



**TRULY**<sup>®</sup>

信利國際有限公司

**Truly International Holdings Limited**

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 00732

**2017**

**ENVIRONMENTAL, SOCIAL and  
GOVERNANCE REPORT**

**環境、社會及管治報告**



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### ABOUT THIS REPORT

Truly International Holdings Limited (the "Company"), together with its subsidiaries (the "Group"), is pleased to present this Environmental, Social and Governance Report (the "Report") to provide an overview of the Group's management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

### PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "Stock Exchange") (the "Listing Rules") – "Environmental, Social and Governance Reporting Guide" and has complied with the "comply or explain" provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operations which are considered as material by the Group – the business of manufacture and sales of liquid crystal display ("LCD") products and electronic consumer products in the People's Republic of China (the "PRC") and Hong Kong. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the websites of the HKExnews at [www.hkexnews.hk](http://www.hkexnews.hk) and the Company at [www.truly.com.hk](http://www.truly.com.hk). Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

### REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2017 to 31 December 2017.

### CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to [enquiry@truly.com.hk](mailto:enquiry@truly.com.hk).

### 關於本報告

信利國際有限公司(「本公司」)連同其附屬公司(「本集團」)欣然提呈此份環境、社會及管治報告(「報告」)，以概覽本集團對影響營運的重大事宜的管理，包括環境、社會及管治事宜。本報告乃由本集團在亞太合規顧問及內控服務有限公司專業協助下編製。

### 編製基準及範圍

本報告乃依照香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七-「環境、社會及管治報告指引」而編製，並已遵守上市規則項下的「不遵守就解釋」條文。

本報告概述本集團在企業社會責任方面的表現，涵蓋本集團認為重要的業務—即於中華人民共和國(「中國」)及香港製造及銷售液晶顯示器產品及電子消費產品。為優化和改進本報告的資料披露，本集團已主動制定政策，記錄相關數據，執行並監察措施。本報告於「披露易」網站[www.hkexnews.hk](http://www.hkexnews.hk)及本公司網站[www.truly.com.hk](http://www.truly.com.hk)刊登中英文版本。中英文版本如有任何歧義，概以英文版本為準。

### 報告期間

本報告列載於二零一七年一月一日至二零一七年十二月三十一日報告期間的可持續發展措施。

### 聯絡資料

本集團歡迎閣下對本報告提出任何可持續發展措施方面的反饋，請電郵至[enquiry@truly.com.hk](mailto:enquiry@truly.com.hk)與我們聯絡。





### INTRODUCTION

The Group is principally engaged in the business of manufacture and sales of LCD products including touch panel products, and electronic consumer products including compact camera module, fingerprint identification modules, personal health care products and electrical devices in the PRC and Hong Kong.

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. To demonstrate its commitment, the Group has established and implemented various policies and measures to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

### STAKEHOLDER ENGAGEMENT

Stakeholder engagement is an integral part of the Group's approach to sustainable development. Hence, the Group has established multiple effective communication channels to a broad spectrum of stakeholders in order to provide them with the opportunity to express views on sustainability performance and future strategies of the Group. The Group has identified key stakeholders and established various platforms of communication as follows:

#### Stakeholders 持份者

#### Expectations 期望

#### Engagement channels 參與渠道

##### Government 政府

- Compliance with the laws and regulations  
法律及法規合規
- Proper tax payment  
正當繳稅

- Annual reports, interim reports and announcements  
年報、中期報告及公告
- Company website  
公司網站

##### Shareholders and investors 股東及投資者

- Low risk  
低風險
- Return on the investment  
投資回報
- Information disclosure and transparency  
資訊披露及透明
- Protection of interests and fair treatment of shareholders  
保障權益並公平對待股東

- Annual general meetings and other shareholder meetings  
股東週年大會及其他股東會議
- Annual reports, interim reports and announcements  
年報、中期報告及公告
- Company website  
公司網站
- Meeting with investors and analysts  
與投資者及分析師舉行會議

### 引言

本集團主要從事在中國和香港製造及銷售液晶體顯示器產品，包括觸控屏產品，及電子消費產品包括微型相機模組、指紋識別模組、個人保健產品及電子設備。

為達至卓越營商及提高長期競爭力，可持續發展為本集團業務策略中不可或缺的一環。本集團致力以經濟、社會及環境可持續的形式營運，並平衡各方持份者的權益，為社會培育正面影響。為實現此承諾，本集團已設立並執行各項政策及措施以管理並監控有關環境、僱傭、營運常規及社區的風險。本報告載列各方面可持續發展管理方針的詳情。

### 持份者參與

持份者參與乃本集團面對可持續發展的重要部份。因此，本集團已為廣泛持份者設立多種有效的溝通渠道，為持份者提供機會就本集團可持續表現及未來策略發表意見。本集團已識別關鍵持份者，並設立各種溝通平台，細列如下：







Stakeholders 持份者	Expectations 期望	Engagement channels 參與渠道
<b>Employees</b> 僱員	<ul style="list-style-type: none"> <li>Safeguard the rights and interests of employees 捍衛僱員的權利及利益</li> <li>Working environment 工作環境</li> <li>Career Development opportunities 職業發展機會</li> <li>Health and safety 健康及安全</li> </ul>	<ul style="list-style-type: none"> <li>Trainings, seminars, briefing sessions 培訓、研討會及簡介會</li> <li>Newsletters 通訊</li> <li>Intranet and emails 內聯網及電郵</li> </ul>
<b>Customers</b> 客戶	<ul style="list-style-type: none"> <li>Safe and high-quality products 安全及優質產品</li> <li>Stable relationship 穩定關係</li> <li>Information transparency 資訊透明</li> <li>Integrity 誠信</li> <li>Business ethics 商業道德</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> <li>Company Website 公司網站</li> <li>Email and customer service hotline 電郵及客戶服務熱線</li> <li>Regular meetings 定期會議</li> </ul>
<b>Suppliers and partners</b> 供應商及夥伴	<ul style="list-style-type: none"> <li>Long-term partnership 長期夥伴</li> <li>Honest cooperation 誠信合作</li> <li>Fairness and openness 公平開放</li> <li>Information resources sharing 共享資訊資源</li> <li>Risk reduction 減少風險</li> </ul>	<ul style="list-style-type: none"> <li>Business meetings, phone calls 商務會議、電話聯繫</li> <li>Regular meetings 定期會議</li> <li>Reviews and assessments 審核及評估</li> </ul>
<b>Financial institution</b> 金融機構	<ul style="list-style-type: none"> <li>Compliance with the laws and regulations 法律及法規合規</li> <li>Disclosure of information 披露資訊</li> </ul>	<ul style="list-style-type: none"> <li>Consulting 諮詢</li> <li>Information disclosure 披露資訊</li> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> </ul>
<b>Media</b> 傳媒	<ul style="list-style-type: none"> <li>Information transparency 資訊透明</li> </ul>	<ul style="list-style-type: none"> <li>Company website 公司網站</li> <li>Interviews 訪問</li> </ul>
<b>Public and communities</b> 公眾及社區	<ul style="list-style-type: none"> <li>Community involvement 社區參與</li> <li>Social responsibilities 社會責任</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports, interim reports and announcements 年報、中期報告及公告</li> </ul>





## ENVIRONMENTAL ASPECTS

The Group is committed to continuously improving the environmental sustainability of its business. In view of this, the Group has established relevant emission reduction and energy saving initiatives to manage the emissions and maintain green operations. The Group has also obtained various international authentications, including GB/T24001-2001/ISO14001:2004 Environment Management System and IECQ QC080000:2012 Hazardous Substance Process Management System.

The Group complies with the relevant environmental protection laws and regulations in the PRC and Hong Kong, including the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention and Control of Atmospheric Pollution and the Law of the PRC on the Prevention and Control of Water Pollution. During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations that had significant impact on the Group related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste.

## EMISSIONS

The Group acknowledges its responsibility to the environment and has implemented various policies and measures to regulate and mitigate the emissions generated during manufacturing process and office operations.

### Air Pollutants Emission

The air pollutants emitted by the Group mainly come from the fuel consumed during the manufacturing process and by vehicles. It is crucial to implement emission control measures to reduce the environmental impacts and protect the health of employees. Hence, the Group has established a policy of "Sewage and Exhaust Gas Treatment Facilities and Discharge Regulations" and implemented exhaust gas treatment facilities to reduce the air pollutants emission level and ensure the emission meet the relevant national standards. Relevant departments are assigned to regularly monitor the operations of exhaust gas treatment facilities and conduct regular maintenance of them to ensure they are in good conditions.

During the reporting period, the air pollutants emission was as follows:

Type of air pollutants 空氣污染物種類	Unit 單位	Amount 總量
Nitrogen oxides (NO <sub>x</sub> ) 氮氧化物	kg 千克	5,646.39
Sulphur dioxide (SO <sub>2</sub> ) 二氧化硫	kg 千克	123.83
Particulate matter (PM) 顆粒物	kg 千克	720.26

## 環境層面

本集團致力持續改進其業務的環境可持續性。為此，本集團已制定相關減少排放及節約能源措施，以管理排放及維持綠色營運。本集團亦已取得多項國際認證，包括GB/T24001-2001/ISO14001:2004國際環境管理體系認證及IECQ QC080000:2012有害物質管理認證。

本集團已遵守中國及香港相關環境保護法律及法規，包括《中國環境保護法》、《中國大氣污染防治法》、及《中國水污染防治法》。於本報告期內，本集團並不知悉任何重大不遵守對本集團有關空氣及溫室氣體排放、向水及土地排放、產生有害及無害廢棄物有重大影響的相關法律及法規。

## 排放物

本集團知悉其對環境的責任並已執行各項政策及措施，以規管及減少於製造過程及辦公室營運中產生的排放物。

### 空氣污染排放

本集團排放的空氣污染物主要來自製造過程中消耗的燃料及車輛。實施排放控制措施以減少環境影響和保護員工健康至關重要。因此，本集團已制定「污水及廢氣處理設施及排放法規」政策，並執行廢氣處理設施，以減少空氣污染物排放水平，確保排放符合相關國家標準。本集團亦分配有關部門定期監測廢氣處理設施的運行情況，並定期對其進行維修，以確保其處於良好狀態。

於本報告期內，空氣污染排放物如下：





### Greenhouse Gas ("GHG") Emission

Greenhouse gas is considered as one of the major contributors to the climate change and global warming. Fuel and electricity consumption account for a major part of the Group's GHG emission. The Group attaches great importance on improving energy efficiency and reducing energy consumption to minimise its GHG emission. The Group has adopted various energy saving initiatives that will be further elaborated in the section "Use of Resources" of this Report.

During the reporting period, the GHG emission was as follows:

### 溫室氣體排放物

溫室氣體被認為是氣候變化和全球暖化的主要原因之一。燃料和電力消耗佔本集團溫室氣體排放的主要部分。本集團非常重視提高能源效率及減少能源消耗，以盡量減少溫室氣體排放。本集團已採納多項節能措施，將於本報告「資源使用」一節進一步詳述。

於本報告期內，溫室氣體排放物如下：

Type of GHG emission 溫室氣體排放物種類	Unit 單位	Amount 總量
Scope 1 <sup>1</sup> 範圍一 <sup>1</sup>	tonnes of CO <sub>2</sub> e 以噸計二氧化碳當量	1,606.26
Scope 2 <sup>2</sup> 範圍二 <sup>2</sup>	tonnes of CO <sub>2</sub> e 以噸計二氧化碳當量	411,972.80
<b>Total GHG emission</b> 溫室氣體總排放	<b>tonnes of CO<sub>2</sub>e</b> 以噸計二氧化碳當量	<b>413,579.06</b>
GHG emission Intensity 溫室氣體排放密度	tonnes of CO <sub>2</sub> e/m <sup>2</sup> 以噸計二氧化碳當量／平方米	0.57

### Hazardous and Non-hazardous Wastes

The Group generates hazardous waste including organic solvent waste, waste paints, photosensitive material waste, waste acid, waste alkali and inorganic fluoride waste during the production process. The Group has established internal procedures to handle the hazardous waste with due care. The hazardous waste is classified into different categories for separate collection and storage. The Group has engaged licensed waste disposal service providers to process accumulated hazardous waste.

The non-hazardous waste is generated during the production process and office operations. The non-hazardous waste includes paper, plastics, wood, glass and metal. The non-hazardous waste is collected regularly and cleaned up by the Environmental and Sanitation Department. The Group strives to reduce the amount of non-hazardous waste by implementing various waste reduction initiatives based on the 4R principle (i.e. Reduce, Reuse, Replace and Recycle). In order to reduce paper waste, the Group promotes electronic communication, such as by emails, instead of paper form communication. The Group also encourages its employees to use both sides of paper and suitable font sizes and shrinkage mode when printing. Besides, employees are encouraged to use durable items, such as reusable cups and cutleries instead of disposable ones.

### 有害廢棄物及無害廢棄物

本集團在生產過程中產生有害廢棄物，包括有機溶劑廢棄物、廢油漆、感光材料廢棄物、廢酸、廢鹼和無機氟化物廢棄物。本集團已制定內部程序以妥善處理有害廢棄物。有害廢棄物分為不同類別，用以單獨收集和儲存。本集團已聘請持牌廢棄物處理服務供應商處理累積的有害廢棄物。

在生產過程和辦公室營運期間產生無害廢棄物。無害廢棄物包括紙張、塑膠、木材、玻璃和金屬。環境及衛生部門定期收集並清理無害廢棄物。本集團通過實施基於4R原則（即減少、重用、代替及回收）的各種減少廢棄物的措施，致力減少無害廢棄物的數量。為減少浪費紙張，本集團推廣電子通訊，例如電子郵件，而非紙質通訊。本集團亦鼓勵員工在印刷時使用紙張的兩面以及合適的字體大小和縮小模式。此外，鼓勵員工使用耐用的物品，例如可重複使用的杯子和餐具而不是一次性餐具。

<sup>1</sup> scope 1: Direct emissions from sources that are owned or controlled by the Group.

<sup>2</sup> scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.

<sup>1</sup> 範圍一：來自本集團擁有或控制的來源的直接排放。

<sup>2</sup> 範圍二：本集團消耗的購買電力產生的間接排放。





In addition, the Group places great emphasis on waste recycling. The Group has established waste segregation with separately allocated containers to facilitate recycling of general waste. During the reporting period, the Group has recycled various types of waste as follows:

此外，本集團非常重視廢棄物回收。本集團以單獨分配的容器建立廢棄物分類，促進一般廢棄物的循環再造。於本報告期內，本集團回收各類廢棄物如下：

Type of waste recycled 已回收廢棄物的種類	Unit 單位	Amount 總量
Plastic box 塑膠盒	piece 個	422,192
Plastic tray 塑膠托盤	piece 個	150,949
Foam box 泡沫箱	piece 個	18,192
Plastic basket 塑膠桶	piece 個	3,703
Metal shaft 鋼軸	piece 個	1,577
Glass bottle 玻璃瓶	piece 個	1,062
Plastic frame 塑膠架	piece 個	111
Wooden box 木盒	piece 個	31
Plastic tray 塑膠托盤	kg 千克	9,663.40
Plastic packaging box 塑膠包裝盒	kg 千克	196.00

During the reporting period, the hazardous and non-hazardous wastes generated by the Group were as follows:

於本報告期內，本集團產生的有害及無害廢棄物如下：

Type of waste 廢棄物種類	Unit 單位	Amount 總量
Hazardous waste 有害廢棄物	tonnes 噸	2,136.72
Hazardous waste intensity 有害廢棄物密度	tonnes/m <sup>2</sup> 噸／平方米	0.0030
Non-hazardous waste 無害廢棄物	tonnes 噸	1,230.34
Non-hazardous waste intensity 無害廢棄物密度	tonnes/m <sup>2</sup> 噸／平方米	0.0017







### USE OF RESOURCES

The major resources used by the Group are electricity, petrol, water and packaging materials. The Group has adopted the "Paper and Electricity Usage Management Regulations" and the "Corporate Environmental Policy" to regulate the use of different resources during production process and office operations. The Group aims to promote resources saving by implementing energy and water efficiency initiatives and motivating our employees to participate in resources conservation activities.

#### Energy Consumption

The use of electricity and fuels account for the Group's major energy consumption. In view of the scarcity of energy, the Group has advocated various energy conservation strategies to increase energy efficiency and reduce energy consumption. The temperature of air-conditioners is maintained at an energy-efficient level at around 25 degrees Celsius. A standby mode is set for computers when they are not in use for a long period of time. Besides, all lighting and power supply in the area are switched off while leaving. In order to increase the environmental awareness of employees, energy saving reminder notices are posted near the switches and sockets to encourage our employees to reduce electricity usage.

During the reporting period, the energy consumption was as follows:

Type of energy 能源種類	Unit 單位	Amount 總量
Purchased electricity 購買電力	MWh 兆瓦時	612,677.96
Diesel 柴油	MWh 兆瓦時	2,032.96
Petrol 汽油	MWh 兆瓦時	505.09
<b>Total energy consumption 能源總耗量</b>	<b>MWh 兆瓦時</b>	<b>615,216.01</b>
Energy consumption intensity 能源耗量密度	MWh/m <sup>2</sup> 兆瓦時/平方米	0.85

#### Water Consumption

Water is another important resource used by the Group during operation. The Group endeavours to conserve water effectively in its operations by implementing various water-saving measures. The water used in cleaning process is reused when practicable. Besides, employees are encouraged to turn off the water taps when they are not in use. In case of leaking faucet or pipe, the Group will promptly report to relevant authority in order to reduce unnecessary water consumption. Moreover, the amount of water consumption is recorded regularly for the Group to monitor the water consumption level and better formulate water-saving measures.

### 資源使用

本集團使用的主要資源為電力、汽油、水和包裝材料。本集團已採納「紙張及電力使用管理法規」及「企業環境政策」，以規管生產過程及辦公室營運期間不同資源的使用。本集團旨在通過實施能源和水效率計劃以及激勵員工參與資源保護活動來促進資源節約。

#### 能源消耗

電力和燃料的使用是本集團主要能源消耗的原因。鑑於能源短缺，本集團倡導各種節能策略，以提高能源效率及減少能源消耗。空調的溫度保持在25度攝氏左右的能源效率水平。當電腦長時間不使用時，將其設置待機模式。此外，離開時關閉所有照明和電源。為提高員工的環保意識，在開關和插座附近張貼節能提醒通知，以鼓勵員工減少用電量。

於本報告期內，能源耗量如下：

#### 耗水量

水是本集團在營運期間使用的另一項重要資源。本集團致力於通過實施各種節水措施，有效地節約用水。在清潔過程中使用的水在可行的情況下重複使用。此外，鼓勵員工在不使用時關掉水龍頭。如果水龍頭或管道洩漏，本集團將及時向有關當局報告，以減少不必要的用水量。再者，本集團定期記錄用水量，監察用水量，並更好地制訂節水措施。





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

During the reporting period, the water consumption was as follows: 於本報告期內，耗水量如下：

Water consumption 耗水量	Unit 單位	Amount 總量
Total consumption 總耗量	m <sup>3</sup> 立方米	10,327,237
Water consumption intensity 耗水量密度	m <sup>3</sup> /m <sup>2</sup> 立方米／平方米	14.29

### Packaging Materials and Other Resources

The packaging materials are used to protect our products in order to minimise the risk of damage during transportation. The major packaging materials used by the Group are plastics trays, antistatic bags and carton boxes.

### 包裝材料及其他資源

包裝材料用作保護我們的產品免受運輸期間的破損風險。本集團主要使用的包裝材料為塑膠托盤、防靜電袋及紙箱。

During the reporting period, the consumption of the Group's major packaging materials was as follows:

於本報告期內，本集團主要包裝材料耗量如下：

Type of packaging material 包裝材料種類	Unit 單位	Amount 總量
Plastic tray 塑膠托盤	piece 個	50,040,000
Antistatic bag 防靜電袋	piece 個	3,670,000
Carton box 紙箱	piece 個	1,550,000

## THE ENVIRONMENT AND NATURAL RESOURCES

The Group has established a policy of "Environmental and Safety Objectives, Indices and Plans Control Procedures" to identify the Group's environmental targets, implement environmental plans and validate the results. In deciding the environmental objectives, indices and plans, the Group takes into consideration different criteria, including the significant environmental impacts in operational activities, environmental concerns of related parties and the Group's commitment to pollution prevention. Each department is responsible for conveying to its employees the environmental targets and plans, as well as encouraging employees to maintain an environment-friendly workplace.

## 環境及天然資源

本集團已制定「環境及安全目標、指數及計劃監控程序」政策，以識別本集團的環保目標，實施環保計劃及驗證結果。在決定環境目標、指數和計劃時，本集團考慮了不同的標準，包括業務活動的重大環境影響、關聯方的環境問題以及本集團對預防污染的承諾。每個部門均負責向員工傳達環境目標和計劃，並鼓勵員工維護環保的工作場所。





### SOCIAL ASPECTS

#### EMPLOYMENT AND LABOUR PRACTICES

##### EMPLOYMENT

The Group believes employees are valuable assets and the foundation for success and development of the Group. The Group strives to maintain a safe and equal working environment for its employees and promote employees' health and well-being. The employment contracts and human resources management policies cover the Group's standards in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

The Group strives to create a fair and inclusive workplace where all its employees are treated with dignity and respect. The Group provides equal opportunity in all aspects of employment and prohibits discrimination or harassment against any individual on their gender, age, nationality, marital status, disability, race, colour, religion and any other characteristics protected by the relevant laws.

The Group is in strict compliance with the relevant laws and regulations in the PRC and Hong Kong, including the Labour Law of the PRC, the Labour Contract Law of the PRC, the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong), the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong) and the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong). During the reporting period, the Group was not aware of any material non-compliance with those applicable laws and regulations.

##### HEALTH AND SAFETY

Employee health and safety is the Group's top priority. The Group strictly abides by the relevant laws and regulations in the PRC and Hong Kong, including the Law of the PRC on Work Safety, the Law of the PRC on the Prevention and Control of Occupational Disease and the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong). The Group has established a set of policies related to health and safety, including the "Occupational Health and Safety Operation Control Program" and the "Occupational Health and Safety Monitoring and Control Procedures", which illustrates our commitment in providing a safe working environment for our employees and strengthening their awareness towards occupational health and safety.

### 社會層面

#### 僱傭及勞工常規

##### 僱傭

本集團相信僱員乃珍貴資產，並為本集團成功及發展的基礎。本集團致力為其僱員維持安全及平等工作環境，並促進僱員的健康及福祉。僱員合約及人力資源管理政策涵蓋本集團有關補償及解僱、招聘及晉升、工作時間、休息時間和其他權益及福利。

本集團致力於營造一個公平、包容的工作環境，讓所有員工均得到尊嚴和尊重。本集團在僱傭的各個方面提供平等機會，並禁止歧視或騷擾任何個人的性別、年齡、國籍、婚姻狀況、殘疾、種族、膚色、宗教及受相關法律保護的任何其他特徵。

本集團嚴格遵守中國及香港的相關法律及法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《僱傭條例》（香港法例第57章）、《強制性公積金計劃條例》（香港法例第485章）、《性別歧視條例》（香港法例第480章）及《種族歧視條例》（香港法例第602章）。於本報告期間，本集團並不知悉任何重大不遵守該等適用法律及法規的情況。

##### 健康與安全

員工的健康與安全是本集團的首要任務。本集團嚴格遵守中國及香港的相關法律及法規，包括《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》和《職業安全及健康條例》（香港法例第509章）。本集團已制定一套與健康和安全的相關的政策，包括「職業健康與安全操作控制計劃」和「職業健康與安全監控程序」，此等政策體現了我們為僱員提供安全工作環境的承諾，並加強他們對職業健康和安全的意識。





### Safety education

Safety education is crucial to ensure that employees are fully understand the safety risks and well-equipped to handle the job duty safely. The Production Department is responsible for providing trainings to employees working at production sites. Before working on sites, all employees must receive a three-tier safety training, comprising plant-entry training, workshop training and class training. For employees who are engaged in special operations, they are required to attain trainings and assessments in accordance with the national laws and regulations. They are only allowed to work on sites after they have passed the assessments and obtained relevant licenses.

### Safe production process

The Group has assigned registered security officers to be responsible for the Group's safety supervision and management. Prior to the implementation of new technologies, the Group conducts full identification and evaluation of hazards. After installation of the production equipment, the Group conducts inspection to ensure the equipment is safe to be operated. During the production process, all production employees shall strictly implement the safety operation regulations, including the use of protective equipment. The Security and Logistics Department is responsible for inspecting and monitoring the use of protective equipment of each department. The Group also conducts safety inspections, including daily inspections and regular inspections, to rectify any unsafe situations.

### Health of employees

The Group places great emphasis on the health of employees. The Group provides pre-job, on-the job, off-the-post and emergency health check-ups for employees who are directly exposed to occupational hazards. Besides, underage and pregnant workers are avoided from taking up job positions that may possess higher health risks to them, including working in the hazardous chemicals storage warehouse and the hydrogen station.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to providing a safe working environment in the PRC and Hong Kong.

### 安全教育

安全教育對確保員工充分了解安全風險以及安全處理工作職責的設備至關重要。生產部門負責為在生產工場工作的員工提供培訓。在工場工作之前，所有員工必須接受三級安全培訓，包括工廠進入培訓、車間培訓和課堂培訓。對於從事特殊業務的員工，他們必須按照國家法律及法規進行培訓和評估。他們只有在通過評估並獲得相關許可後才能在工場上工作。

### 安全生產程序

本集團已委派註冊安全主任負責監督並管理本集團的安全事務。在實施新技術之前，本集團對危害進行全面識別和評估。安裝生產設備後，本集團進行檢查，確保設備安全運行。在生產過程中，所有生產員工應嚴格執行安全操作規程，包括使用防護設備。安保和後勤部負責檢查和監督各部門的防護設備的使用。本集團亦會進行安全檢查，包括日常檢查及定期檢查，以糾正任何不安全情況。

### 僱員的健康

本集團高度重視僱員的健康。本集團為直接承受職業危害的僱員提供任職前、在職、離職後及緊急健康檢查。此外，本集團避免未成年及懷孕員工從事可能對他們造成較大健康風險的工作崗位，包括在危險化學品儲存倉庫和氫氣站工作。

於本報告期間，本集團並不知悉任何重大不遵守有關在中國及香港提供安全工作環境的相關法律及法規。







## DEVELOPMENT AND TRAINING

The Group believes the knowledge and skills of its employees are vital to the sustainable development of the Group. As stipulated in the Group's "Human Resources Management Control Procedures", the Group offers various training programs for employees, including plant-entry training, pre-job training and regular training, to enhance their requisite knowledge and skills in discharging their duties.

### 1. Plant-entry training

The plant-entry training is based on the departmental and plant training course systems. The training includes internal management system, quality, environmental and product environmental protection system knowledge.

### 2. Pre-job training

The pre-job training includes theoretical and practical training. Employees are allowed to work independently only when they have passed the training assessment.

### 3. Regular training

Each department identifies regular training programs according to the specific needs of the department and the job nature. The regular training programs are induced in the annual training plan.

## LABOUR STANDARDS

Adhering to the Labour Law of the PRC and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong), the Group is committed to supporting the effective abolition of child labour and upholding the elimination of all forms of forced labour. As stipulated in the Group's "Human Resources Management Control Procedures", during the recruitment process, job applicants are required to present their identity documents to the Human Resources Department for age verification as prevention of engaging child labour. In case of engaging any child labour, the Group will stop the child labour from working and offer medical checks for him/her. The Group will also contact his/her guardians and return the child labour to his/her guardians.

The Group respects the freedom of employees. All works should be voluntarily performed and must not involve forced labour. The Group forbids abusing, corporal punishment, violence, spirit oppression, sexual harassment (including improper language, posture and body contact) as forms of penalty.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to recruitment of child labour or forced labour practices.

## 發展與培訓

本集團相信其員工的知識及技能對本集團的可持續發展至關重要。根據本集團的「人力資源管理監控程序」規定，本集團為員工提供各種培訓計劃，包括進入工廠培訓、崗前培訓和定期培訓，以提高他們履行職責所需的知識和技能。

### 1. 進入工廠培訓

進入工廠培訓是基於部門和工廠培訓課程系統。培訓內容包括內部管理體系、質量、環境和產品環保體系知識。

### 2. 崗前培訓

崗前培訓包括理論和實踐培訓。員工只有在通過培訓評估後才能獨立工作。

### 3. 定期培訓

每個部門根據部門的具體需求和工作性質確定定期培訓計劃。定期培訓計劃於年度培訓計劃中引入的。

## 勞工標準

本集團遵守《中華人民共和國勞動法》和《僱傭條例》（香港法例第57章），致力支持有效廢除童工及堅決消除各種形式的強制性勞動。根據本集團的「人力資源管理監控程序」規定，在招聘過程中，求職者必須向人力資源部門出示身份證明文件，以防止從事童工勞動。如果有任何童工，本集團將停止童工工作，並為他／她提供醫療檢查。該小組亦會聯繫他／她的監護人並將童工歸還給他／她的監護人。

本集團尊重員工的自由。所有工作均須自願進行，不得涉及強制性勞動。本集團禁止辱罵、體罰、暴力、精神壓迫、性騷擾（包括不恰當的語言、姿勢和身體的接觸）作為懲罰形式。

在本報告期內，本集團並未發現任何重大違反有關招聘童工或強制性勞動的相關法律及法規的情況。





### OPERATING PRACTICES

#### SUPPLY CHAIN MANAGEMENT

The Group strives to maintain long-term and stable relationships with suppliers and maintain competitive advantages in the value chain. In order to manage and mitigate the environmental and social risks in the supply chain, the Group has adopted a policy of "Suppliers Control Procedures" and a stringent supplier selection procedure.

When selecting new suppliers, the Group assesses the environmental compliance of the potential supplier's products by conducting environmental assessments, including the hazardous substance-free (the "HSF") surveys and the HSF on-site audits. The Group incorporates its standards of environmental management, product quality, product delivery and confidentiality in supplier agreements, and requires suppliers to abide by the Group's standards.

The Group has established a Suppliers Management Team to evaluate the performance of suppliers regularly based on the Group's internal guidelines. The Group gives priority to cooperate with suppliers who have a higher ranking in the environmental evaluation.

#### PRODUCT RESPONSIBILITY

The Group regards product quality as a key competitive advantage of its business and makes every effort to improve the product quality while strengthening communications with customers. The Group has obtained certifications of Quality Management System, including GB/T19001-2008/ISO9001:2008, GB/T19001-2016/ISO9001:2015, ISO/TS16949:2009 and ISO/TS16949:2016. The Group complies with the applicable laws and regulations in the PRC and Hong Kong, including the Product Quality Law of the PRC, the Consumer Protection Law of the PRC and the Trade Descriptions Ordinance (Chapter 362 of the Laws of Hong Kong) and the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong).

##### Quality Control

The Group has implemented "Production Operation Procedures" to identify the responsibilities of different departments and ensure that our products meet the national standards. The Group's Quality Planning Team and Quality Department are responsible for formulating related inspection standards and operating instructions and examine the characteristics of the products. The Group has also adopted "Monitoring and Measuring Equipment Control Procedures" to ensure that the monitoring and measuring equipment used to examine the product characteristics and product compliance are able to meet its intended use. The Group conducts measurement verification and regular assessments on its monitoring and measuring equipment to ensure the inspection results are accurate.

### 營運常規

#### 供應鏈管理

本集團致力與供應商保持長期穩定的關係，並維持價值鏈的競爭優勢。為管理及減輕供應鏈中的環境和社會風險，本集團採取「供應商監控程序」政策及嚴格的供應商挑選程序。

在選擇新供應商時，本集團通過進行環境評估（包括無有害物質調查和無有害物質工場審核）評估潛在供應商產品的環境合規性。本集團在供應商協議中納入其環境管理、產品質量、產品交付和保密標準，並要求供應商遵守本集團的標準。

本集團已成立供應商管理團隊，根據本集團的內部指引定期評估供應商的表現。本集團優先與在環境評估中排名較高的供應商合作。

#### 產品責任

本集團視產品質量為業務的主要競爭優勢，並致力提升產品質素，同時加強與客戶的溝通。本集團已取得質量管理體系認證，包括GB/T19001-2008/ISO9001:2008、GB/T19001-2016/ISO9001:2015、ISO/TS16949:2009及ISO/TS16949:2016。本集團遵守中國及香港適用法律及法規，包括《中國產品質量法》、《中華人民共和國消費者權益保護法》及《商品說明條例》（香港法例第362章）及《個人資料（隱私）條例》（香港法例第486章）。

##### 品質監控

本集團已實施「生產經營程序」，以識別不同部門的責任，並確保我們的產品符合國家標準。本集團的質量計劃團隊和質量部門負責制定相關的檢驗標準和操作說明，並檢查產品的特性。本集團亦已採納「監察及測量設備監控程序」，以確保用於檢驗產品特性及產品合規性的監測及測量設備能夠達到預期用途。本集團對其監測和測量設備進行測量驗證和定期評估，以確保檢測結果準確。





### Data Protection and Privacy

The Group regards data privacy and security as a key operating principle and takes high precaution in ensuring their confidentiality to avoid misuse of personal data. The Group has implemented a "Information Security Management System", which covers regulations and measures on securing confidentiality. The Group's privacy policy is incorporated in the employment contracts, employees shall fully abide by the guidance on prohibiting any unauthorised disclosure of confidential information.

During the reporting period, the Group was not aware of any material non-compliance with the relevant laws and regulations related to product responsibility in the PRC and Hong Kong.

### ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group strictly abides by the relevant laws and regulations in the PRC and Hong Kong, including the Criminal Law of the PRC and the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong). The Group forbids any form of corruption, extortion, bribery, fraud, money laundering and embezzlement.

The Group's "Complaints Reporting and Whistleblower Protection System" encourages and enables employees to report on observed and suspected non-compliance and questionable practices. The Group has also established a confidentiality mechanism to protect whistleblowers against intimidation and reprisals.

During the reporting period, no legal case concerned with corrupt practices was brought against the Group, and the Group was not aware of any material non-compliance with the relevant laws and regulations related to anti-corruption in the PRC and Hong Kong.

### COMMUNITY COMMUNITY INVESTMENT

As a socially responsible enterprise, the Group is constantly aware of the needs of community and strives to bring a positive impact on community development. The Group encourages its employees to dedicate their time and skills to supporting local communities with the aim to create a harmonious society.

### 資料保護及隱私

本集團將資料隱私和安全視為關鍵的營運原則，並採取高度預防措施以確保其機密性，以避免濫用個人資料。本集團實施「信息安全系統」，其中包括確保機密性的法規和措施。本集團的隱私政策已納入勞動合同，員工應完全遵守禁止未經授權披露機密信息的指導。

於本報告期間，本集團並不知悉任何重大不遵守有關中國及香港產品責任的相關法律及法規。

### 反貪污

本集團致力恪守最高的道德與誠信標準。本集團嚴格遵守中國及香港的相關法律及法規，包括《中華人民共和國刑法》及《防止賄賂條例》（香港法例第201章）。本集團禁止任何形式的貪污、敲詐、受賄、欺詐、洗黑錢和盜用公款。

本集團的「投訴報告和舉報人保護系統」鼓勵並使員工能夠報告觀察到的和可疑的違規行為以及可疑的行為。本集團亦建立一個保密機制，以保護舉報人免受恐嚇和報復。

於本報告期內，本集團未發生任何與貪污行為有關的法律案件，本集團並未發現任何重大不遵守中國和香港反貪污相關法律及法規的情況。

### 社區 社區投資

作為一家對社會負責任的企業，本集團不斷了解社區的需求，並致力為社區發展帶來積極影響。本集團鼓勵員工投入時間和技能，支援當地社區，以創造和諧社會。





### ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

### 環境、社會及管治報告指引

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標		Sections 章節	Pages 頁次
<b>A. Environmental</b> <b>A. 環境</b>			
A1: Emissions A1: 排放物			
General Disclosure 一般披露		"Emissions" 「排放物」	5
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	"Emissions – Air Pollutants Emission" 「排放－空氣污染排放」	5
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total and, where appropriate, intensity 溫室氣體總排放量及(如適用)密度	"Emissions – Greenhouse Gas Emission" 「排放－溫室氣體排放」	6
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced and, where appropriate, intensity 所產生有害廢棄物總量及(如適用)密度	"Emissions – Hazardous and Non-hazardous Wastes" 「排放－有害及無害廢棄物」	6
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced and, where appropriate, intensity 所產生無害廢棄物總量及(如適用)密度	"Emissions – Hazardous and Non-hazardous Wastes" 「排放－有害及無害廢棄物」	6
KPI A1.5 關鍵績效指標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	"Emissions – Air Pollutants Emission", "Emissions – Greenhouse Gas Emission" 「排放－空氣污染排放」, 「排放－溫室氣體排放」	5,6
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are 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	"Emissions – Hazardous and Non-hazardous Wastes" 「排放－有害及無害廢棄物」	6







Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs) 主要範疇、層面、一般披露及關鍵績效指標		Sections 章節	Pages 頁次
A2: Use of Resources A2: 資源使用			
General Disclosure 一般披露		"Use of Resources" 「資源使用」	8
KPI A2.1 關鍵績效指標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	"Use of Resources – Energy Consumption" 「資源使用－能源耗量」	8
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity 總耗水量及密度	"Use of Resources – Water Consumption" 「資源使用－耗水量」	8
KPI A2.3 關鍵績效指標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	"Use of Resources – Energy Consumption" 「資源使用－能源耗量」	8
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 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 – Water Consumption" 「資源使用－耗水量」	8
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量及（如適用）每生產單位佔量	"Use of Resources – Packaging Materials and Other Resources" 「資源使用－包裝材料及其他資源」	9
A3: The Environment and Natural Resources A3: 環境及天然資源			
General Disclosure 一般披露		"The Environment and Natural Resources" 「環境及天然資源」	9
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」	9





# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 環境、社會及管治報告

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<b>B. Social</b> <b>B. 社會</b>			
<b>Employment and Labour Practices</b> <b>僱傭及勞工常規</b>			
B1: Employment B1: 僱傭			
General Disclosure 一般披露		"Employment" 「僱傭」	10
KPI B1.1 關鍵績效指標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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
B2: Health and safety B2: 健康及安全			
General Disclosure 一般披露		"Health and Safety" 「健康及安全」	10
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, 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	"Health and Safety" 「健康及安全」	10





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B3: Development and Training B3: 發展與培訓			
General Disclosure 一般披露		"Development and Training" 「發展與培訓」	12
KPI B3.1 關鍵績效指標B3.1	The percentage of employee trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
B4: Labour Standards B4: 勞工標準			
General Disclosure 一般披露		"Labour Standards" 「勞工標準」	12
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	"Labour Standards" 「勞工標準」	12
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	"Labour Standards" 「勞工標準」	12
<b>Operating Practices</b> 營運慣例			
B5: Supply Chain Management B5: 供應鏈管理			
General Disclosure 一般披露		"Supply Chain Management" 「供應鏈管理」	13
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法	"Supply Chain Management" 「供應鏈管理」	13





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## 環境、社會及管治報告

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B6: Product Responsibility B6: 產品責任			
General Disclosure 一般披露		"Product Responsibility" 「產品責任」	13
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
KPI B6.3 關鍵績效指標B6.3	Description and 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	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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 Responsibility – Quality Control" 「產品責任－品質監控」	13
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及隱私政策，以及相關執行及監察方法	"Product Responsibility – Data Protection and Privacy" 「產品責任－資料保護及隱私」	14







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B7: Anti-corruption B7: 反貪污			
General Disclosure 一般披露		"Anti-corruption" 「反貪污」	14
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 case 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	No concluded legal case regarding corrupt practices was noted. 概不知悉有關貪污的已結案法律案件。	N/A 不適用
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, 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」	14
<b>Community</b> 社區			
B8: Community Investment B8: 社區投資			
General Disclosure 一般披露		"Community Investment" 「社區投資」	14
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）	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用
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）	The Group currently does not report on this indicator. 本集團目前未報告此指標。	N/A 不適用





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