and procurement process is conducted in an open, fair and just manner 招標及採購過程以公開、公平、公正的方式進行 | Well-communicated to suppliers before the commencement of a project 在項目開始之前與供應商進行了良好的溝通 |
| Employees 僱員 | Competitive salary and benefits, fair promotion and development and good working environment 具有競爭力的工資和福利，公平的晉升和發展機會以及良好的工作環境 | Provide comprehensive benefit package, career development opportunities and internal training appropriate to individual need 提供全面福利待遇，職業發展機會及符合各僱員需要的內部培訓 |
| | | Provide a healthy and safe workplace 提供健康及安全的工作環境 |
| Community and public 社區及大眾 | Community involvement and social responsibilities 社區參與和社會責任 | Promote community building and development 促進社區建設與發展 |

ENVIRONMENTAL PROTECTION

環境保護

Emissions

The Group recognises the importance of good environmental management and is committed to protecting the environment. We factor our environmental concerns into our business processes and strive to continuing to improve our environmental performance in compliance with the applicable regulations and industry-specific guidelines.

Owing to its business nature, the Group's air emissions are mainly generated from the dredging business by the consumption of fuels. The Group's greenhouse gas ("GHG") emissions consist of the direct emissions from the consumption of fuels by our dredging fleet and vehicles, and the indirect emission from the consumption of electricity and water at Xingyu International Houseware Plaza and the Group's offices and the refuse produced from the shopping mall, construction project sites and offices.

排放物

本集團重視良好的環境管理，並致力保護環境。我們在業務過程中融入環保理念，遵守相關的法規及業界特定的指引，致力持續改善環保表現。

基於業務性質，本集團的廢氣排放主要來自疏浚業務耗用燃料。本集團的溫室氣體排放包括疏浚船隊及汽車耗用燃料直接產生的排放物，以及興宇國際家居廣場及本集團各辦公室的用水用電及商場、工程項目施工場地及辦公室產生的廢物所間接產生的排放物。

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ENVIRONMENTAL PROTECTION (CONTINUED)

環境保護 (續)

Emissions (Continued)

排放物 (續)

The Group has calculated the air and GHG emissions during the Reporting Period as follows:

本集團報告期間的廢氣排放量及溫室氣體排放量呈列如下：

| Types of emissions | 排放類別 | 2024 二零二四年 (Kg 千克) | 2023 二零二三年 (Kg 千克) |
|---|-----------------|--------------------------|--------------------------|
| Air emission | 廢氣排放 | | |
| Nitrogen Oxides (NO _x) | 氮氧化物 | 4,693,447 | 5,588,579 |
| Sulphur Oxides (SO _x) | 硫氧化物 | 23,433 | 27,766 |
| Particulate Matter (PM) | 顆粒物 | 78 | 65 |
| Direct GHG emission | 直接溫室氣體排放 | | |
| Carbon Dioxide (CO ₂) (scope 1) | 二氧化碳 (範圍1) | 7,484,831 | 8,755,028 |
| Methane (CH ₄) | 甲烷 | 83 | 93.75 |
| Nitrous Oxide (N ₂ O) | 氧化亞氮 | 106 | 104 |
| Indirect GHG emission | 間接溫室氣體排放 | | |
| Carbon Dioxide (CO ₂) (scope 2) | 二氧化碳 (範圍2) | 269,483 | 366,552 |

During the Reporting Period, the Group's major GHG emission was carbon dioxide and its intensity was 23,953Kg CO₂e per million of revenue.

於報告期間，本集團的主要溫室氣體排放物為二氧化碳，密度為每百萬收益有23,953千克二氧化碳當量。

The Group always encourages its employees to save resources in its daily operation to reduce GHG emissions. We conduct regular maintenance and inspection of vessels and vehicles not only to maintain their performance but also to improve fuel efficiency. We remind our employees to make good use of electronic systems for message distribution and archiving and use double-sided printing and photocopying to reduce paper consumption. Further, we encourage them to reduce carbon emissions from their daily lives, such as using public transport and walking or riding a bicycle for short journeys.

本集團一向鼓勵僱員在日常業務中節約資源，以減低溫室氣體排放。我們定期保養和檢查船隊及汽車，不僅為保持性能，亦為改善燃料效益。我們提示僱員善用電子系統發佈信息及儲存檔案，並以雙面印刷和複印，減低耗紙量。另外，我們鼓勵僱員減低日常生活碳排放，例如使用公共交通工具，倘行程較短，則步行前往或以自行車代步。

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ENVIRONMENTAL PROTECTION (CONTINUED)

Emissions (Continued)

The Group strictly complies with the relevant national maritime regulations to identify and manage the released substances during dredging to ensure their safe treatment, transportation, storage, recycling and disposal. We strive for high accuracy in both positioning and excavation during the dredging process to ensure proper removal of excavated materials (including mud and solid matter) and pollutants and to minimise over-excavation and soil agitation. We also take anti-diffusion and leakage measures to ensure high concentrations of inhalation in order to avoid pollution by the contaminants in their suspended state in the surrounding water. Besides, in the dredging process the excavated materials and contaminated sediments are stored on the dredgers in accordance with the relevant national regulations. We transport them to the shore through barges or pipeline to avoid their leakage which may cause secondary pollution to water. Finally, we arrange qualified recyclers for their disposal.

In the horizons of waste management and recycling, the Group requires our employees to keep contaminated substances in separation and treat wastes in classification. Excavated materials and contaminated sediments in the dredging process are stored on the dredgers and transported to the shore according to the relevant national laws and regulations. Other wastes are stored in specialised storage areas and handled in accordance with the Standard for Pollution Control on Hazardous Waste Storage. The Group has commissioned qualified companies to recycle and declare under the registration system pursuant to the relevant laws and regulations.

During the Reporting Period, the Group recorded the following waste:

| Types of wastes | 廢物類別 | 2024 二零二四年 (ton 噸) | 2023 二零二三年 (ton 噸) |
|-----------------|------|--------------------------|--------------------------|
| General Waste | 一般廢物 | 196 | 205 |
| Diesel dregs | 柴油渣 | 25 | 28 |

Notes:

- The general waste included kitchen waste as the Group offered free meals to crews of dredging vessels in the PRC, Malaysia, Myanmar and Indonesia.
- The waste produced from the Group's Hong Kong office was not counted as it was immaterial in view of the whole Group's waste production.

環境保護 (續)

排放物 (續)

本集團嚴格按照相關的國家海事法規識別和管理在疏浚過程中釋出的排放物質，確保有關物質會得到安全的處理、運輸、存儲、回收和處置。在疏浚挖掘過程中會採取高定位精度及高開挖精度，以妥善地移除挖掘出的物料（包括泥漿和固體物），並盡量減少超挖量及泥沙攪動，同時採取防擴散和洩漏措施，保證高濃度吸入，以避免處於懸浮狀態的污染物對周圍水體造成污染。此外，各船舶在疏浚過程中挖掘出的物料及污染底泥會按照國家相關法規先儲存在挖泥船上，透過駁船或管道輸送以避免洩漏對水體造成二次污染，運至岸邊後安排合資格回收公司處理。

在廢物管理及回收利用方面，本集團要求員工隔離放置污染物，並將垃圾分類處理。在疏浚工程中挖掘出的物料及污染底泥會按照國家相關法規存置在挖泥船上及安全傳輸至岸邊，而其他廢棄物會存放在專門區域，按《危險廢物貯存污染控制標準》的要求處理。本集團委託合資格公司回收廢棄物，並根據相關法例及法規向登記系統申報。

於報告期間，本集團錄得下列廢物：

附註：

- 一般廢物包括廚房垃圾，因本集團在中國、馬來西亞、緬甸及印尼向挖泥船船員提供免費膳食。
- 從本集團香港辦公室排放出的廢物不計在內，因以本集團整體廢物量而言並不重大。

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ENVIRONMENTAL PROTECTION (CONTINUED)

Emissions (Continued)

In addition, due to the nature of businesses, the Group does not have physical products for sale and thus the disclosure on the use of packaging material is inapplicable to the Group.

During the Reporting Period, the Group is not aware of any non-compliance of laws and regulations that have a significant impact on the Group relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Use of resources

The resources used by our Group are principally attributed to fuels consumed by dredging fleet at construction project sites, and also electricity and water consumed at its offices and the shopping mall. With the aim to better manage the use of resources, the Group performs assessment annually. The Group has adopted green office practices to reduce natural resource and energy consumption, e.g., installing LED lamp to save energy, and employees are encouraged to develop the habit of energy conservation, e.g., switching off lights, computers and other electronic appliances before leaving the offices. The Group strives to utilise telephone conferences to minimise face-to-face meetings in order to reduce petrol consumption in travelling and avoid unnecessary business trips. During the Reporting Period, the Group had an electricity consumption of approximately 341,939 kilowatt-hours (2023: 465,222 kilowatt-hours).

From the perspective of water management, the Group has provided signs to remind its staff to reduce water consumption. We also regularly check meter readings and conduct the detection of hidden leaks in water pipes. If hidden water leakage or tap dripping is found, we will arrange for repair promptly to avoid wasting water resources. During the Reporting Period, the Group's water consumption was about 885 tons, representing a decrease of 26.6% as compared with that of last year.

Environment and Natural Resources

Dredging construction projects affect the environment and natural resources. The Group is committed to managing the impact of its operations related to the environment and natural resources and preventing significant adverse impacts on the environment.

環境保護 (續)

排放物 (續)

此外，基於業務性質，本集團並無出售實體產品，故此有關使用包裝材料的披露並不適用於本集團。

於報告期間，本集團並不知悉有任何因不遵守有關氣體及溫室氣體排放、排放至水源及土地，以及產生有害及無害廢料之法例及規例而令其受到重大影響之情況。

資源使用

本集團利用的資源主要為疏浚船隊於施工項目場所消耗的燃料，以及於其辦公室及商場消耗的水電。為更妥善地管理資源利用，本集團進行年度評估。本集團已採納綠色辦公室慣例（例如安裝LED燈以節約能源）以減少天然資源及能源消耗，亦鼓勵僱員培養節能習慣（例如於離開辦公室前關燈、電腦及其他電子用品）。本集團致力運用電話會議以減少面對面會議，從而降低往返辦公室所消耗的汽油量並避免不必要的出差。於報告期間，本集團用電量約為341,939千瓦時（二零二三年：465,222千瓦時）。

至於水資源管理方面，本集團透過張貼告示提醒員工節約用水。我們亦定期檢查水錶讀數及檢測水管以防有任何隱藏的漏水情況。倘有隱藏的漏水情況或水龍頭有滴水情況，我們會安排從速維修以免浪費水資源。於報告期間，本集團用水量約為885噸，較去年同期下降26.6%。

環境及天然資源

疏浚工程項目對環境及天然資源有一定影響。本集團致力減少業務對環境和天然資源的影響，防止對環境造成嚴重損害。

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ENVIRONMENTAL PROTECTION (CONTINUED)

Environment and Natural Resources (Continued)

We care the natural environment. Thus, the Group deploys measures to protect the environment in its dredging business, by which we hope to contribute to the protection of the environment. Our environmental protection dredging technology outperforms the traditional technology as it does not cause secondary pollution and conforms with the keynote of environmental protection policies of China, Myanmar, Malaysia and Indonesia. Our sludge dewatering equipment is capable of continuous operation and meeting the requirements and standards of dewatering volume without adding solidification materials such as lime or concrete during operation. It does not change the acidity and alkaline property of the mud plate after dewatering and can be used in sludge soil resource recovery and reuse or otherwise can be turned into harmless environmental protection bury. The remaining water after processing is clear and up to the standard, which can be directly re-discharged into the lake.

Environmental impact is also fully taken into consideration when the Group makes investment decisions.

Climate change is one of the biggest global challenges faced by the society nowadays, and we must act now for our climate and our communities.

We aim to ensure that the Group's greenhouse gas emissions will comply with the more stringent requirements set up by local governments on or before 2030. Our target is to achieve carbon neutrality by 2050. We are committed to continuously improving energy efficiency, applying professional knowledge to improve on-site efficiency and maintain efficient management support, in order to safeguard the Group's reputation.

環境保護 (續)

環境及天然資源 (續)

我們關顧自然環境，因此本集團的疏浚業務設有環保措施，希望藉此為環保出一分力。我們的環保疏浚技術的環保效能較傳統環保疏浚技術為高，沒有二次污染問題，且符合於中國、緬甸、馬來西亞及印尼環保政策主調。脫水設備可連續作業，在不添加石灰或水泥等固化材料下，已可達到脫水量的要求及標準。脫水後，泥餅的酸鹼值不會出現變動，可回收作污泥土壤並再利用，或成為無害環保堆填物料。處理後的餘水清澈達標，可以直接回排入湖。

在作出投資決策時，本集團亦充分考慮項目對環境的影響。

氣候變化是當今社會所面臨的巨大全球挑戰，為了我們的氣候和社區，我們現在必須採取行動。

我們期望本集團溫室氣體排放量能於二零三零年或以前符合各地政府愈趨嚴謹的法規要求，並期望到二零五零年時我們的運營能實現碳中和。我們致力於不斷提高能源效益，利用專業知識，改善現場效率，維持高效管理支持，以保障本集團的聲譽。

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環境、社會及管治報告

EMPLOYMENT AND LABOUR PRACTICES

Employment

The policy of maintaining a good working condition is a people-oriented principle. In relation to personnel management affairs on staff hiring, promotion, performance evaluation and compensation, the Group establishes an employer-employee relationship based on legitimacy and equality, which enables us to avoid any discrimination resulting from different genders, ages, languages, nationalities and religions of employees.

The Group recruits employees via various recruitment channels. The recruitment of our employees embodies the principles of social responsibilities such as the equality of employment, the respect for human rights, the diversity of employees, the prohibition of use of child labour and the prohibition of forced labour. The Group provides its new employees with clear codes of practice, rules and regulations, as well as information relating to salary and welfare system.

As of 31 December 2024, the Group had a total of 415 employees, of which 85% were employed for our operations in the PRC.

Because of the industry nature of the Group's dredging businesses, most of the employees are male. In respect of the age, we have an even age distribution among our staff. The staff composition as of 31 December 2024 is as shown below:

| | By Gender 按性別劃分 | | By Position 按職位劃分 | | By Age 按年齡劃分 | | |
|----------------------|--------------------|------------|--|-----------------------|-----------------------|--------------------|------------------|
| | Female 女性 | Male 男性 | Managerial and technical staff 管理技術人員 | General staff 基層員工 | 30 or below 30歲或以下 | 31 to 50 31至50歲 | Over 50 50歲以上 |
| Staff 僱員 | 5.8% | 94.2% | 25.8% | 74.2% | 8.4% | 51.4% | 40.2% |
| Turnover rate 流失率 | 0% | 6.9% | 3.7% | 6.5% | 5.7% | 7.7% | 4.6% |

僱傭及勞工常規

僱傭

本集團根據以人為本的基準制定維持良好工作環境之政策。有關聘用、晉升、績效評估及薪酬之人員管理事務上，本集團按照合理平等之原則締結僱傭關係，不因員工性別、年齡、語言、國籍和宗教信仰等之不同而有任何歧視行為。

本集團通過不同渠道招募人才，將就業平等、尊重人權、員工多樣性、禁止僱用童工及禁止強迫勞工等社會責任理念融入到招募工作中。本集團均向新員工提供清晰的職工守則、規章制度以及有關薪資及福利制度的資料。

截至二零二四年十二月三十一日，本集團僱員總數為415人，其中85%員工任職於中國業務。

鑒於本集團疏浚行業之行業性質，絕大部份員工為男性。至於年齡方面，員工平均分佈於各年齡層。截至二零二四年十二月三十一日的員工構成如下所示：

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EMPLOYMENT AND LABOUR PRACTICES (CONTINUED)

In respect of salaries and benefits, the Group provides a comprehensive remuneration package of compensation and benefits for its employees. The remuneration package is mainly determined according to the individual employee's development and performance as well as the Group's performance. The Group provides work lunch to those staff in the PRC and also sets aside reserved funds for activities, which help our employees to relieve stress and serve to exemplify the Group's corporate culture of the spirit of solidarity and cohesion among its employees. In accordance with the applicable Chinese labour laws, the Group contributes to various national social security insurances and one housing fund for our mainland employees.

Recognising the importance of communication with its employees, the Group encourages its employees to share their ideas with the Group and raise questions or make suggestions to the Group. With the availability of a wide array of communication channels, the Group offers its employees access to the latest information of the Group through the Group's website. Employees can also maintain timely and smooth communication with the management of the companies within the Group through the representatives of the employees.

Health and safety

The Group trains its employees to prevent occupational hazards from time to time and distributes labour protection supplies and first aid supplies to employees as needed. We also post up hazard warning signs and labour protection supplies reminders in the relevant work places. We provide to the relevant staff annual occupational health examinations. Meanwhile, we also implement the labor protection supplies regulatory mechanism. With regular inspections by dedicated persons, we remind and request employees to wear labour protection supplies to maintain their health and safety.

At the production safety level, each of the dredgers and the key safety equipment must carry a valid ship inspection certificate issued by the ship inspection agency. All the ships and offices are also equipped with first aid and medicine boxes, and we also arrange staff representatives to participate in first aid training. At the individual's level, the Group provides targeted safety trainings to newly recruited employees and then strengthens their safety awareness through the implementation of the mentoring system in daily work. The Group has reinforced on-the-job safety trainings by requiring all department heads responsible for work injury to carry out safety trainings for their department staff and through a series of measures to enhance the safety awareness of employees in order to avoid the recurrence of similar incidents.

僱傭及勞工常規(續)

薪酬福利方面，本集團為員工提供完善的薪酬和福利，主要根據員工之個人發展、個人表現及集團表現釐定。本集團於國內員工提供工作午餐，亦有預留經費支持各項活動，讓員工可舒緩工作壓力之餘，充分體現本集團重視團結的企業文化及員工凝聚力。本集團根據適用的中國勞動法為國內員工繳納各項社會保險及住房公積金。

本集團重視與員工的溝通，鼓勵他們分享自己的想法，向本集團提出問題或建議。本集團亦為員工創立多樣的溝通管道，員工可以通過本集團網站得到本集團的最新資訊，亦能透過員工代表及時和順暢地與本集團各公司管理層溝通。

健康與安全

本集團會不定期培訓員工預防職業危害，在有需要時向員工免費發放勞保用品及急救箱用品等。我們亦會在相關崗位張貼危害警示牌及勞保用品提醒，每年為相關崗位員工進行職業病體檢，同時執行勞保用品監管機制，定期派專人巡查，提醒並要求員工佩戴勞保用品，維護員工身體健康。

在生產安全方面，所有挖泥船和重要設備必須具有船舶檢驗機構簽發的有效船舶檢驗證書。所有的船舶及辦公室亦設立了急救醫藥箱，同時安排各員工代表參加急救知識培訓。在個人層面，本集團會為新入職員工提供針對性的個人安全教育培訓，再通過實行師徒制度在日常工作上加強新入職員工的安全意識。為加強在職安全培訓，本集團要求所有曾發生工傷的部門負責人對該部門員工進行安全培訓，再採納一系列措施增強員工的安全意識，以避免以後同類事故的再次發生。

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EMPLOYMENT AND LABOUR PRACTICES (CONTINUED)

Health and safety (Continued)

Moreover, the Group has assigned dedicated people to conduct regular inspections of the fire equipment on the ships and in offices. We perform full fire drills twice per year to increase their awareness of fire safety and fire prevention for all employees. As a result, no work accident was recorded by the Group in the Reporting Period.

Development and training

The Group highly emphasises on the internal and external learning and training to enhance the educational standards and working abilities of employees.

New employees are provided with on-board training to help them familiarise themselves with the culture, business and operation of the Group. In addition, employees are also entitled to various subsidies and sponsorships for job-related training courses to encourage lifelong learning.

Labour standards

All work should be voluntarily performed and shall not involve forced labour, debt repayment or contractually binded labour. The Group prohibits child labour in any workplace. The Group also prohibits discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in recruitment, treatment, promotion, etc.

The Group also strictly complies with the relevant PRC labour regulations relating to working hours, rest and holidays to ensure the physical and mental of all employees. Employees are not to be forced to work beyond working hours and are entitled to overtime pay in accordance with the local regulations. All employees perform works voluntarily and are not subject to discrimination.

僱傭及勞工常規 (續)

健康與安全 (續)

另外，本集團安排專人定期檢查船舶上及辦公室內的消防器材；每年進行兩次消防演習，提升所有員工的安全防火意識。因此，於報告期間，本集團沒有發生任何工傷意外。

發展與培訓

本集團高度重視內部和外部的學習和培訓，以提升員工的教育水準和工作能力。

本集團為所有新員工安排入職培訓，以幫助他們熟悉本集團的文化、業務和營運情況。此外，員工亦享有各種與其工作相關的培訓課程之補貼和贊助，以鼓勵終身學習。

勞工準則

所有工作應當是員工自願完成而不是使用強迫、抵債或用契約束縛。本集團不容許有童工在任何工作場所工作，亦禁止因種族、膚色、年齡、性別、性傾向、種族、殘疾、懷孕、信仰、政治派別、工會成員或婚姻狀況而影響其錄用、待遇、晉升等。

本集團亦嚴格遵守與工作時間、休息與假期相關的中國勞動法規，以保障所有員工的身心健康。員工不會被強迫加班，並有權按當地法規獲得加班費。所有員工均是自願地工作且並無遭受歧視。

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OPERATING PRACTICES

Supply chain management

Our suppliers are our business partners and we aim to maintain a long-term partnership with them to continuously improve the quality of our products and services.

Based on supply chain social and environmental responsibilities management, the principal raw material currently required by the Group's operation is diesel, and other resources involve owned and leased dredgers, crews and subcontractors' participation. There are over hundred of dredger leasing companies, subcontractors and fuel suppliers on our list. In addition to factors such as pricing, quality, facilities and experience, and past performance evaluation, the Group also takes into account the suppliers' performance in fulfilling their social responsibilities and commitment to environmental protection in our selection of suppliers. We require our suppliers to comply with the laws and regulations in countries and regions where their operations are located and to operate in good faith by adhering to their business ethics. The Group prohibits discrimination arising from regional, racial, cultural and political factors in the course of its supplier evaluation.

Product responsibility

The Group attaches great importance to the quality of dredging projects and establishes comprehensive quality control procedures. The project management team is responsible for testing the quality of the dredging projects. The project manager conducts daily on-site inspections and supervise works to ensure that the quality standards and regulations of the dredging and related projects are carried out in accordance with the customers' requirements. After the completion of the works but before handing over of the projects, customers will check whether the quality of the projects meets their requirements.

During the Reporting Period, the Group did not have to rework for completed project due to the project quality issue.

Protection of Data Privacy

The Group collects information from various stakeholders, such as suppliers, for different purposes and takes appropriate procedures to ensure that the information collected are solely for lawful and relevant purposes. It also strictly complies with the relevant laws and regulations in relation to the handling of sensitive information.

營運慣例

供應鏈管理

供應商是本集團的業務夥伴，且我們計劃與彼等保持長期合作，以提高產品及服務質量。

基於供應鏈的社會與環境責任管理，本集團目前主要的營運原材料為柴油，以及自有及包租挖泥船、船員及分包商參與所需之其他資源。本集團有逾百間國內的出租挖泥船供應商、分包商及燃料供應商。在選擇供應商時，除供應商價格、品質、設備和經驗以及以往表現評估等因素外，本集團亦會考慮各供應商於履行社會責任及環境保護的表現。我們要求供應商遵守其營運所在之國家和地區的法律及法規，嚴守商業道德準則，真誠地經營。本集團在供應商評估過程中禁止區域、種族、文化和政治等因素的歧視行為。

產品責任

本集團高度重視疏浚工程的品質，並制定了一套完善的品質控制程序。項目管理團隊負責檢測疏浚工程的品質，項目經理會每日實地檢測及監督工程，以確保疏浚及相關工程項目的品質標準及規定符合客戶之要求。於項目完工後及交收項目前，客戶會檢測工程品質是否到位。

於報告期間，本集團並無因項目品質出現問題而需重啟已竣工項目。

保障資料私隱

本集團會因應不同需要，而收集供應商等持份者的資料，並採取適當程序，以確保所得的資料僅供合法及相關用途，以及嚴格遵守有關處理敏感資料的相關法律及法規。

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環境、社會及管治報告

OPERATING PRACTICES (CONTINUED)

Protection of Data Privacy (Continued)

In addition, the Group acts cautiously when handling proprietary information, such as business confidential information, clients' information and suppliers' information. The Group requires its employees to keep all business information accessed confidential during their employment.

During the year, the Group did not identify any matters in respect of material breaches of relevant laws and regulations that have a significant impact on the Group.

Anti-corruption

The Group is committed to maintaining high ethical standards in all of our operations and business activities. With this in mind, the Group is dedicated to a zero-tolerance policy with regard to any involvement in corruption or bribery activities of any type.

We include anti-corruption code in our internal operational manual to ensure that employees understand the Group's expectations. The code sets out the legal responsibilities and ethical standards for the expected behaviour of all employees. It explicitly prohibits employees from soliciting, accepting, or offering bribes or any other form of advantage. The code also provides guidance for daily interactions with customers, suppliers, government officials and other business partners and outlines the Group's expectations on employees with regard to conflicts of interests and encourages employees to report any malpractice and misconduct. The Group has set up hotline and email to receive reports from all employees. Trainings on anti-corruption are offered to directors and staff every year, with reference to law elements of Anti-Money Laundering Law of the PRC and the Prevention of Bribery Ordinance (Chapter 201 of the laws of Hong Kong).

COMMUNITY INVESTMENT

The Group emphasises the support of the community and actively participates in charitable activities for the relief of poverty in the communities in which we operate our businesses. We encourage our employees to participate in volunteering activities organised by local charities.

營運慣例 (續)

保障資料私隱 (續)

此外，本集團在處理商業機密、客戶信息、供應商信息等專有信息時，亦相當嚴謹，規定員工在受聘期間必須就一切業務上所接觸的信息保密。

年內，本集團並無發現任何嚴重違反對集團構成重大影響的相關法律及規例之事宜。

反貪污

本集團致力在所有營運及業務活動中恪守高道德標準，因此，本集團對參與任何類型的貪污或賄賂活動的行為奉行零容忍政策。

我們在《內部管理手冊》內加入反貪污守則，以確保僱員理解本公司的期望。該守則闡述預期所有僱員作出的行為之法律責任及道德基準，明確禁止僱員索取、收受或提供賄賂或任何其他形式的利益，同時為與客戶、供應商、政府官員及其他業務夥伴的日常交往提供指引，概述本集團對僱員在處理利益衝突方面的期望，以及鼓勵僱員舉報任何違規和不當行為。本集團設立舉報熱線及電子郵箱，接收所有僱員的舉報。我們亦每年為董事和員工提供反貪污培訓，培訓內容涵蓋《中華人民共和國反洗錢法》和《防止賄賂條例》(香港法例第201章)法例要求。

社區投資

本集團重視回饋社區的支持，一向積極參與業務所在的城市社區扶貧慈善活動。我們鼓勵僱員參與由本地慈善團體舉辦的慈善活動。

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| A1.1 | Types of emissions and respective emissions data 排放物種類及相關排放數據 | Emissions 排放物 | 7-9 |
| A1.2 | Greenhouse gas emissions in total and intensity 溫室氣體總排放量及密度 | Emissions 排放物 | 7-9 |
| A1.3 | Total hazardous waste produced and intensity 所產生有害廢棄物總量及密度 | The Group's operations did not generate hazardous waste. Therefore, hazardous waste was not applicable. 本集團的業務不會產生有害廢棄物。因此，有害廢棄物屬不適用 | |
| A1.4 | Total non-hazardous waste produced and intensity 所產生無害廢棄物總量及密度 | Emissions 排放物 | 8 |
| A1.5 | Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果 | Environment and natural resources 環境及天然資源 | 9-10 |
| A1.6 | Description of how hazardous and non-hazardous wastes were handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果 | Environment and natural resources 環境及天然資源 | 9-10 |
| A2 Use of Resources A2資源使用 | | | |
| A2 | General Disclosure 一般披露 | Use of resources 資源使用 | 9 |
| A2.1 | Direct and/or indirect energy consumption by type in total and intensity 按類型劃分的直接及／或間接能源總耗量及密度 | Emissions 排放物 | 7-9 |
| A2.2 | Water consumption in total and intensity 總耗水量及密度 | Use of resources 資源使用 | 9 |
| A2.3 | Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果 | Environment and natural resources 環境及天然資源 | 9-10 |

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| Aspect/Description/KPI 層面／描述／關鍵績效指標 | | Statement/Section 聲明／章節 | Page No. 頁數 |
|---|---|---|----------------|
| A2.4 | Description of whether there was any issue in sourcing water that was fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果 | Use of resources 資源使用 | 9 |
| A2.5 | Total packaging material used for finished products and with reference to per unit produced 製成品所用包裝材料的總量及每生產單位佔量 | Total packaging material was not material to operations 包裝材料總量並非本集團業務的關鍵議題 | / |
| A3 The Environment and Natural Resources A3環境及天然資源 | | | |
| A3 | General Disclosure 一般披露 | Environment and natural resources 環境及天然資源 | 9-10 |
| 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 | Environment and natural resources 環境及天然資源 | 9-10 |
| 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 描述已經及可能對發行人產生影響的重大氣候相關事宜，及應對行動 | Environment and natural resources 環境及天然資源 | 9-10 |
| B. Social B.社會 | | | |
| B1 Employment B1僱傭 | | | |
| B1 | General Disclosure 一般披露 | Employment 僱傭 | 11 |
| B1.1 | Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數 | Employment 僱傭 | 11 |
| 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 | Employment 僱傭 | 11 |

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|--|--|---|----------------|
| B2 Health and Safety B2健康與安全 | | | |
| B2 | General Disclosure 一般披露 | Health and safety 健康及安全 | 12-13 |
| B2.1 | Number and rate of work-related fatalities 因工作關係而死亡的人數及比率 | No reported cases of injuries or fatality were found in / the reporting year 報告期內並無接獲任何傷亡報告 | |
| B2.2 | Lost days due to work injury 因工傷損失工作日數 | 0 0 | / |
| B2.3 | Description of occupational health and safety measures adopted, how they were 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 | Health and safety 健康及安全 | 12-13 |
| B3 Development and Training B3發展及培訓 | | | |
| B3 | General Disclosure 一般披露 | Development and training 發展與培訓 | 13 |
| B3.1 | Percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比 | Not disclosed 不披露 | / |
| B3.2 | 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 | Not disclosed 不披露 | / |
| B4 Labour Standard B4勞工準則 | | | |
| B4 | General Disclosure 一般披露 | Labour Standards 勞工準則 | 13 |
| 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 | Labour Standards 勞工準則 | 13 |
| B4.2 | Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時處理有關情況所採取的步驟 | Labour Standards 勞工準則 | 13 |

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| B5 Supply Chain Management B5 供應鏈管理 | | | |
| B5 | General Disclosure 一般披露 | Supply chain management 供應鏈管理 | 14 |
| B5.1 | Number of suppliers by geographical region 按地區劃分的供應商數目 | Not disclosed 不披露 | / |
| B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices were being implemented, how they were 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 | 14 |
| 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 | 14 |
| 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 | 14 |
| B6 Product Responsibility B6 產品責任 | | | |
| B6 | General Disclosure 一般披露 | Product responsibility 產品責任 | 14 |
| 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 | Not applicable 不適用 | / |
| B6.2 | Number of products and service-related complaints received and how they were dealt with 接獲關於產品及服務的投訴數目以及應對方法 | The Group received no complaints during the Reporting Year. 本集團於報告期內並無接獲任何投訴 | / |
| 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 right was not material issue to the operations 保障知識產權並非本集團業務的關鍵議題 | / |

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| 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 responsibility 產品責任 | 14 |
| B6.5 | Description of consumer data protection and privacy policies, how they were 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 | Protection of Data Privacy 保障資料私隱 | 14 |
| B7 Anti-Corruption B7反貪污 | | | |
| B7 | General Disclosure 一般披露 | Anti-Corruption 反貪污 | 15 |
| B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting year and the outcomes of the cases 於報告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 | 15 |
| B7.2 | Description of preventive measures and whistle-blowing procedures, how they were 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 | 15 |
| 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 | 15 |
| B8 Community Investment B8社區投資 | | | |
| B8 | General Disclosure 一般披露 | Community Investment 社區投資 | 15 |
| B8.1 | Focus areas of contribution 回饋的主要範疇 | Community Investment 社區投資 | 15 |
| B8.2 | Resources contributed to the focus area 為主要範疇所動用的資源 | Community Investment 社區投資 | 15 |



中國疏浚環保控股有限公司

China Dredging Environment Protection Holdings Limited

(Incorporated in the Cayman Islands with limited liability) (於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 871