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Perennial

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PERENNIAL INTERNATIONAL LIMITED

恒都集團有限公司

(Stock code 股份代號: 00725)

2022

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT

環境、社會及管治報告



CONTENTS 目錄

A. About this Report

Scope and Reporting Period

Reporting Principles

Reporting Language

B. Our Approach to Sustainability

The Statement of the Board of Directors

The Group's Future Development and Commitments

Sustainability Governance

Stakeholder Engagement and Materiality

Stakeholders' Feedback

C. Environmental

Emissions

Use of Resources

The Environment and Natural Resources

Climate Change

D. Employees

Caring for Our Employees

Employee Health and Safety

Development and Training

Labour Standards

E. Value Chain

Supply Chain Management

Product Responsibility

Anti-corruption

F. Social Participation

Community Investment

G. Appendix

HKEX ESG Reporting Guide Index

甲.關於本報告

範圍及報告期間

報告原則

報告語言

乙.我們的可持續發展方針

董事會聲明

本集團的未來發展及承諾

可持續發展管治

持份者參與及重要性

持份者意見

丙.環境

排放

資源使用

環境與自然資源

氣候變化

丁.員工

關愛員工

員工健康與安全

發展及培訓

勞工準則

戊.價值鏈

供應鏈管理

產品責任

反貪污

己.社會參與

社區投資

庚.附錄

香港聯交所《環境、社會及管治報告指引》內容索引

2

2

2

2

3

3

4

4

5

8

9

9

16

19

22

25

25

30

33

35

37

37

39

42

43

43

44

44

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

A. About this Report Scope and Reporting Period

This is the Environmental, Social, and Governance (“ESG”) Report of Perennial International Limited (the “Company”, and collectively with its subsidiaries referred as the “Group”), highlighting ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 of the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited.

The Group engages in the manufacturing and trading of high-quality power cord sets, cables and solid wires, wire harnesses and plastic resins as well as the selling of these products to multinational electrical appliances and electronic product manufacturers. This ESG report covers the Group’s overall environmental and social performances of its major business operations in Hong Kong, Heyuan, and Shenzhen of the People’s Republic of China (the “PRC”) and Vietnam from 1 January 2022 to 31 December 2022, unless otherwise stated.

Reporting Principles

The Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” set out in Appendix 27 to the Listing Rules of the Stock Exchange (the “Guide”). The contents covered herein are in compliance with the provision of “Comply or Explain” as well as four reporting principles of materiality, quantitiveness, balance and consistency required in the Guide.

Materiality – Materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, procedures, and results of the engagement of which are presented in the section “Stakeholder Engagement and Materiality” in the Report.

Quantitiveness – Key performance indicators (“KPIs”) have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

Balance – The Report presents the Group’s performance during the Reporting Period in an impartial manner, avoiding choices, omissions or presentation formats that may unduly influence readers’ decisions or judgements.

Consistency – Consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

Reporting Language

The Report is published in both English and Traditional Chinese versions. In case of discrepancies the English version shall prevail.

甲.關於本報告 範圍及報告期間

本報告為恒都集團有限公司(「本公司」，連同其附屬公司統稱為「本集團」)的環境、社會及管治(「ESG」)報告，重點闡述其ESG績效，披露經參考載於香港聯合交易所有限公司上市規則附錄27及指引之ESG報告指引。

本集團專門製造及營銷優質電源線組合、導線、組合線束及塑膠皮料，並外銷至著名跨國電器及電子產品生產商。除另有說明外，本ESG報告涵蓋於二零二二年一月一日至二零二二年十二月三十一日本集團在中華人民共和國(「中國」)香港、河源及深圳以及越南的主要業務營運的整體環境及社會績效。

報告原則

本報告乃根據聯交所上市規則附錄二十七所載「環境、社會及管治報告指引」(「指引」)而編製。本報告所載內容遵守指引規定的「不遵守就解釋」條文以及重要性、量化、平衡及一致性四項報告原則。

重要性 – 我們已進行重要性評估，以識別對投資者及其他持份者有重大影響的重大環境及社會事宜，重大持份者、參與過程及結果於本報告「持份者參與及重要性」一節呈列。

量化 – 我們已建立關鍵績效指標(「關鍵績效指標」)，並可予計量及適用於在適當情況下作出有效比較；有關所用標準、方法、假設及／或計算工具以及所用轉換因素來源的資料已於適用情況下披露。

平衡 – 本報告公正地呈列本集團於報告期間的表現，避免任何可能會不恰當地影響報告讀者決策或判斷的選擇、遺漏或呈報格式。

一致性 – 採用一致的統計方法及關鍵績效指標的呈列方式，使相關數據日後可作有意義的比較。

報告語言

本報告以英文及繁體中文版本刊發。如有歧異，概以英文版本為準。

B. Our Approach to Sustainability The Statement of the Board of Directors

Over the past three years, businesses all over the world have been greatly affected by the pandemic of coronavirus disease 2019 (“COVID-19”). As COVID-19 begins to subside, the Group has learnt the lesson that to withstand difficult macroeconomic situations, sustainability is the key to success. As a corporate citizen, the Group is committed to corporate responsibility and incorporates ESG and sustainable elements in all aspects of the Group.

Therefore, the Group’s board of directors (the “Board”) is responsible for supervision and review of ESG related risks and performance, as well as formulation and review of the Group’s ESG policies, in order to ensure prioritisation and management of material ESG issues. At the same time, the Board is responsible for reviewing and monitoring the progress of ESG goals, and also reviewing the information disclosures in the ESG report, to ensure that the contents of the Report satisfy the requirements of the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited.

In adopting the Group’s ESG management objectives and strategies, the appropriate policies and measures are coordinated and implemented across premises and departments in the Group’s day-to-day operations. Regular social responsibility assessments on the Group’s production bases are conducted by major customers. As part of its commitment to the corporate social responsibility, the Group continuously improves its internal management on the basis of the recommendations of these assessments.

At the same time, stakeholders are increasingly nudging corporations to take sustainability factors into consideration when doing businesses. The Group conducts internal and external stakeholder engagement regularly to identify and assess the materiality of each ESG issue to the Group and its stakeholders. The Group develops and implements ESG measures according to the materiality of the ESG issues assessed, and reports them in the ESG report.

Looking ahead, to tackle future challenges, the Group will continue to drive sustainability performance and further incorporate sustainability into its core strategy. This Report sets out the sustainability practices and approaches of the Group throughout the past year. The Board hopes this report will provide stakeholders a comprehensive overview of the Group’s sustainability performance.

乙.我們的可持續發展方針 董事會聲明

過去三年，2019冠狀病毒病(「COVID-19」)對全球業務造成重大影響。隨著COVID-19開始消退，本集團從中汲取教訓，認為要抵禦艱鉅的宏觀經濟形勢，可持續發展乃獲得成功的關鍵。作為企業公民，本集團致力履行企業責任，並將ESG及可持續發展元素融入本集團的各個方面。

因此，本集團董事會(「董事會」)負責監督及檢討ESG相關風險和表現，制訂及審核本集團的ESG政策，以確保重要ESG議題根據優次得到管理。同時，董事會負責檢討及監察ESG相關目標的進度，亦審閱ESG報告的資料披露，確保報告的內容符合香港聯合交易所有限公司所載的上市規則及指引規定。

本集團的各營運點及各部門則在日常營運中統籌和執行適當政策及措施，實現集團對ESG管理的方針和策略。本集團的生產基地定期接受主要客戶安排的社會責任驗廠評估，集團會根據驗廠評估的建議持續改善內部管理，秉持其企業社會責任。

同時，持份者不斷要求企業在開展業務時考慮可持續發展因素。本集團定期進行內部及外部持份者的參與，以識別及評估各ESG事宜對本集團及其持份者的重要性。本集團依循已評估的ESG事宜的重要性訂立並落實ESG措施，並於ESG報告中作出相關匯報。

展望未來，為應對未來挑戰，本集團將繼續帶動可持續發展表現，進一步將可持續發展納入核心戰略。本報告載列本集團於過去一年的可持續發展常規及方針。董事會希望本報告將為持份者提供本集團可持續發展表現的總體概覽。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

B. Our Approach to Sustainability (Continued) The Group's Future Development and Commitments

The Group commits to upholding a high standard of corporate governance, strictly following the code of ethics, advocating environmental protection and community services, and promoting social responsibility practices. Furthermore, it also embeds social responsibility into its operation and management to facilitate sustainability in economy, society and the environment.

With these principles in mind, the Group strives for long-term sustainable growth with its shareholders. While committed to maximise profits, the Group also strives to reduce its negative impacts on the environment, its workforce, business partners, and the community. Through the establishment of management systems and implementation of various measures in terms of environmental protection, protection of labour rights and interests, product quality and social welfare, the Group aims to create value for all its stakeholders.

Sustainability Governance

As mentioned above, the Board has overall responsibility for the Group's sustainability strategy and reporting. The sustainability plan of the Group is developed based on results of ESG Reports, which is reviewed on an annual basis and adjusted as needed to align with the long-term business strategy of the Group.

The management team of the Group has also been delegated the responsibility of assessing and managing ESG-related issues. If any ESG issues are identified, the management team shall meet with the Board to discuss possible solutions. These measures shall ensure the sustainable and responsible growth and operation of the Group.

乙.我們的可持續發展方針(續)

本集團的未來發展及承諾

本集團致力維持高水平的企業管治，嚴格遵守道德守則，倡導環境保護及社區服務，並推動社會責任實踐。此外，其亦將社會責任融入營運及管理，以促進經濟、社會及環境的可持續發展。

本著此等原則，本集團旨在為股東創造長期可持續增長，並致力在追求營利的同時，減少對周邊環境、勞工、商業夥伴和社群等所帶來的影響。本集團透過建立針對環境保護、勞工權益保障、產品品質、社會公益等事宜的管理體系和實行措施，為各持份者創造更多價值。

可持續發展管治

如上所述，董事會對本集團的可持續發展策略及報告負整體責任。本集團的可持續發展計劃乃根據ESG報告的結果而制訂，且每年進行檢討並於需要時作出調整以符合本集團的長期業務策略。

本集團的管理團隊亦獲授權負責評估及管理ESG相關事宜。如識別出任何ESG問題，管理團隊應與董事會開會討論可能的解決方案。該等措施將確保本集團的可持續及負責任增長及營運。

B. Our Approach to Sustainability (Continued)

Stakeholder Engagement and Materiality

The Group's business operation may affect our shareholders, the government, employees, customers and suppliers, and in turn, they may have expectations and opinions on the Group's operations and strategies. To maintain effective communication with our stakeholders and address their expectations and concerns about the Group's operations in a balanced manner, the Group has formulated plans for communications with different stakeholders by adopting appropriate communication channels to ensure information can be delivered in a timely and effective manner. Subject to compliance with local preventive measures against the COVID-19 pandemic, the Group's specific communication channels for engagement with various stakeholder groups are currently as follows:

Stakeholder Group	Communication Channels
Shareholders	<ul style="list-style-type: none"> Regular announcement Annual general meetings
Government	<ul style="list-style-type: none"> Appointments
Employees	<ul style="list-style-type: none"> Work appraisal system Suggestion boxes Direct email communication with management staff
Customers	<ul style="list-style-type: none"> Customer satisfaction surveys Regular communications (by means of telephone, site visits, and business dinners)
Suppliers	<ul style="list-style-type: none"> After-sales service Continuous follow-up and evaluation Regular communications (by means of telephone, site visits and business dinners)
Charity Partners	<ul style="list-style-type: none"> Active engagement

乙.我們的可持續發展方針(續)

持份者參與及重要性

本集團的業務營運為股東、政府、員工、客戶及供應商帶來影響，彼等亦會對本集團的營運及策略持有期望和意見。為了確保與持份者保持有效溝通，並平衡地關注其對本集團營運的期望及關注，本集團就各持份者制訂了溝通管理程序，透過採用適合的溝通渠道，令各種資訊能及時、有效地傳達。在依循營運地區的COVID-19防疫政策的前提下，本集團現時與各持份者具體溝通渠道如下：

持份者組別	溝通渠道
股東	<ul style="list-style-type: none"> 定期公告 年度股東大會
政府	<ul style="list-style-type: none"> 主動約見
員工	<ul style="list-style-type: none"> 工作評估制度 意見箱 與管理人員直接電郵聯繫
客戶	<ul style="list-style-type: none"> 顧客滿意度調查 定期溝通(電話聯絡、實地走訪及工作聚餐)
供應商	<ul style="list-style-type: none"> 售後服務 持續跟進和評價 定期溝通(電話聯絡、實地走訪及工作聚餐)
公益夥伴	<ul style="list-style-type: none"> 主動聯繫

B. Our Approach to Sustainability (Continued)

Materiality Assessment

During the Reporting Period, the Group specifically engaged a variety of stakeholders, namely the Board, senior management, frontline staff, clients, and suppliers, to gain insights regarding ESG material topics and challenges of the Group's operation.

Results of the materiality assessment and the consolidated list of material aspects are presented in the following matrix and table respectively.

Materiality Matrix

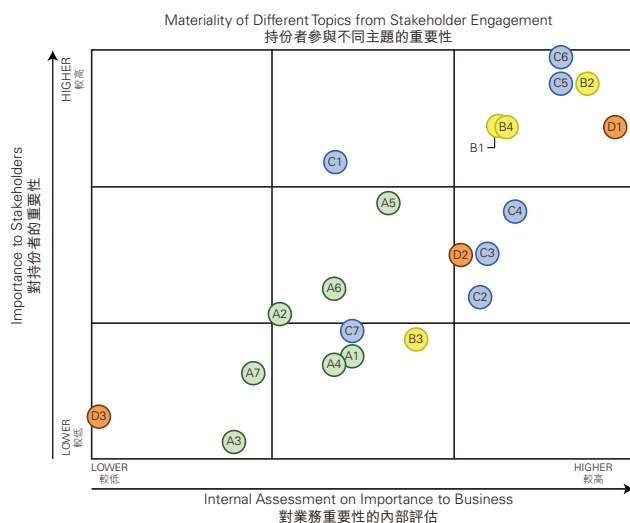
乙.我們的可持續發展方針(續)

重要性評估

於報告期內，本集團特別邀請董事會、高級管理層、前線員工、客戶及供應商等各持份者參與，以了解ESG重要議題及本集團營運面臨的挑戰。

重要性評估的結果及重要方面的綜合清單分別在以下矩陣及表格中呈列。

重要性矩陣



A. Environment 環境		C. Operational 營運	
Energy 能源	A1	Supply Chain Management 供應鏈管理	C1
Water 水	A2	Intellectual Property Rights 知識產權	C2
Air Emission 廢氣排放	A3	Data Protection 資料保護	C3
Waste and Effluent 廢棄物及污水	A4	Customer Service 客戶服務	C4
Other Raw Materials Consumption 其他原材料消耗	A5	Product/Service Quality 產品/服務質量	C5
Environmental Protection Policies 環保政策	A6	Anti-corruption 反貪污	C6
Climate Change 氣候變化	A7	Community Investment 社區投資	C7
B. Employees 員工		D. Other 其他	
Employment 僱傭	B1	Product Health and Safety 產品健康及安全	D1
Occupational Health and Safety 職業健康及安全	B2	Product Labelling 產品標籤	D2
Development and Training 發展及培訓	B3	Online Shopping 網上購物	D3
Labour Standards 勞工準則	B4		

B. Our Approach to Sustainability (Continued)

Materiality Matrix (Continued)

According to the assessment, the five most material topics to the Group are therefore,

1. Anti-corruption
2. Occupational Health and Safety
3. Product Health and Safety
4. Product/Service Quality
5. Labour Standards

Apart from engaging its stakeholders, the Group had also solicited the services of an independent consultant in 2016 to identify ESG issues that are relevant and important to the Group. As there has been no significant change in the overall operations and business during the Reporting Period relative to 2016, the Board has decided, after careful consideration, to continue to refer the list of material issues as identified in previous years. This additional list of material issues further includes the following topics in no particular order:

1. Energy Conservation
2. Waste Disposal
3. Water Resources Management
4. Recycling of Materials
5. Packaging Materials
6. Environmental Regulations and Impact
7. Employee Training
8. Employment Relationship
9. Customer Relationship
10. Supply Chain Management
11. Community Investment

乙.我們的可持續發展方針(續)

重要性矩陣(續)

根據評估，因此對本集團最重要的五個重大議題為：

1. 反貪污
2. 職業健康與安全
3. 產品健康與安全
4. 產品／服務質素
5. 勞工準則

除讓持份者參與外，本集團亦於二零一六年尋求獨立顧問的服務，以識別對本集團相關且重要的ESG議題。由於報告期間的整體營運及業務與二零一六年相比並無重大變動，董事會經詳細考慮後，決定繼續參考過往年度所訂立的重要議題清單。此重要議題額外清單進一步包括以下主題，排序不分先後：

1. 節約能源
2. 廢棄物處理
3. 水資源管理
4. 物料循環使用
5. 包裝材料
6. 環境法規及影響
7. 員工培訓
8. 僱傭關係
9. 客戶關係
10. 供應鏈管理
11. 社區投入

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

B. Our Approach to Sustainability (Continued)

Materiality Matrix (Continued)

The Group aims to keep close communication with its stakeholders for the identified aspects and continues to improve its ESG performance. The Group also hopes to have better management on ESG-related risks for future business development. In alignment with the Group's vision on sustainability, the business will continue to operate with high ethical standards and provide sustainable returns to stakeholders.

Stakeholders' Feedback

The Group welcomes stakeholders' feedback on our ESG approach and performance. Stakeholders can give their suggestions or share their views with us via email to info@perennialcable.com.

乙.我們的可持續發展方針(續)

重要性矩陣(續)

本集團旨在就已識別範疇與其持份者保持緊密溝通並持續提高其ESG表現。本集團亦希望就未來業務發展更好地管理ESG相關風險。為符合本集團可持續發展之願景，業務將持續以高道德標準營運及為持份者提供可持續回報。

持份者意見

本集團歡迎持份者就ESG方針及表現提供意見。持份者如有任何建議或意見，敬請電郵至 info@perennialcable.com。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental Emissions

The Group strives to maximise its environmental management performance through active efforts in its operations, in order to satisfy the expectations of its stakeholders. The Group has complied strictly with the relevant environmental laws and regulations in the PRC, Hong Kong, and Vietnam. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> Environmental Protection Law of the PRC Air Pollution Prevention and Control Law of the PRC Water Pollution Prevention Law of the PRC Law of the PRC on Prevention and Control of Pollution by Environmental Noise 	<ul style="list-style-type: none"> Air Pollution Control Ordinance Waste Disposal Ordinance Noise Control Ordinance 	<ul style="list-style-type: none"> Law on Environmental Protection National Technical Regulation on Ambient Air Quality National Technical Regulation on Industrial Emission of Inorganic Substance and Dust Decree on Management of Waste and Discarded Materials Decree on the Drainage and Treatment of Wastewater

There were no cases of non-compliance with the above laws and regulations during the year. Every production base of the Group has formulated its respective Environmental Procedures to provide guidelines for various departments on energy conservation, efficient utilization of resources, proper waste disposal and prevention and control of environmental pollution. The procedures also clearly define the responsibilities of the Group's personnel to facilitate its effective implementation. The Group also regularly reviews and evaluates the implementation of environmental management plans and procedures, environmental targets and indicators, and in cases of doubt, promptly take corrective and preventive measures.

In addition, pursuant to the Provisions of Carbon Emissions Management of the Shenzhen Special Economic Zone and Interim Measures of Shenzhen Municipality for the Administration of Carbon Emission Permits Trading, the Group's production base in Shenzhen has joined the Shenzhen carbon emission trading market.

丙.環境排放

本集團在環境管理方面力臻完善，積極地於營運中落實環境管理工作，以回應各持份者的期望。本集團嚴格遵守中國、香港及越南的相關環境法律法規。該等包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> 《中國環境保護法》 《中國大氣污染防治法》 《中國水污染防治法》 《中國環境噪聲污染防治法》 	<ul style="list-style-type: none"> 《空氣污染管制條例》 《廢物處置條例》 《噪音管制條例》 	<ul style="list-style-type: none"> 《環境保護法》 《國家環境空氣質量技術規定》 《國家無機物和粉塵工業排放技術規定》 《廢物和廢棄物管理法令》 《廢水排放和處理法令》

年內並無違反上述法律法規之個案。在集團各生產基地，我們已制訂相應的《環境程序》，為各部門提供有關節約能源、提升資源使用效益、妥善處理廢棄物及防治環境污染等工作的指引。該程序亦明確規定本集團人員的職責，使程序得以有效實行。本集團亦會定期檢視及評估環境管理方案和程序、各類環境目標和指標的實施情況，及時地向存在疑慮的地方採取糾正和預防措施。

另外，本集團設於深圳的生產基地已根據《深圳經濟特區碳排放管理若干規定》及《深圳市碳排放權交易管理暫行辦法》，加入深圳碳排放權交易市場。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Emissions (Continued)

Air Emissions

During the Reporting Period, liquefied petroleum gas ("LPG") was consumed for canteen operations, while petrol and diesel were consumed for Group-owned vehicles, namely forklift trucks and motor vehicles, which contributed to the emission of nitrogen oxides ("NO_x"), sulphur oxides ("SO_x"), and particulate matters ("PM") emissions during the Reporting Period.

See below for the breakdown of 2022 air emissions.

Type of Air Emission	2022 Emission (in kg)
NO _x	1,735
SO _x	1
PM	147

Note: Emission factors for calculations on environmental parameters throughout this report were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise.

The intensity of air emissions by the Group was 0.90 g of NO_x, 0.37 mg of SO_x, and 0.08 g of RSP per tonne of output.

Greenhouse Gas Emissions

During the Reporting Period, 3,429 tonnes of carbon dioxide equivalent ("tCO₂e") greenhouse gases ("GHG", mainly carbon dioxide, methane and nitrous oxide) were emitted from the Group's operations. This is a 31% decrease from last year, which is mainly due to reduced electricity consumption by the Group during the Reporting Period.

The overall GHG intensity was 602 kgCO₂e per tonne of output, while the Scope 1 + Scope 2 emissions intensity was 592 kgCO₂e per tonne of output.

丙.環境(續) 排放(續)

廢氣排放

於報告期內，液化石油氣(「液化石油氣」)用於食堂營運，而汽油及柴油用於集團自有車輛(即叉車及汽車)，於報告期內導致排放氮氧化物(「氮氧化物」)、硫氧化物(「硫氧化物」)及顆粒(「顆粒」)排放物。

請參閱下文二零二二年廢氣排放明細。

廢氣排放類別	二零二二年 排放 (公斤)
氮氧化物	1,735
硫氧化物	1
顆粒	147

附註：除另有說明外，本報告中計算環境參數使用的排放系數乃根據主板上市規則附錄二十七及其參考文件披露。

本集團廢氣排放密度為每噸產量0.90克氮氧化物、0.37毫克硫氧化物及0.08克呼吸懸浮顆粒物。

溫室氣體排放

於報告期內，本集團營運排放溫室氣體(「溫室氣體」，主要為二氧化碳、甲烷及氧化亞氮)3,429噸二氧化碳當量(「噸二氧化碳當量」)。較去年減少31%，主要是由於報告期內本集團用電量減少。

整體溫室氣體密度為每噸產量602公斤二氧化碳當量，而範圍一+範圍二的排放密度為每噸產量592公斤二氧化碳當量。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**C. Environmental (Continued)
Emissions (Continued)****Greenhouse Gas Emissions (Continued)**

During the Reporting Period, the Group's GHG emissions were contributed by:

- Scope 1 – Direct Emissions from operations that are owned by or controlled by the Group;
- Scope 2 – “Energy indirect” emissions resulting from the generation of purchased or acquired electricity, heating, cooling and steam consumed within the Group; and
- Scope 3 – All other indirect emissions that occur outside the Group, including both upstream and downstream emissions.

See below for the detail breakdown of 2022 GHG contributions, as well as comparisons with previous years.

Scope of GHG emissions	Emission sources	2022 GHG Emissions (tCO ₂ eq.)	2021 GHG Emissions (tCO ₂ eq.)	2020 GHG Emissions (tCO ₂ eq.)
Scope 1	Combustion of fuels in stationary sources ¹			
Direct emission	LPG	8		
	Combustion of fuels in mobiles sources ¹			
	Diesel	114	187	201
	Petrol	5		
	Refrigerants ² and Extinguishing Agents ³	17		
Scope 2	Purchased electricity ^{4,5}	3,228	4,779	3,905
Energy indirect emission				
Scope 3	Paper waste disposal ¹	7		
Other indirect emission⁶	Electricity used for freshwater treatment by government ¹	34	N/A	N/A
	Electricity used for sewage treatment by government ¹	16		
Total		3,429	4,966	4,106
Scope 1 + Scope 2 Emissions Intensity (kgCO₂eq./tonne of output)		592	426	406
Overall GHG Intensity (kgCO₂eq./tonne of output)		602	-	-

丙.環境(續)**排放(續)****溫室氣體排放(續)**

於報告期內，本集團的溫室氣體排放來自：

- 範圍一—本集團擁有或控制的營運的直接排放；
- 範圍二—來自本集團內部消耗所採購或取得之電力、熱能、冷凍及蒸氣而產生之「能源間接」排放；及
- 範圍三—本集團以外發生之所有其他間接排放，包括上游及下游排放。

請參閱下文二零二二年溫室氣體排放明細以及與過往年度的比較。

溫室氣體 排放範圍	排放來源	二零二二年	二零二一年	二零二零年
		溫室氣體 排放 (噸二氧 化碳當量)	溫室氣體 排放 (噸二氧 化碳當量)	溫室氣體 排放 (噸二氧 化碳當量)
範圍一	固定源燃料燃燒 ¹			
直接排放	液化石油氣	8		
	移動源燃料燃燒 ¹			
	柴油	114	187	201
	汽油	5		
	製冷劑 ² 及滅火劑 ³	17		
範圍二	外購電力 ^{4,5}	3,228	4,779	3,905
能源間接 排放				
範圍三	廢紙棄置 ¹	7		
其他間接 排放⁶	政府用於淡水處理的電力 ¹	34	不適用	不適用
	政府污水處理用電 ¹	16		
總計		3,429	4,966	4,106
範圍一+範圍二排放密度(公斤二氧化碳當量/ 噸產量)		592	426	406
整體溫室氣體密度(公斤二氧化碳當量/ 產量)		602	-	-

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Emissions (Continued)

Greenhouse Gas Emissions (Continued)

Note 1: Emission factors were disclosed pursuant to Appendix 27 of the Main Board Listing Rules and documentation referred thereto, unless stated otherwise. Scope 3 emissions were only calculated based on the available emission factors from the referred documentation.

Note 2: The quantities of refrigerants were estimated according to the refrigerant replacement rate for all refrigerant-consuming equipment. The 100-year Global Warming Potential (GWP 100) values of R-22 and R-32 were made with reference to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

Note 3: The quantities of extinguishing agents were estimated according to assumed leakage coefficient. The 100-year Global Warming Potential (GWP 100) value of CO₂ was made with reference to the Fifth Assessment Report (AR5) of the Intergovernmental Panel on Climate Change.

Note 4: According to The Ministry of Ecology and Environment of People's Republic of China (2022): Emission factor of 0.5810 kgCO₂e/kWh was used for purchased electricity from the National Grid of the PRC in 2022.

Note 5: According to the International Renewable Energy Agency ("IRENA") Vietnam Energy Profile (2022): Emission factor of 0.475 kgCO₂e/kWh was used for electricity generated in Vietnam in 2022.

Note 6: The category of Scope 3 emissions is newly added this year to more comprehensively cover the Group's GHG emissions, as such relevant data is not available for previous years.

丙.環境(續) 排放(續)

溫室氣體排放(續)

附註1: 除另有說明外, 排放系數乃根據主板上市規則附錄二十七及其參考文件披露。範圍三排放僅根據參考文件中的可用排放系數計算。

附註2: 製冷劑之數量乃根據所有製冷劑消耗設備的製冷劑更換率估計。R-22及R-32的100年全球變暖潛力(GWP100)值乃參考政府間氣候變化專門委員會的第五次評估報告(AR5)。

附註3: 滅火劑用量按假定洩漏系數估算。二氧化碳的100年全球變暖潛力值(GWP100)值乃參考政府間氣候變化專門委員會的第五次評估報告(AR5)。

附註4: 根據中華人民共和國生態環境局(二零二二年): 二零二二年從中國國家電網購買的電力使用排放系數為0.5810公斤二氧化碳當量/千瓦時。

附註5: 根據國際可再生能源機構(「IRENA」)越南能源概況(二零二二年): 二零二二年越南發電使用的排放系數為0.475公斤二氧化碳當量/千瓦時。

附註6: 本年新增範圍三排放類別, 以更全面涵蓋本集團的溫室氣體排放, 因此過往年度並無相關數據。

C. Environmental (Continued) Emissions (Continued)

Hazardous Waste

During the Reporting Period, the Group had generated 1,210 kg of solid hazardous waste from its production sites, warehouses, and offices, which were stored and disposed of accordingly by authorised waste disposal agencies.

The overall intensity of hazardous waste generated was 0.21 kg per tonne of output.

See below for the detail breakdown of 2022 hazardous waste generation, as well as comparisons with previous years.

Type of Hazardous Waste	2022 Amount (in kg)	2021 Amount (in kg)	2020 Amount (in kg)
Hardware Waste (e.g. Computers, Printing Cartridges)	458		
Lighting Waste (e.g. Fluorescent Lamps)	350		
Metallic Waste Packaging Containing Hazardous Materials	50		
Waste with Infectious Agents	30	-	-
Paint and Paint Residue	10		
Lead Scraps	8		
Waste Batteries	2		
Plastic Chemical Containers Containing Hazardous Materials	2		
Total	1,210	11,300	2,100
Overall Hazardous Waste Intensity (kg/tonne of output)	0.21	0.96	-

丙.環境(續) 排放(續)

有害廢棄物

於報告期內，本集團在生產現場、貨倉及辦公室產生1,210公斤固體有害廢棄物，由認可的廢棄物處理機構儲存及相應回收。

所產生的有害廢棄物整體密度為每噸產量0.21公斤。

請參閱下文二零二二年有害廢棄物產量明細以及與過往年度的比較。

有害廢棄物類別	二零二二年 數量 (公斤)	二零二一年 數量 (公斤)	二零二零年 數量 (公斤)
硬件廢物(例如電腦、打印墨盒)	458		
照明廢棄物(例如熒光燈)	350		
含有害物質的金屬廢料包裝	50		
帶有傳染性物質的廢物	30	-	-
油漆和油漆殘留物	10		
鉛屑	8		
廢電池	2		
含有害物質的塑膠化學品容器	2		
總計	1,210	11,300	2,100
整體有害廢棄物密度 (公斤/噸產量)	0.21	0.96	-

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Emissions (Continued)

Non-hazardous Waste

During the Reporting Period, the Group had generated 148,700 kg of non-hazardous waste from its production sites, warehouses, and office, which were stored into categories of “recyclable” and “non-recyclable”, then handled and recycled (as appropriate) by authorised waste disposal agencies. In addition, some of the non-hazardous waste is also reused in production plants.

The overall intensity of non-hazardous waste generated was 26.1 kg per tonne of output.

See below for the detail breakdown of 2022 non-hazardous waste generation, as well as comparisons with previous years.

Type of Non-Hazardous Waste	2022 Amount (in kg)	2021 Amount (in kg)	2020 Amount (in kg)
Reusable/Recyclable Plastic	67,800	191,700	103,500
Domestic/Office Waste	30,800	-	-
Other Paper Waste (Non Office Paper, such as newspaper, cardboard, etc.)	22,200	35,200	28,700
Non-Reusable Plastic	11,900	-	-
Waste Wire	10,400	54,200	70,100
Scrap Copper	5,600	20,800	18,300
Total	148,700	301,900	220,600
Overall Non-Hazardous Waste Intensity (kg/tonne of output)	26.1	25.9	-

Emissions Mitigation Initiatives and Targets

The main source of the Group’s emission was electricity consumption daily operations of its production sites. Please refer to the section “Energy Use Efficiency Initiatives and Targets” for electricity-saving measures that shall mitigate emissions.

The Group had set the target of achieving a 30% reduction in Scope 1 + Scope 2 emissions intensity by 2030, using 2021 as the baseline year. The Group’s Scope 1 + Scope 2 emission intensity in 2021 was 426 kgCO₂e per tonne of output, which means the Group has recorded a 39% increase in Scope 1 + Scope 2 emissions intensity from the baseline year for this Reporting Period. Based on these results, the Group may consider re-evaluating its 10-year target for emissions intensity reduction, if these increased emissions figures are sustained for the next Reporting Period.

丙.環境(續) 排放(續)

無害廢棄物

於報告期內，本集團在生產現場、貨倉及辦公室產生148,700公斤無害廢棄物，按「可回收」及「不可回收」分類存放，其後由認可的廢棄物處理機構處理及回收(如適用)。此外，部分無害廢棄物亦會於生產廠房內重用。

所產生的無害廢棄物整體密度為每噸產量26.1公斤。

請參閱下文二零二二年無害廢棄物產量明細以及與過往年度的比較。

無害廢棄物類別	二零二二年 數量 (公斤)	二零二一年 數量 (公斤)	二零二零年 數量 (公斤)
可利用/可回收塑膠	67,800	191,700	103,500
生活/辦公室廢物	30,800	-	-
其他廢紙(非辦公用紙，如報紙、硬紙板等)	22,200	35,200	28,700
不可利用塑膠	11,900	-	-
廢電線	10,400	54,200	70,100
廢銅	5,600	20,800	18,300
總計	148,700	301,900	220,600
整體無害廢棄物密度 (公斤/噸產量)	26.1	25.9	-

減排舉措及目標

本集團排放的主要來源為生產現場日常營運用電。減少排放的節電措施請參閱「能源使用效益計劃及目標」一節。

本集團已制訂在二零三零年實現範圍一+範圍二排放密度減少30%的目標，以二零二一年為基準年。本集團二零二一年範圍一+範圍二排放密度為每噸產量426公斤二氧化碳當量，即本集團於本報告期內範圍一+範圍二排放密度較基準年增加39%。基於此等結果，如該等增加排放的數字在下個報告期持續，本集團可能考慮重新評估其10年排放密度減少目標。

C. Environmental (Continued) Emissions (Continued)

Waste Reduction Initiatives and Targets

The Group understands the importance of good waste management practices and strictly abides by waste disposal related rules and regulations.

The Group generated most of its hazardous waste from disposal of hardware waste and lighting waste, and these wastes were collected by authorised waste disposal agencies for disposal or further processing.

Non-hazardous waste from the were either collected by authorised waste disposal agencies for recycling, disposal, or further processing, or collected for reuse within the Group's production sites. For example, used plastic resins for wires are broken up for recycling and reused in certain products with lower quality requirements (such as plug socket covers) in the Group's PRC production sites. Used PVC is also crushed and reused during the injection moulding process in the Group's Vietnam production sites. Moreover, waste plastic pellets that are generated from the injection moulding process are reused to ensure the efficient use of raw materials. In addition, the Group's factories also provide training in relation to the production process to employees and junior management staff to ensure that the use of raw materials is strictly controlled.

Paper is used for daily office operations such as documents printing. Paper saving initiatives on recycling paper are encouraged among employees to reduce paper waste disposal at landfills, as well as adopting double-sided printing and printing with single-sided used paper for non-formal and non-confidential documents. The Group also encourages using electronic document for document issuance and notification to promote a paperless office environment.

Through the above measures, the Group had set long-term targets to reduce its hazardous and non-hazardous waste generation intensity. See below for the detail breakdown of the Group's progress towards its waste generation intensity reduction target:

Type of Waste	2021 Figures	Reduction Target by		% Change
		2030	2022 Figures	
Hazardous Waste Generation Intensity	0.96 kg per tonne of output	-50%	0.21 kg per tonne of output	-77.9%
Non-Hazardous Waste Generation Intensity	25.90 kg per tonne of output	-20%	26.10 kg per tonne of output	+0.8%

Based on these results, the Group may consider re-evaluating its 10-year target for hazardous waste generation intensity reduction, if these reduced hazardous waste figures are sustained for the next Reporting Period.

丙.環境(續) 排放(續)

減廢計劃及目標

本集團明白良好廢棄物管理措施的重要性，並嚴格遵守廢棄物處理相關規則及法規。

本集團產生的大部分有害廢棄物來自硬件廢物及照明廢棄物，該等廢棄物由認可的廢棄物處理機構收集以棄置或作進一步處理。

無害廢棄物乃由認可的廢棄物處理機構收集以進行回收、棄置或作進一步處理，或收集以在本集團的生產現場重用。例如，用過的電線膠皮會在本集團的中國生產現場打碎再造，並於一些品質標準要求不高的產品中(如插頭所用的護腳套)再次使用。用過的聚氯乙烯(PVC)塑料亦會在本集團的越南生產現場打碎在注塑過程中重用。此外，亦會將注塑過程中產生的廢膠粒重用，確保原材料使用效益得以提高。另外，本集團廠房亦會為員工及基層管理人員提供生產過程相關的培訓，確保原材料使用量得到嚴格的控制。

日常辦公室運作使用紙張，例如文件打印。我們鼓勵員工在回收紙張方面採取節約用紙行動，以減少堆填區的廢紙棄置，並採用雙面打印以及單面舊紙打印非正式及非機密文件。本集團亦鼓勵使用電子文檔發佈文件及通知，促進無紙化辦公環境。

透過上述措施，本集團已制訂降低有害和無害廢棄物產生密度的長期目標。請參閱下文本集團在廢棄物產生密度降低目標方面的進展詳情：

廢棄物類別	二零二一年		二零二零年		%變動
	數字	減排目標	數字		
有害廢棄物產生密度	每噸產量 0.96公斤	-50%	每噸產量 0.21公斤		-77.9%
無害廢棄物產生密度	每噸產量 25.90公斤	-20%	每噸產量 26.10公斤		+0.8%

基於此等結果，如該等減少有害廢棄物數字在下個報告期持續，本集團可能考慮重新評估其10年有害廢棄物產生密度減少目標。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Use of Resources

Raw materials used in the Group's production mainly include copper wires, rubber and plastics, packaging materials, and municipal water. The Group strives to improve its resource consumption efficiency without compromising on strict compliance with international quality standards for its products. Based on this principle, the Group is committed to protecting the environment by enhancing operational efficiency to reduce energy and water consumption.

Energy Consumption

A total of 6,320,600 Kilowatt-hour ("kWh") of energy was consumed by the Group for its operations during the Reporting Period. Electricity was the major source of energy for the Group, which was used for powering production machinery and providing energy to its dormitories. In addition, the Group also consumed diesel and petrol to power forklift trucks and motor vehicles, as well as LPG in its staff canteen.

The intensity was 1,109 kWh of energy consumption per tonne of output.

See below for the detail breakdown of 2022 energy consumption, as well as comparisons with previous years.

Type of Energy Consumption	2022 Amount (in kWh)	2021 Amount (in kWh)	2020 Amount (in kWh)
Direct Energy Consumption	481,600	772,000	760,000
Diesel	427,300	-	-
LPG	38,800	-	-
Petrol	15,500	-	-
Indirect Energy Consumption	5,839,000	7,496,000	6,891,000
Electricity	5,839,000	7,496,000	6,891,000
Total¹	6,320,600	8,269,000	7,651,000
Overall Energy Use Intensity (kWh/tonne of output)	1,109	709	757

Note 1: Total energy consumption may not equal total of emission sources or sub-totals due to rounding errors.

丙.環境(續) 資源使用

本集團生產所用的原材料主要包括銅線、橡膠及塑料、包裝物料及市政用水。本集團在不影響產品符合嚴格國際品質標準的前提下，致力提升資源使用的效益。基於此原則，本集團致力透過提高營運效益以減少能源及水消耗來保護環境。

能源消耗

於報告期內，本集團的營運共消耗能源6,320,600千瓦時(「千瓦時」)。電力是本集團的主要能源來源，為生產機械提供動力，並為其宿舍提供能源。此外，本集團亦消耗柴油及汽油驅動叉車及汽載，並在員工食堂使用液化石油氣。

密度為每噸產量能源消耗1,109千瓦時。

請參閱下文二零二二年能源消耗明細以及與過往年度的比較。

能源消耗類別	二零二二年 數量 (千瓦時)	二零二一年 數量 (千瓦時)	二零二零年 數量 (千瓦時)
直接能源消耗	481,600	772,000	760,000
柴油	427,300	-	-
液化石油氣	38,800	-	-
汽油	15,500	-	-
間接能源消耗	5,839,000	7,496,000	6,891,000
電力	5,839,000	7,496,000	6,891,000
總計¹	6,320,600	8,269,000	7,651,000
整體能源使用密度 (千瓦時/噸產量)	1,109	709	757

附註1：由於四捨五入誤差，能源消耗總量可能不等於排放源總量或小計。

C. Environmental (Continued) Use of Resources (Continued)

Water Consumption

A total of 80,782 m³ of water was consumed by the Group for its operations during the Reporting Period. Water supply facilities on the Group's rented premises are provided and managed by property managers, and the usage have been included in the management fees. As such, water consumption data is not available for Hong Kong operations.

The intensity was 14.2 m³ of water consumption per tonne of output.

See below for the detail breakdown of 2022 water consumption, as well as comparisons with previous years.

	2022 Amount (in m ³)	2021 Amount (in m ³)	2020 Amount (in m ³)
Total Water Consumption	80,782	84,462	91,924
Water Use Intensity (m ³ /tonne of output)	14.2	7.3	9.1

Energy Use Efficiency Initiatives and Targets

The Group strives to increase overall energy efficiency and reduce its dependence on direct and indirect energy. Its efforts in this respect include the following energy conservation measures for indoor temperature regulation, lighting, and heating:

- The Group's factories in China are designed based on the principle of "north-south orientation" to facilitate air circulation in the factory, thus reducing the demand for indoor air conditioning;
- Natural ventilation was adopted during the construction of the factory in Vietnam for air circulation. Currently, electric fans are mostly used instead of air conditioning;
- Energy-saving lamps are used for indoor lighting in the factories in China, while 100W LED lamps are used for outdoor lighting. Lamps on the fencing wall of Heyuan factory are powered with solar energy, saving approximately 8,340 kWh of electricity annually;
- LED lamps are also used in the factory in Vietnam to reduce electricity consumption;
- Windows are installed at the production area of the Vietnam factory to bring more natural light, reducing the demand for lamps;

丙.環境(續) 資源使用(續)

耗水

於報告期內，本集團的營運共耗水80,782立方米。本集團租用物業的供水設施由物業管理公司提供及管理，用量已計入管理費。因此，並無香港營運的耗水量數據。

密度為每噸產量耗水14.2立方米。

請參閱下文二零二二年耗水明細以及與過往年度的比較。

	二零二二年 數量 (立方米)	二零二一年 數量 (立方米)	二零二零年 數量 (立方米)
總耗水量	80,782	84,462	91,924
用水密度(立方米/噸產量)	14.2	7.3	9.1

能源使用效益計劃及目標

本集團致力提升整體能源效益，減少對直接及間接能源的依賴。其中，透過以下在室內溫度調節、照明、供熱等方面節省能源消耗：

- 本集團中國廠房以「南北對向」的原則興建，令廠房內空氣流通，減少對室內空調的需求；
- 越南廠房在興建時採用通風設計，讓廠房保持室內空氣流通，現時主要以風扇代替室內空調；
- 中國廠房使用節能燈管作室內照明，而室外路燈使用100W LED燈。其中，河源廠房的圍牆燈均使用太陽能發電，每年節省大約8,340千瓦時用電；
- 越南廠房亦有使用LED燈以節省用電；
- 越南廠房安裝了透光的窗戶，將自然光引入室內作照明之用，減少室內燈管的使用；

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Use of Resources (Continued)

Energy Use Efficiency Initiatives and Targets (Continued)

- Factories in China utilise residual heat from air compressors to supply hot water for dormitories; and
- During the construction of Vietnam factory, priority was given to purchase the latest equipment with higher energy efficiency in order to reduce unnecessary energy consumption in the production process.

Through the above measures, the Group had set the target of achieving a 30% reduction in energy use intensity by 2030, using 2021 as the baseline year. The Group's energy use intensity in 2021 was 709 kWh per tonne of output, which means the Group has recorded a 56% increase in energy use intensity from the baseline year for this Reporting Period. Based on these results, the Group may consider reevaluating its 10-year target for energy use intensity reduction, if these increased energy consumption figures are sustained for the next Reporting Period.

Water Use Efficiency Initiatives

The Group abides by the rules and regulations in relation to water pollution control, and the Group has had no problem in sourcing water that is fit for purpose during the Reporting Period.

In addition, the Group has implemented various measures to reduce its water consumption. For example, production sites in the PRC are equipped with water re-utilization basin to collect and reuse the production water from workshops, saving approximately 10,000 m³ of water annually. Meanwhile, recycled water is used for the required cooling process at the production site in Vietnam to reduce water consumption for production. Water pipes are continuously inspected and repaired whenever leakages are identified, so as to reduce unnecessary waste of water resources caused by pipe breakage and equipment damage. Various water conservation projects outside of the production process have also been implemented, such as installing an automatic spraying device in the garden of the Vietnam factory to reduce water usage.

Through the above measures, the Group had set the target of achieving a 20% reduction in water use intensity by 2030, using 2021 as the baseline year. The Group's water use intensity in 2021 was 7.3 m³ per tonne of output, which means the Group has recorded a 94% increase in water use intensity from the baseline year for this Reporting Period. Based on these results, the Group may consider re-evaluating its 10-year target for water use intensity reduction, if these increased water consumption figures are sustained for the next Reporting Period.

丙.環境(續)

資源使用(續)

能源使用效益計劃及目標(續)

- 中國工廠使用空壓機餘熱為宿舍供應熱水；及
- 越南廠房建廠時優先引入較高能源效益的新型號設備，從而減少生產過程中不必要的能源消耗。

透過上述措施，本集團已制訂在二零三零年實現能源使用密度減少30%的目標，以二零二一年為基準年。本集團二零二一年能源使用密度為每噸產量709千瓦時，即本集團於本報告期內能源使用密度較基準年增加56%。基於此等結果，如該等能源使用密度增加的數字在下個報告期持續，本集團可能考慮重新評估其10年能源使用密度減少目標。

用水效益計劃

本集團遵守有關水污染防治的規則及法規，本集團於報告期內在求取適用水源方面並無任何問題。

此外，本集團已採取多項措施減少耗水量。例如，中國生產現場建有循環水池，收集車間的生產用水並重新利用，全年可節水約10,000立方米。同時，為減少生產所需的用水，越南生產現場利用循環用水進行所需的冷卻工序。我們亦持續檢查水管並在發現洩漏進行維修，減低因管道破裂和設備損壞而減少不必要的水資源浪費。在生產過程以外，我們亦有落實各項節省用水工程，例如，越南廠房於其園內設置自動噴淋裝備，以達到節省用水效果。

透過上述措施，本集團已制訂在二零三零年實現用水密度減少20%的目標，以二零二一年為基準年。本集團二零二一年用水密度為每噸產量7.3立方米，即本集團於本報告期內用水密度較基準年增加94%。基於此等結果，如該等耗水增加的數字在下個報告期持續，本集團可能考慮重新評估其10年用水密度減少目標。

C. Environmental (Continued) Use of Resources (Continued)

Packaging Materials

To further reduce waste generation, the Group recycles and reuses some packaging materials such as nylon packaging or cable ties, with the Vietnam production site achieving a recycling rate of nearly 70% during the Reporting Period.

During the Reporting Period, the Group consumed a total of 209.9 tonnes of packaging materials for product packaging and protection, which mainly comprised of paper, wood, and plastic-based materials.

The intensity was 36.8 kg of packaging material per tonne of output.

See below for the detail breakdown of 2022 packaging material consumption, as well as comparisons with previous years.

Type of Packaging Material	2022 Amount (in kg)	2021 Amount (in kg)	2020 Amount (in kg)
Paper-Based	138,900	396,600	282,000
Wood-Based	64,700	-	-
Plastic-Based	6,300	27,400	31,700
Total¹	209,900	424,000	313,700
Overall Packaging Material Use Intensity (kg/tonne of output)	36.8	-	-

The Environment and Natural Resources

In order to minimise the direct impact of its operations on the environment, the Group has implemented the Environmental Pollution Prevention and Control Procedures and the Occupational Health, Safety and Environmental Policy in the PRC and Vietnam respectively to control wastewater, exhaust gases, noise, and waste generated during its operations. This can ensure that the Group's environmental performance is in compliance with the environmental protection regulations of the PRC and Vietnam. In addition, the environmental management systems of the Group's production sites in Shenzhen of the PRC and Vietnam have been accredited with ISO 14001 certification.

丙.環境(續)

資源使用(續)

包裝材料

為進一步減少廢棄物產生，本集團對尼龍包裝或紮帶等部分包裝材料進行回收再利用，越南生產現場於報告期內實現近70%的回收率。

於報告期內，本集團共消耗209.9噸包裝材料用於產品包裝及保護，主要為紙類、木材類和塑膠類材料。

密度為每噸產量包裝材料36.8公斤。

請參閱下文二零二二年包裝材料消耗明細以及與過往年度的比較。

包裝材料類別	二零二二年 數量 (公斤)	二零二一年 數量 (公斤)	二零二零年 數量 (公斤)
紙類	138,900	396,600	282,000
木材類	64,700	-	-
塑膠類	6,300	27,400	31,700
總計¹	209,900	424,000	313,700
整體包裝材料使用密度 (公斤/噸產量)	36.8	-	-

環境與自然資源

為減少營運對環境造成直接影響，本集團在中國及越南分別落實了《環境污染防治控制程序》及《職業健康安全與環境政策》，以控制營運過程中產生的廢水、廢氣、噪音及廢棄物，使本集團的環境表現符合中國及越南環保法規的規定。此外，本集團在中國深圳及越南的生產現場的環境管理系統已獲得ISO 14001認證。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) The Environment and Natural Resources (Continued)

Significant Impacts of Activities on the Environment

The Group's production process has generated some level of wastewater during the Reporting Period. As such, the Group has formulated a series of measures to monitor and reduce the sewage discharge to ensure sewage discharge from its production sites meets local discharge standards. In the PRC, the Group has appointed a qualified engineering company to build wastewater treatment projects in accordance with the first-class standard of Guangdong Province's Discharge Limits of Water Pollutants to meet discharge standards. Toilet sewage will be treated first in the septic tank, then discharged to the municipal sewage network. The Group monitors every step of the regular cleaning of the septic tank performed by the contractor to prevent secondary pollution caused by the sewage. During the Reporting Period, the Group arranged sewage inspections for its production sites in the PRC and Vietnam. The results met the local emission requirements, including that of the Emission Standards for Pollutants from Urban Sewage Treatment Plants. The Group actively formulated sewage treatment measures to identify the root causes and improve sewage standards. The Group has installed solid filters in the existing canteen sewage treatment system to reduce the oil content in the sewage. For domestic wastewater, it will be first treated by a septic tank and chlorine is applied to reduce E. Coli content in the sewage. In addition, the Group had established a wastewater treatment system in the Vietnam production site in 2020, which helped to improve treatment of domestic wastewater to ensure that local discharge standards in Vietnam are met.

The Group's operations do not generate significant levels of air pollutants. In order to remove oil fumes from the canteen, as well as dust and small amounts of harmful gas from the plastic workshop, we have implemented various measures including the installation of a grease and smoke filtering system in the canteen and various air filtering equipment, such as dust collectors, in the workshop. Relevant components such as filters are regularly replaced to ensure their pollutant removal efficiency. Furthermore, the Group regularly examines input materials such as plastics, rubber and organic materials. Materials which fail to meet standards will be improved in order to meet the requirements of the relevant regulations. During the Reporting Period, the Group had engaged third party agencies to conduct inspections of exhaust at its PRC and Vietnam production sites, and the inspection results were found to meet the emissions standards required by national regulations of the PRC and Vietnam.

丙.環境(續) 環境與自然資源(續)

活動對環境的重大影響

於報告期內，本集團的生產過程中產生少量廢水。因此，本集團已制訂一系列措施監測及減少污水排放，確保生產現場污水排放值符合當地的排放標準。在中國，本集團已委託合資格的工程公司依照廣東省《水污染物排放限值》一級標準完成污水環治理工程，以滿足排放標準。廁所污水會先經化糞池處理，再排往市政管網。本集團監察承包方在定期清理化糞池時的工作，以防止污水造成二次污染。於報告期內，本集團為中國及越南生產現場安排污水檢驗。結果均達到當地的排放標準，包括《城鎮污水處理廠污染物排放標準》的要求。本集團積極制訂污水處理措施，以識別出主要成因及改善污水狀況。本集團於現有食堂排污系統中安裝了固體過濾器以減少污水中油脂含量。而生活污水會先經化糞池進行初步處理，並應用氯減低污水大腸桿菌含量。此外，本集團在二零二零年於越南生產現場建設廢水處理系統，以更妥善處理生活廢水，確保能滿足越南當地的排放標準。

本集團的營運過程不涉及大量空氣污染物的排放。為處理食堂油煙、塑膠部車間粉塵及少量有害氣體，我們已採取若干措施，包括於食堂安裝油煙淨化系統，以及於工作車間安裝粉塵回收裝置等各類廢氣過濾設備。定期更換過濾器等相關部件，確保其污染物去除效率。此外，本集團定期檢查塑膠、橡膠和有機材料等輸入材料。如材料不符合標準，我們會進行改善，以符合滿足相關法規的要求。於報告期內，本集團已委託第三方機構為中國及越南生產現場進行空氣排放物檢驗，而且檢驗結果已達到中國及越南國家法規要求的排放標準。

C. Environmental (Continued)

The Environment and Natural Resources (Continued)

Significant Impacts of Activities on the Environment (Continued)

Certain machinery in the Group's production sites emit noise. In order to safeguard the health of workers, the Group requires all workers involved in noisy work activities to wear earplugs to mitigate the impact of noise on the body. The Group regularly monitors the noise level of the main operational areas in its PRC production sites in accordance with the Emission Standard for Industrial Enterprises Noise at Boundary of China. No cases of noise levels exceeding required limits have been discovered, nor has there been any impact on the communities in the vicinity of the production sites. The Vietnam production site is located in an industrial area and does not have any adverse impact on communities. Further, only some processes in the Vietnam production sites emit noise and the overall noise level complies with local standards.

丙.環境(續)

環境與自然資源(續)

活動對環境的重大影響(續)

本集團生產現場內若干機器會發出噪音。為保障員工健康，本集團要求所有參與噪音工序的員工必須佩戴耳塞，以減輕噪音對身體的影響。本集團中國生產現場根據中國《工業企業廠界噪聲標準》的規定，定期檢測主要場所的噪音水平。現時未有發現噪音水平超出規定，或對生產現場附近的社區構成影響。而越南生產現場位於工業區，未有對任何社區人士帶來負面影響。此外，越南生產現場只有部分工序產生噪音，整體噪音水平符合當地標準。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued) Climate Change

The Group understands the risks and threats posed by climate change. The Group is aware of various carbon reduction targets that have been established by respective countries, and anticipates that more stringent policies will be implemented, which exposes the Group's business to policy and regulation risks. Accordingly, the Group has identified relevant climate-related risks and assessed their potential financial impacts. The climate risks identified, their time horizon, trend, and the potential financial impacts affecting the Group are shown below:

Climate Risks		Time horizon	Trend	Potential financial impact
Physical Risks	Acute	Short term	Increase	Extreme weather events with increased severity during cyclones, hurricanes, storm surges and floods can cause supply chain interruption by bringing damage to local infrastructure, potential damage to offices and disruption to human resources.
	Chronic	Long term	Increase	Longer-term shifts in climate patterns can increase capital costs, operating costs, costs of human resources and increased insurance premium.

丙.環境(續)

氣候變化

本集團明白氣候變化所帶來之風險及威脅。本集團意識到各國政府已設立不同的碳減排目標，並預計將實施更嚴格的政策，為本集團的業務帶來政策及法規風險。因此，本集團已識別相關的氣候相關風險並評估其潛在的財務影響。已識別的氣候風險、其時間範圍、趨勢以及影響本集團的潛在財務影響如下所示：

氣候風險		時間範圍	趨勢	潛在財務影響
實體風險	急性	短期	增加	氣旋、颶風、風暴潮及洪水期間嚴重程度增加的極端天氣事件可能破壞當地基礎設施、對辦公室造成潛在破壞並干擾人力資源，從而導致供應鏈中斷。
	慢性	長期	增加	氣候模式的長期變化會增加資本成本、經營成本、人力資源成本及保險費。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**C. Environmental (Continued)**
Climate Change (Continued)**丙.環境(續)**
氣候變化(續)

Climate Risks		Time horizon	Trend	Potential financial impact	氣候風險	技術	時間範圍	趨勢	潛在財務影響
Transition Risks	Technology	Long term	Increase	During the transitional period, the Group expects increased procurement expenditures to introduce new and alternative technologies, and the additional cost of adopting/deploying new practices and processes.	過渡風險	技術	長期	增加	於過渡期間，本集團預期增加採購支出以引入新技術及替代技術，以及採納/部署新做法及流程的額外成本。
	Policy and Legal	Short to medium term	Increase	Implementation of tightened environmental laws, stringent requirements on climate disclosures and carbon pricing system increases operating costs.		政策及法律	短期至中期	增加	實施更嚴格的環境法、對氣候披露及碳定價系統的嚴格要求增加經營成本。
	Market	Short term	Increase	During the transitional period, the Group might face a decrease in revenue due to higher environmental requirements of clients, if no strategy has been set accordingly.		市場	短期	增加	於過渡期間，如沒制定相應策略，本集團可能會因客戶對環境的要求增加而面臨收益下降。
	Reputation	Short to medium term	Increase	Stakeholders' concerns on climate-related issues of the Group might dampen the investment sentiment of investors, impacting the stock price and market capitalisation of the Group, and hence increasing the liquidity risk.		聲譽	短期至中期	增加	持份者對本集團氣候相關問題的憂慮可能打擊投資者的投資情緒，影響本集團的股價及市值，因此增加流動性風險。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

C. Environmental (Continued)

Climate Change (Continued)

Significant Climate-Related Issues

The Group recognises that extreme weather events caused by climate change, such as tropical storms, heavy rainfall, and flooding, may negatively impact daily operations. As such, the Group has formulated a series of action plans and emergency response measures to address extreme weather conditions and raise its capacity to adapt to climate change. These include, but not limited to, work-from-home plans for employees and insurance against damages from extreme weather events.

Furthermore, the Group has adopted various energy-saving and carbon reduction initiatives in order to contribute to the mitigation of climate change risks.

The Group has yet to identify any opportunities arising from climate change.

丙.環境(續)

氣候變化(續)

重大氣候相關問題

本集團意識到氣候變化造成的極端天氣事件(例如熱帶風暴、強降雨和洪水)可能對日常營運產生負面影響。為此,本集團已制訂一系列行動計劃及應急措施,應對極端天氣情況,提高適應氣候變化的能力。當中包括但不限於員工在家工作計劃及針對極端天氣事件造成損失的保險。

此外,本集團已採納多項節能減碳措施,為降低氣候變化風險出一分力。

本集團尚未發現氣候變化帶來的任何機會。

D. Employees Caring for Our Employees

The Group has complied strictly with the relevant laws and regulations in the PRC, Hong Kong, and Vietnam to ensure employees' interests are protected. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> Labour Law of the PRC Labour Contract Law of the PRC Regulations on Paid Annual Leave for Employees Law of the PRC on the Protection of Women's Rights and Interests Special Rules on the Labour Protection of Female Employees 	<ul style="list-style-type: none"> Employment Ordinance (Cap. 57) Inland Revenue Ordinance (Cap. 112) Sex Discrimination Ordinance (Cap. 480) Mandatory Provident Fund Schemes Ordinance (Cap. 485) Personal Data (Privacy) Ordinance (Cap. 486) Disability Discrimination Ordinance (Cap. 487) Family Status Discrimination Ordinance (Cap. 527) Race Discrimination Ordinance (Cap. 602) Minimum Wage Ordinance (Cap. 608) 	<ul style="list-style-type: none"> Employment Law Labor Code Social Insurance Law Health Insurance Law Criminal Code

The Group believes that employees are its most valuable assets for its future development and success. The Group considers the safety and health of employees as its top priority and are committed to improving occupational safety and health management in order to provide a safe working environment for employees. The Group has formulated a people-first human resource management policy to protect the welfare of employees and provide them with fair promotion and training opportunities. At the same time, the Group strengthens cohesion among employees and understands their views through various communication channels so as to facilitate long-term development. The Group did not note any cases of material non-compliance in relation to employment during the Reporting Period.

丁.員工 關愛員工

本集團嚴格遵守中國、香港及越南的相關法律法規，確保員工利益受到保障。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> 《中國勞動法》 《中國勞動合同法》 《職工帶薪年休假條例》 《中國婦女權益保障法》 《女職工勞動保護特別規定》 	<ul style="list-style-type: none"> 《僱傭條例》(第57章) 《稅務條例》(第112章) 《性別歧視條例》(第480章) 《強制性公積金計劃條例》(第485章) 《個人資料(私隱)條例》(第486章) 《殘疾歧視條例》(第487章) 《家庭崗位歧視條例》(第527章) 《種族歧視條例》(第602章) 《最低工資條例》(第608章) 	<ul style="list-style-type: none"> 《勞工法》 《勞動法》 《社會保險法》 《健康保險法》 《刑法》

本集團相信員工是對其未來發展和成功而言的重要資產。本集團視員工的安全和健康為首要考慮，力求完善職業安全及健康管理，為員工提供一個安全的工作環境。本集團已制訂以人為本的人力資源管理政策，保障員工的福利，為員工提供公平的晉升及培訓發展機會。同時，本集團透過各種溝通渠道凝聚員工及了解其意見，以推動長期發展。於報告期內，本集團未發現與僱傭有關的重大違規情況。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) Employment Figures

As of 31 December 2022, the Group had a total of 790 employees across its operations in the PRC, Hong Kong, and Vietnam.

See below for the detail breakdown of the 2022 workforce, as well as comparisons with previous years.

Total Workforce as of 31 December	2022		2021		2020	
	Number	Percentage	Number	Percentage	Number	Percentage
By Gender						
Male	246	31.14%	296	32.17%	352	31.57%
Female	544	68.86%	624	67.83%	763	68.43%
By Employment Type						
Full-Time	701	88.73%	-	-	-	-
Part-Time	89	11.27%	-	-	-	-
By Employee Category						
Senior Management	10	1.27%	8	0.87%	8	0.72%
Middle Management	110	13.92%	134	14.57%	147	13.18%
Frontline and Other Employees	670	84.81%	778	84.56%	960	86.10%
By Age Group (New Categorisation)						
18-25	45	5.70%	-	-	-	-
26-35	260	32.91%	-	-	-	-
36-45	281	35.57%	-	-	-	-
46-55	176	22.28%	-	-	-	-
56 or above	28	3.54%	-	-	-	-
By Age Group (Old Categorisation)						
Below 30	-	-	277	30.11%	50	4.48%
30-50	-	-	581	63.15%	652	58.48%
Above 50	-	-	62	6.74%	413	37.04%
By Geographical Location						
Hong Kong	36	4.56%	38	4.13%	-	-
PRC	445	56.32%	522	56.74%	-	-
Vietnam	308	38.99%	359	39.02%	-	-
USA	1	0.13%	1	0.11%	-	-
Total	790	100.00%	920	100.00%	1,115	100.00%

丁.員工(續) 僱傭數據

截至二零二二年十二月三十一日，本集團在中國、香港及越南的營運共有790名僱員。

請參閱下文二零二二年勞動力明細以及與過往年度的比較。

截至 十二月三十一日 勞動力總數	二零二二年		二零二一年		二零二零年	
	數目	百分比	數目	百分比	數目	百分比
按性別劃分						
男性	246	31.14%	296	32.17%	352	31.57%
女性	544	68.86%	624	67.83%	763	68.43%
按僱傭類型劃分						
全職	701	88.73%	-	-	-	-
兼職	89	11.27%	-	-	-	-
按僱員類別劃分						
高級管理層	10	1.27%	8	0.87%	8	0.72%
中級管理層	110	13.92%	134	14.57%	147	13.18%
前線及其他僱員	670	84.81%	778	84.56%	960	86.10%
按年齡組別劃分 (新分類)						
18至25歲	45	5.70%	-	-	-	-
26至35歲	260	32.91%	-	-	-	-
36至45歲	281	35.57%	-	-	-	-
46至55歲	176	22.28%	-	-	-	-
56歲或以上	28	3.54%	-	-	-	-
按年齡組別劃分 (舊分類)						
30歲以下	-	-	277	30.11%	50	4.48%
30至50歲	-	-	581	63.15%	652	58.48%
50歲以上	-	-	62	6.74%	413	37.04%
按地區劃分						
香港	36	4.56%	38	4.13%	-	-
中國	445	56.32%	522	56.74%	-	-
越南	308	38.99%	359	39.02%	-	-
美國	1	0.13%	1	0.11%	-	-
總計	790	100.00%	920	100.00%	1,115	100.00%

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**D. Employees (Continued)**
Turnover Figures

A total of 358 employees left the Group during the Reporting Period, which gave a turnover rate of 41.87%. The Group regularly reviews salary remuneration and benefits to retain talents and stay attractive and competitive in the market.

See below for the detail breakdown of 2022 turnover rate by employee group, as well as comparisons with last year.

Turnovers as of 31 December	2022		2021	
	Number	Turnover Rate	Number	Turnover Rate
By Gender				
Male	139	51.29%	-	25.30%
Female	219	37.50%	-	36.50%
By Age Group (New Categorisation)				
18-25	50	95.24%	-	-
26-35	182	66.18%	-	-
36-45	80	26.58%	-	-
46-55	41	21.47%	-	-
56 or above	5	14.08%	-	-
By Age Group (Old Categorisation)				
Below 30	-	-	-	33.90%
30-50	-	-	-	24.60%
Above 50	-	-	-	50.20%
By Geographical Location				
Hong Kong	4	10.81%	-	10.50%
PRC	158	32.64%	-	22.40%
Vietnam	196	58.77%	-	50.70%
USA	-	-	-	-
Total	358	41.87%	-	-

丁.員工(續)
離職數據

於報告期內，本集團共有358名僱員離職，離職率為41.87%。本集團定期審閱工資薪酬及福利以挽留人才及在市場維持吸引力及具競爭力。

請參閱下文二零二二年按僱員類別劃分的離職率明細以及與過往年度的比較。

截至 十二月三十一日 離職率	二零二二年		二零二一年	
	數目	離職率	數目	離職率
按性別劃分				
男性	139	51.29%	-	25.30%
女性	219	37.50%	-	36.50%
按年齡組別劃分 (新分類)				
18至25歲	50	95.24%	-	-
26至35歲	182	66.18%	-	-
36至45歲	80	26.58%	-	-
46至55歲	41	21.47%	-	-
56歲或以上	5	14.08%	-	-
按年齡組別劃分 (舊分類)				
30歲以下	-	-	-	33.90%
30至50歲	-	-	-	24.60%
50歲以上	-	-	-	50.20%
按地區劃分				
香港	4	10.81%	-	10.50%
中國	158	32.64%	-	22.40%
越南	196	58.77%	-	50.70%
美國	-	-	-	-
總計	358	41.87%	-	-

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) Employee Recruitment, Compensation and Benefits

The Group complies strictly with all applicable laws and regulations in relation to recruitments, pursuant to which the Group is to select, recruit and promote its employees at all levels in a fair and open manner based on their knowledge, integrity, ability and experience in either public recruitment or internal promotion. When an employee presents their resignation, the human resources department will arrange an interview with them to understand their motives and identify issues in relation to management and employee turnover rates.

There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination during the Reporting Period. In addition, during the Reporting Period, the Group was not aware of any violation cases relating to compensation, recruitment and promotion, working hours, holidays, equal opportunity, diversity, anti-discrimination, and other benefits and welfare that have a significant impact on the operations of the Company.

The Group abides by all applicable employment and labour related laws of the PRC, Hong Kong, and Vietnam. The Group's employees are remunerated in accordance with their performance, qualification, work experience and prevailing industry practice. To establish a framework for employee remuneration and welfare for more effective and systematic management of human resources, the Group has implemented a remuneration system for production line workers where their wages are calculated on a piece-rate basis, allowing them to earn more from extra work. The Group also focuses on employee welfare and offer benefits such as bonuses, annual leave, travel subsidies, meals, lunch subsidies, accommodation and workwear. Overtime work on workdays, rest days and statutory holidays are compensated with 1.5 to 3 times of the basic hourly wage rate as appropriate. Standard employee wages paid by the Group are not lower than local statutory minimum wage standards, and wages are subject to adjustment from time to time in accordance with wage regulations, corporate profits, and personal performance.

Various types of leave, including annual leaves, sick leaves, maternity leaves, paternity leaves and jury services leave, are also provided. The Group safeguards employees' entitlement to statutory benefits. The Group participates in the mandatory provident fund ("MPF") for employees in accordance with the MPF in Hong Kong, the state-managed retirement benefit scheme managed by the PRC government, and the social insurance state pension scheme provided by the Vietnam government respectively, and have paid the relevant contributions accordingly. The Group has also maintained employees' compensation insurance for all its employees.

丁.員工(續) 僱員招聘、薪酬及福利

本集團嚴格遵守有關招聘的所有適用法律法規，據此，本集團根據員工的知識、誠信、能力及經驗在公開招聘或內部晉升以公平公開方式選拔、招聘及晉升各級員工。當員工提出辭職時，人力資源部門將安排面談，了解其動機並找出與管理及僱員離職率有關的問題。

於報告期內，有關薪酬及解聘、招聘及晉升、工時、休息時間、平等機會、多元化及反歧視之政策並無重大變動。此外，於報告期內，本集團概不知悉對本集團營運有重大影響與薪酬、招聘及晉升、工時、假期、平等機會、多元化、反歧視以及其他福利及待遇的違規事件。

本集團遵守中國、香港及越南所有適用的僱傭及勞工相關法律。本集團僱員的薪酬根據員工的表現、資歷、工作經驗及現行業內慣例而釐定。為建立員工薪酬與福利水平框架的基準，從而更有效和有系統地管理人力資源。在生產線員工工資方面，本集團實行多勞多得計件薪酬制度，使彼等能夠從額外工作中獲得更多收入。本集團亦注重員工福利，提供花紅、年假、出勤補貼、伙食、午餐補貼、住宿及工作等。如員工在工作日、休息日及法定假日加班，我們將會根據情況發放基本時薪1.5至3倍的工資。本集團的僱員標準工資均不低於當地法定最低工資標準，工資會根據工資法規、企業利潤及個人表現不時調整。

我們亦提供各類假期，包括年假、病假、產假、侍產假及陪審員服務假期。本集團保障僱員享有法定福利之權利。本集團分別根據香港的強制性公積金(「強積金」)為員工參與強積金計劃、中國政府管理的國家管理退休福利計劃及越南政府提供的社會保險國家退休金計劃，並已相應支付相關供款。本集團亦為所有僱員購買僱員補償保險。

D. Employees (Continued) Employee Recruitment, Compensation and Benefits (Continued)

To mitigate the impact of COVID-19 on its employees, the Group had not adjusted the salary of its internal staff during the Reporting Period. If any employee get infected or needs to be quarantined, the Group arranges for full pay sick leave for the affected employee. During the Reporting Period, the Group did not dismiss any employees due to COVID-19.

There were no major changes in policies relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity and anti-discrimination during the Reporting Period.

Employee Communication

The Group values the voices of its employees. Various communication channels and mechanisms, including suggestion boxes, have been established to encourage employees to express their views and suggestions on the Group's development, business aspects and day-to-day operations. Through the adoption of an incentive mechanism to award employees for suggestions or proposals which are considered to be constructive or adopted by relevant departments, employees are motivated to actively express their views. The Group also respects the right to collective bargaining agreement in accordance with the requirements of relevant local laws of its operations. The Group has established a representative labour union in Vietnam with which the Group's management actively maintains effective communication to discuss matters relating to employee welfare and benefits.

Furthermore, the Group is focused on helping its employees maintain a work-life balance and are committed to fostering a positive working environment to boost morale and develop a sense of belonging. With loosening COVID-19 restrictions, the Group has organised the following recreational events and activities to relieve work stress:

- Mid-Autumn Festival celebrations through mooncake gifts and lucky draws; and
- Annual Outstanding Employee Award at annual gala to recognise contributions of outstanding employees.

丁.員工(續) 僱員招聘、薪酬及福利(續)

為減輕COVID-19對員工的影響，本集團於報告期內未調整內部員工薪酬。倘任何員工受感染或需要隔離，本集團會為受影響員工安排全薪病假。於報告期內，本集團並無因COVID-19而辭退任何僱員。

於報告期內，有關薪酬及解聘、招聘及晉升、工時、休息時間、平等機會、多元化及反歧視之政策並無重大變動。

員工溝通

本集團非常重視員工的聲音。我們已建立不同的溝通渠道和機制，包括設立意見收集箱等，鼓勵員工自由地對集團發展以及各業務環節和日常工作發表意見和建議。我們亦已訂立獎勵機制，如果員工的建議或提案獲得公司審定為有建設性，或被相關部門採納，我們將予以表彰嘉許，藉此促進員工積極發表意見。本集團亦按照營運當地相關法律要求，尊重員工集體談判協議的權力。為此，本集團於越南設有具代表性的工會，本集團管理層積極與工會保持有效溝通，商討與員工福利待遇相關的事宜。

此外，本集團關注員工的工作生活平衡，並致力締造一個良好愉快的工作環境，以加強員工的士氣及對公司的歸屬感。隨著COVID-19限制措施放寬，本集團組織了以下康樂活動以緩解工作壓力：

- 以月餅禮物和幸運抽獎慶祝中秋節；及
- 在年度晚會頒發年度優秀員工表彰獎，表揚傑出員工的貢獻。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) Equal Opportunity and Anti-Discrimination

The Group promotes equal opportunity and is committed to building an equal and diverse working environment. In considering recruitment and promotion of employees, the Group does not practice any discrimination or unfair dismissal based on age, gender, race, religion, marriage status, parental status, sexual orientation, disability or any other individual differences unrelated to work.

Employee Health and Safety

Employee health and safety is crucial to a productive workplace. The Group is committed to providing a safe working environment for employees, and has accordingly formulated policies, objectives, management systems, and operating procedures regarding occupational safety.

During the Reporting Period, the Group has complied with occupational health related laws and regulations in the PRC, Hong Kong, and Vietnam to avoid any health risks from being imposed onto its employees. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> Labour Law of the PRC Labour Contract Law of the PRC Work Safety Law of the PRC PRC Law on The Prevention and Control of Occupational Diseases Regulations of Guangdong Province on Production Safety 	<ul style="list-style-type: none"> Employees' Compensation Ordinance (Cap. 282) Occupational Safety and Health Ordinance (Cap. 509) 	<ul style="list-style-type: none"> Occupational Safety and Health Law Labor Safety and Hygiene Law

There were no major changes in management practice in relation to occupational health and safety during the Reporting Period.

丁.員工(續) 平等機會及反歧視

本集團提倡平等機會，致力營造平等及多元化的工作環境。在招聘及晉升員工時，本集團不會因年齡、性別、種族、宗教信仰、婚姻狀況、生育狀況、性取向、殘疾或其他任何與工作無關的個人差異而作出差別待遇及不合理的僱。

員工健康與安全

員工的健康與安全對建立一個具生產力的工作間尤其重要。本集團致力為員工提供一個安全的工作環境，制訂了職業安全政策、目標、管理制度和操作規程。

於報告期內，本集團已遵守中國、香港及越南的職業健康相關法律法規，以避免對僱員造成任何健康風險。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> 《中國勞動法》 《中國勞動合同法》 《中國安全生產法》 《中國職業病防治法》 《廣東省安全生產條例》 	<ul style="list-style-type: none"> 《僱員補償條例》(第282章) 《職業安全及健康條例》(第509章) 	<ul style="list-style-type: none"> 《職業安全衛生法》 《勞工安全衛生法》

於報告期內有關職業健康及安全的管理常規並無重大變動。

D. Employees (Continued) Employee Health and Safety (Continued)

The Group has established a comprehensive production safety accountability system and management framework with internal rules on production safety management which specify the responsibilities of the production safety committees, departments at various levels and safety production management personnel of production sites in the PRC and Vietnam. Furthermore, the Group has set up a working group on work safety and health management comprising qualified and experienced staff from various departments, responsible for supervising the work environment and health conditions in the production sites and the safety compliance of staff. The Group conducts regular production safety accountability assessments for production site workers, and conducts comprehensive safety training for its employees during quarterly safety production meetings.

On the other hand, the Group's production process involves the use of hazardous chemicals and oil products. To safeguard the safety of its employees in the working area, the Group has implemented procedures for handling hazardous chemicals and oil products to prevent any leakage of hazardous chemicals and oil products during the procurement, transportation, storage, use, and disposal processes. In addition, employees responsible for the handling of hazardous chemicals are required to be trained in the knowledge of managing the storage of hazardous substances, and must be accompanied by safety management personnel in handling hazardous chemicals.

Additionally, the Group has formulated a series of measures to respond to and control emergencies including fires, tropical storms and heavy rainfall, and leakage of hazardous substances. Under the production safety accountability system, the Group has established different emergency response teams including a fire services team to provide first response to any incident promptly under secure conditions, in order to keep employees safe and minimise any impact on operations. At the same time, the Group regularly provides trainings such as firefighting training, first aid and rescue training, chemical accident response training to relevant teams to ensure they have sufficient skills to deal with emergencies. In addition, the Group conducts annual emergency training and fire drills for its employees and communicate safety issues through bulletin boards to enhance their safety awareness and ability to handle incidents handling capabilities, in order to reduce the possibility of incident occurrence and impact.

Finally, the Group shows equal concern for the physical well-being of its employees. To ensure the health and safety of its employees in the workplace, the Group continuously monitors and reviews work injuries, conduct regular checks and rectify potential hazards. The Group also arranges annual body checks for all its employees in Vietnam.

丁.員工(續) 員工健康與安全(續)

本集團已建立完善的安全生產責任體系及管理架構，透過編制生產安全管理相關的內部規章，清楚列明中國及越南生產現場的安全生產委員會、各級部門和安全生產管理人員的職責。另外，本集團亦設立了工作安全及衛生管理小組，由各部門具豐富相關資歷及經驗的員工出任，負責監管生產現場的工作環境衛生情況及員工安全的合規情況。本集團亦會定期對生產現場工作人員作出安全生產責任考核，並於季度安全生產例會中對員工進行全面的安全培訓。

另一方面，本集團於生產過程中涉及到化學危險品及油品的使用。為了保障工作間的員工安全，本集團落實了化學危險品及油品相關的管理程序，以防止在採購、運輸、儲存、使用、報廢化學危險品及油品過程中出現任何洩漏。另外，負責管理化學危險品的人員必須接受有關危險品的儲存管理常識的培訓，而處理化學危險品時亦須由安全管理人員陪同。

本集團亦制訂了一系列應對及控制緊急事故的措施，涵蓋火災、颱風暴雨、危險品洩漏等事故的應變方案。本集團在安全生產責任體系下成立了不同的應變小組，包括消防隊等，在事故發生後及安全的情況下第一時間作出反應，保障員工的安全及盡力減少對營運的影響。同時，本集團定期為相關小組安排各種培訓，如消防培訓、急救及救援訓練、化學品事故應對培訓等，確保他們有足夠技能應對事故。另外，本集團每年都會為員工提供應急訓練及火災演習，並透過宣傳欄與員工溝通安全要項，加強員工的安全意識及事故處理能力，從而減低事故發生的機會及影響。

最後，本集團同樣關顧員工的身體健康。為確保員工在工作場所的健康和安全，本集團會持續監察及檢討工傷情況、進行例行檢查和隱患整改。在越南，本集團為全體員工每年安排一次身體檢查。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) COVID-19 Measures

During the Reporting Year, despite the gradual recovery of economic stability from the COVID-19 outbreak, the Group remained vigilant in its efforts to safeguard employee health and safety. The Group has formulated various preventive measures to provide a sanitary and safe working environment. These measures include:

- During the more severe periods of the COVID-19 outbreak, self-test kits were provided for all employees and were required to be tested three times a week, so that management could make timely arrangements and provide assistance to staff who tested positive;
- Employees were supplied with protective equipment such as thermometers, face masks and sanitizers;
- Body temperature checks were conducted for employees, large work conferences were minimised, and all employees were required stay in the premises of the Group during lunchtime, to avoid the risk of being infected;
- Employees travelling to and returning from high-risk areas or overseas were required to undergo internal health declaration and respective quarantine to mitigate the risk of transmission;
- A pandemic control working group was set up in the PRC, and a documentation system was developed to effectively and comprehensively monitor the pandemic situation; and
- To ensure a sanitary and safe working environment in the Vietnam production site, the Group conducted thorough disinfection of the factory floor and sterilisation of incoming materials.

丁.員工(續) COVID-19措施

於報告年內，儘管經濟從COVID-19疫情逐步恢復穩定，本集團依然沒有絲毫鬆懈，致力保障員工的健康和安全。本集團已制訂各種防疫措施，以提供一個衛生安全的工作環境。該等措施包括：

- 在COVID-19疫情比較嚴重的期間，我們為全體員工提供病毒檢測包，並要求員工每週進行三次檢測，以便管理層及時作出安排，並為檢測呈陽性的員工提供協助；
- 我們為員工預備防疫用品如溫度計、口罩、消毒液；
- 我們亦為員工進行體溫監測，減少大型工作會議和要求全體員工中午須留本集團處所內進食，避免受感染的風險；
- 要求往返高危地區或境外的員工進行內部健康申報及相應的隔離，以減少傳播風險；
- 我們在中國成立防疫小組及制訂防疫文件制度，以有效及全面地監控防疫情況；及
- 為確保越南生產現場有一個衛生安全的工作環境，本集團為廠房及進廠貨物進行全面消毒。

D. Employees (Continued) Work-Related Fatalities and Injuries

Occupational Health and Safety Data in 2022

Work related fatality	0
Fatality rate	0.00%
Work injury cases >3 days	6
Work injury cases ≤3 days	3
Lost days due to work injury	101

Occupational Health and Safety Data in 2021

Work related fatality	0
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Occupational Health and Safety Data in 2020

Work related fatality	0
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During the Reporting Period, the Company did not receive any complaints or lawsuits regarding violations of health and safety-related laws, and there was no work-related death in the past three years.

Development and Training

The Group values its employees as human capital and invest resources to educate and maintain their standards so that they can make a greater contribution to its success. Each year, the Group prepares suitable annual training programs based on development needs of each department to improve the professional skills of its employees. Through the employee evaluation system, the Group regularly reviews the performance of employees and provide promotion opportunities for outstanding employees to facilitate their career development and fulfil their potential while helping the Group retain talent at the same time. The Group believes this would motivate employee self-improvement and enhance work performance, which would drive the Company's long-term development.

丁.員工(續) 工作相關死亡及受傷事故

二零二二年職業健康及安全數據

工作相關死亡事故	0
死亡率	0.00%
>3天工傷事故	6
≤3天工傷事故	3
因工傷而損失工作日數	101

二零二一年職業健康及安全數據

工作相關死亡事故	0
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二零二零年職業健康及安全數據

工作相關死亡事故	0
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於報告期內，本公司並無收到任何關於違反健康安全相關法律的投訴及訴訟，於過去三年亦無發生工作相關死亡事故的個案。

發展及培訓

本集團視僱員為人力資本，並投放資源以教育及維持彼等的水平，使彼等能對集團的成功作出更大貢獻。為提升員工的專業技能，本集團每年都會按照各部門的發展需要制訂合適的年度培訓計劃。透過僱員評估制度，本集團定期檢討員工表現，並為表現優異的員工提供晉升機會，以助員工的職業發展和讓他們發揮所長，同時為集團留住人才。本集團認為能藉此推動員工積極上進，並提高員工的工作表現，以助公司的長期發展。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) Development and Training (Continued)

The Group offers internal and external training opportunities for its employees to allow them to gain the expertise and skills needed for work. New employees are required to attend induction training to familiarise themselves with information such as the Group's background, rules and systems, employee code of conduct, job duties, product identification, quality policy, restriction of hazardous substances ("RoHS"), and occupational safety. Besides induction training, the Group prepares customised annual internal and external training programs for different departments so that employees are able to discharge their job duties, while enhancing their familiarity with the Company's code of conduct and risks associated with their respective job duties. For example, qualified organisations are invited to provide training to production operators on production expertise of plugs and sockets, and to employees on other ancillary skills such as warehousing, maintenance, technology and quality management, to further enhance the professional skills of employees. The Group also provides courses covering topics such as basic ISO knowledge, site management, firefighting and first aid to satisfy the functional and technical needs of various departments. Effectiveness of training implemented by various departments is evaluated by the Administration Department for review of current training programs.

丁.員工(續) 發展及培訓(續)

本集團給予員工內部及外間的培訓機會，讓他們取得工作上所需的專業知識和技能。所有新入職的員工都必須通過入職培訓，以瞭解本集團背景、規章制度、員工守則、工作崗位、製品辨識、質量政策、危害性物質限制指令(「RoHS」)、職業安全等內容。除了提供入職培訓外，本集團亦為各部門量身訂造年度內部及外面的培訓計劃，以應付其工作崗位的職責，同時提升員工對本公司守則及相關工作崗位風險的熟悉度。例如公司會邀請合資格的專責機構為生產操作員進行有關插件、插頭等生產專業知識的培訓，以及教導員工其他輔助工作知識如倉庫、維修、技術、品質管理等，進一步提高員工的專業技能。本集團亦會安排如ISO基礎知識、現場管理、消防及急救培訓等課程，以滿足每個部門不同的職能和技術上的需要。各部門落實的培訓成效則交由行政部負責，從而檢討現時的培訓計劃。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**D. Employees (Continued)**
Training Figures

During the Reporting Period, 641 employees, or 81.14% of all employees, received training as arranged by the Group, and the average training hours that each employee received (inclusive of those who did not receive training) was 21.11 hours. The percentage and average training hours per gender and employee category during the Reporting Period, as well as comparisons with previous years, are as follows:

Training Figures as of 31 December	2022		2021		2020	
	Average Training Hours	Percentage	Average Training Hours	Percentage	Average Training Hours	Percentage
By Gender						
Male	22.07 hrs	83.78%	9.90 hrs	86.10%	13.50 hrs	-
Female	20.68 hrs	92.48%	7.90 hrs	93.60%	13.50 hrs	-
By Employee Category						
Senior Management	0.00 hrs	0.00%	5.00 hrs	25.00%	30.00 hrs	-
Middle Management	6.53 hrs	14.71%	3.80 hrs	92.50%	8.70 hrs	-
Frontline and Other Employees	22.17 hrs	94.93%	9.40 hrs	91.60%	14.10 hrs	-
Overall	21.11 hrs	89.78%	-	-	-	-

Labour Standards

The Group has strictly abided by all labour standard laws and regulations to protect children and prevent child labouring. See below for a list of labour standard related laws and regulations of the respective regions the Group operate in:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> • PRC Law on Protection of Minors • Provisions on the Prohibition of Using Child Labour • Regulations on the Special Protection of Minor Workers 	<ul style="list-style-type: none"> • The Employment of Children Regulations under the Employment Ordinance (Cap. 57B) 	<ul style="list-style-type: none"> • Child Protection Law • Labor Code • Criminal Code

丁.員工(續)**培訓數字**

於報告期內，641名僱員(或全體僱員的81.14%)接受本集團安排的培訓，而每名僱員接受的平均培訓時數(包括並無接受培訓者)為21.11小時。於報告期內按性別及僱員類別劃分百分比及平均培訓時數以及與過往年度比較如下：

截至 十二月三十一日 培訓數字	二零二二年		二零二一年		二零二零年	
	平均培訓 時數	百分比	平均培訓 時數	百分比	平均培訓 時數	百分比
按性別劃分						
男性	22.07小時	83.78%	9.90小時	86.10%	13.50小時	-
女性	20.68小時	92.48%	7.90小時	93.60%	13.50小時	-
按僱員類別劃分						
高級管理層	0.00小時	0.00%	5.00小時	25.00%	30.00小時	-
中級管理層	6.53小時	14.71%	3.80小時	92.50%	8.70小時	-
前線及其他僱員	22.17小時	94.93%	9.40小時	91.60%	14.10小時	-
整體	21.11小時	89.78%	-	-	-	-

勞工準則

本集團嚴格遵守所有勞工準則法律法規，以保護兒童及防止童工。下表載列本集團營運所在相應地區的勞工準則相關法律及法規：

中國	香港	越南
<ul style="list-style-type: none"> • 《中國未成年人保護法》 • 《禁止使用童工規定》 • 《未成年工特殊保護規定》 	<ul style="list-style-type: none"> • 《僱傭條例下之僱用兒童規例》(第57B章) 	<ul style="list-style-type: none"> • 《保護兒童法》 • 《勞動法》 • 《刑法》

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

D. Employees (Continued) Labour Standards (Continued)

The Group has also formulated a Policy on Preventing Child Labor and Policy on Preventing Forced Labor to avoid the employment of forced labour and child labour. Verification of identification and age of applicants are required during the recruitment process. Applicants who have not reached the local statutory working age¹ will not be employed. The Group does not tolerate any forced labour and encourages employees to report violations. The Group has established the procedures for handling and following up the relevant complaints.

There was no child nor forced labour in the Group's operation during the Reporting Period. In addition, the Group conducts regular checking to ensure that there is no child labour nor forced labour in its operations. If any case of non-compliance is discovered, the Group will immediately terminate employment and further investigate to avoid recurrence.

丁.員工(續) 勞工準則(續)

另外，本集團制定了《防聘用童工政策》及《防勞動強逼政策》來避免僱用強迫勞工及童工。在招聘員工的過程中，我們必須核實應徵者的身份和年齡，年齡低於當地合法工作年齡¹的應徵者該一律不會被錄取。為了杜絕一切有機會發生的強迫勞工的情況，集團設有既定程序處理及跟進相關投訴，並且鼓勵員工舉報相關違規情況。

於報告期內，本集團營運並無僱用童工或強迫勞工。此外，本集團定期檢查以確保其營運並無僱用童工或強迫勞工。如發現任何不合規情況，本集團將立即終止僱用並進一步調查，以免再次發生。

¹ This refers to any individual under the age of 15 years in Hong Kong, 16 years in the PRC, and 18 years in Vietnam.

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

E. Value Chain Supply Chain Management

During the Reporting Period, the Group had engaged with 195 suppliers from the PRC, Hong Kong, and Vietnam to source raw materials, equipment, and services such as environmental monitoring, industrial catering, and courier services.

See below for the detail breakdown of the 2022 engaged suppliers, as well as comparisons with previous years.

Number of Suppliers	2022	2021	2020
By Geographical Region			
Hong Kong	2	73	70
PRC	115	206	190
Vietnam	78	7	3
Other Regions	0	15	15
Total	195	301	278

The Group has formulated the Procurement Procedures to regulate the procurement process and ensure that its suppliers are capable of maintaining information that meets standards, in order to satisfy the Group's procurement needs. The Group conducts evaluation and selection of new suppliers based on their production capacity, corporate history, product quality, prices, quality, and environmental management systems. The Group also requires its suppliers to complete trade safety investigations as required by local customs. The Group conducts simplified monthly assessments for its existing suppliers and conduct site inspection where necessary, with suppliers receiving an unsatisfactory assessment result required to submit solutions for improvement. For underperforming suppliers who show no signs of improvement, the Group's general manager will consider on a case-by-case basis whether to reassess or revoke their status as approved supplier.

戊.價值鏈 供應鏈管理

於報告期內，本集團已與來自中國、香港及越南的195家供應商合作，以採購原材料、設備及環境監測、工業餐飲及配送服務等服務。

請參閱下文二零二二年參與供應商明細以及與過往年度的比較。

供應商數目	二零二二年	二零二一年	二零二零年
按地區劃分			
香港	2	73	70
中國	115	206	190
越南	78	7	3
其他地區	0	15	15
總計	195	301	278

本集團透過制定《採購程序》以規範採購流程，確保其供應商能夠持續供應符合規範的資料，以滿足本集團的採購需求。本集團根據供應商的生產能力、公司歷史、產品品質、價格、質量和環境管理體系來審查和選擇新的供應商。本集團亦要求供應商按照當地海關要求完成貿易安全調查。本集團會對現有供應商進行每月一次簡單的評估，在必要時會派審查員對供應商進行現場審核。考核結果為「差」的供應商須提交改進方案。針對表現不佳且沒有改善跡象的供應商，本集團總經理會就個別情況決定是否重新評定或取消其合格供應商資格。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

E. Value Chain (Continued) Supply Chain Management (Continued)

Besides compliance, material quality, and service quality of suppliers, the Group also monitors their environmental and social performance. In order to mitigate environmental and social risks of its supply chain, the Group conducts reviews of supplier performance in the aspects of environmental performance, labour rights and health and safety on a regular basis to ensure that their operations and activities do not cause significant disruptions on the environment and society. In order to maintain the environmental performance of the Group's supply chain, suppliers are required to strictly comply with environmental protection requirements, and carry out investigation or assessment on the environmental management of designated suppliers in accordance with ISO 14001 Environmental Management System. The Group's environmental requirements for suppliers are as follows:

- Provision of environmentally-friendly products which do not have an adverse impact on the environment;
- Proper handling of all gaseous, liquid and solid waste generated during production;
- Application of clean production technology;
- Minimal application of hazardous raw materials during production;
- Minimal use of packaging materials;
- Minimal exhaust emission and noise pollution by transportation vehicles or during production; and
- Compliance with relevant requirements of the Group.

In order to monitor the compliance of suppliers, the Group conducts environmental audits on designated suppliers. If the supplier fails to meet environmental requirements, the Group would instruct such supplier to make rectifications. If necessary, the Group will arrange meetings with the management of suppliers for follow-up actions. The supplier will be disqualified if the offences are considered serious.

戊.價值鏈(續) 供應鏈管理(續)

除了供應商的合規性、材料質量和服務質量，本集團還重視他們的環境及社會表現。本集團定期審視供應商於環境保護、勞工權益及健康和 safety 等方面的表現，確保運營活動不會對環境及社會造成重大干擾，從而減低供應鏈中的環境及社會風險。而為維持集團供應鏈的環境績效，供應商須嚴格遵守環境保護要求，並根據 ISO 14001 環境管理體系的要求對指定供應商的環境狀況進行調查或評估。本集團對供應商的環境要求如下：

- 提供更環保的產品，不會對環境造成負面影響；
- 正確處理生產過程中產生的各種氣體、液體和固體廢物；
- 採用清潔生產技術；
- 生產過程中盡量避免使用危險原材料；
- 盡量少用包裝材料；
- 盡量減少運輸車輛或生產過程的廢氣排放和噪音污染；及
- 遵守本集團的相關規定。

為了監督供應商的合規性，本集團對指定供應商進行環境審查。若供應商不符合環境保護要求，本集團將提出糾正措施，按嚴重程度安排雙方管理層召開對策會議，如有嚴重違規，會取消該供應商資格。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**E. Value Chain (Continued)**
Product Responsibility

In terms of regulating product promotion and responsible sales, the Group strictly abides by the relevant laws and regulations. See below for a list of relevant laws and regulations of the respective regions the Group operate in.

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> • Criminal Law of the PRC • Advertising Law of the PRC • Cyber Security Law of the PRC • Provisions on Protecting the Personal Information of Telecommunications and Internet Users 	<ul style="list-style-type: none"> • Personal Data (Privacy) Ordinance (Cap. 486) • Office of the Privacy Commission for Personal Data, Hong Kong • Trade Marks Ordinance (Cap. 559) • Patents Ordinance (Cap. 514) • Copyright Ordinance (Cap. 528) 	<ul style="list-style-type: none"> • Product Quality Law • Consumer Protection Law • Commercial Law • Advertising Law • Standards and Technical Regulations Law • Cyber Information Security Law • Criminal Code

In terms of the health and safety, advertising, labelling and privacy matters and remedies of the products and services provided, there was no material non-compliance with relevant laws and regulations that would have a significant impact on the Group during the Reporting Period. In addition, there had been no products sold or shipped subject to recalls for safety and health reasons during the Reporting Period.

Intellectual Property (“IP”) Rights

The Group emphasizes the protection of its IP rights. The Group has the right to apply for patents for all inventions, technological innovations, products, or formulas created and developed by employees during their service. The Group strictly complies with relevant IP laws and regulations and are committed to respect IP, patents, and relevant interests of third parties. Any breach of IP regulations will be subject to severe penalties.

戊.價值鏈(續)**產品責任**

在規範產品推廣及負責任銷售方面，本集團嚴格遵守相關法律法規。下表載列本集團營運所在相應地區的相關法律及法規。

中國	香港	越南
<ul style="list-style-type: none"> • 《中國刑法》 • 《中國廣告法》 • 《中國網絡安全法》 • 《電信和互聯網用戶個人信息保護規定》 	<ul style="list-style-type: none"> • 《個人資料(私隱)條例》(第486章) • 香港個人資料私隱專員公署 • 《商標條例》(第559章) • 《專利條例》(第514章) • 《版權條例》(第528章) 	<ul style="list-style-type: none"> • 《產品質量法》 • 《消費者保護法》 • 《商業法》 • 《廣告法》 • 《標準和技術法規法》 • 《網絡信息安全法》 • 《刑法》

就所提供產品及服務的健康與安全、廣告、標籤及私隱事宜及補救措施而言，報告期內並無嚴重違反對本集團產生重大影響的相關法律法規的情況。此外，報告期內並無因安全健康原因召回已售或已付運的產品。

知識產權(「知識產權」)

本集團重視保護知識產權。本集團有權對在服務期間所製作、開發的所有發明、技術革新、產品或配方申請相應專利。本集團嚴格遵守有關知識產權的法律法規，承諾絕不侵犯第三者的知識產權、專利及相關權益。違反知識產權法規者將受到嚴厲處罰。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

E. Value Chain (Continued) Quality Assurance

The Group is committed to delivering quality and safe products to its customers. The Group's production sites in the PRC and Vietnam have implemented stringent internal quality control procedures accredited with ISO 9001 Quality Management System Certification, which monitor the entire production process and product quality, including ensuring product consistency, preventing and rectifying defective products. The Group also conducts comprehensive quality inspection on all products and only products which pass inspection may proceed to the next production stage. As for management of raw materials, the Group requires compliance with product safety and environmental requirements (such as RoHS) for raw materials of all its products. For example, only copper wires with a minimum copper content of 99.96% are utilised in products to guarantee high energy efficiency. By implementing stringent product quality control, the Group has obtained recognition from customers from various countries for its product quality.

Besides stringent control over purchased raw material and production process and standard, the Group also runs safety tests on finished goods to ensure its products meet safety standards. The Group conducts high-voltage safety tests on wires and power cord products which must achieve a 100% passing rate. The Group's testing centre also conducts reliability tests on samples and finished goods every three months, including plastic aging and tensile testing. The Group's "Safety and Reliability Policy" guarantees that its products meet the requirements of safety certification bodies and ensure its users are provided with user manual and safety guidelines so that users can safely and appropriately use the Group's products.

The Group has formulated the Control Procedures for Defective Products for control and follow-up action on all defective products, requiring relevant departments to conduct preliminary rectification on defective products within 24 hours. Where multiple departments are involved, the department with main responsibility shall coordinate cross-department quality control meetings with other relevant departments to discuss and devise solutions. All defective products are required to pass inspection before entering the next production stage, and would be disposed of in accordance with internal quality control procedures if standards are not met after undergoing processing, with changes to the relevant control system to be considered. If significant product defect is discovered or occurs repeatedly during the manufacturing process, the on-site person-in-charge from the quality control department may suspend the relevant production process, analyse the causes of the problem together with the Production Department, Engineering Department and other relevant departments, formulate solutions, and resume production only after the quality problem is controlled or solved.

戊.價值鏈(續) 質量保證

本集團承諾為客戶提供高品質、安全的產品。本集團位於中國及越南的生產現場已落實嚴格的內部品質控制程序，並均已通過ISO 9001品質管制體系認證，監控整個生產過程及產品質量，包括確保產品的一致性，預防和糾正不符合規範的產品。本集團亦會對所有產品進行全面品質檢驗，只有通過檢驗的產品才能進入下一道工序。而在原材料管理方面，本集團要求所有產品的原材料必須符合相關的產品安全和環境要求(如RoHS)。例如，產品只使用銅含量在99.96%以上的銅線作為原料，以保證具有較高的能源效益。藉由嚴格的產品質素控制，本集團的產品質量得到了不同國家客戶的認可。

除了嚴格把控原材料採購及生產過程及標準外，本集團亦會測試成品的安全性，以確保產品的安全品質。本集團對電力電纜進行高壓安全試驗，並規定相關產品必須100%通過安全試驗。本集團試驗中心亦會每三個月對樣品和成品進行一次可靠性試驗，包括橡膠老化試驗、拉伸試驗等。本集團亦已制定《安全和可靠政策》，以保證產品符合安全認證機構的要求，並規定必須提供安全使用指南，使用戶能適當及安全地使用本集團的產品。

本集團建立了《不合格品控制程序》，監管及跟進所有不符合規範的產品。我們要求相關部門必須於24小時內對不合規格的產品進行初步糾正。如果問題涉及多個部門，主要責任部門應負責組織跨部門的質量會議，與其他相關部門討論並制訂定解決方案。所有不合格產品在進入下一道工序前須通過檢驗。若經處理後仍不符合標準，我們會依循內部品質控制程序將該產品報廢，並考慮變更附屬品質系統。如在產品製造過程中發現產品嚴重不合規格或多次不達標時，工廠現場品質控制部門負責人可暫停相關生產過程，並與生產部、工程部等部門合作，分析問題原因，制訂定解決方案，待品質問題得到控制或解決後再恢復生產。

E. Value Chain (Continued) Confidential Information, Data Protection, and Privacy

As part of its operations, the Group may come into contact with commercial secrets and non-public technical information of customers. The Group acknowledges its responsibility to protect the confidential information of its customers and its importance to the Group's reputation and rating. Accordingly, the Group strictly complies with local laws and regulations of its operations, and has established a strict internal confidentiality system to secure the information of its customers. The Group requires all employees to comply with the Group's relevant regulations and fulfil their confidentiality responsibilities. Any breach of confidentiality will be sanctioned according to relevant local laws or regulations.

The Group complies with all applicable laws regarding confidential information and data protection. During the Reporting Period, the Company received no complaints or litigations relating to data protection and privacy protection, and there were no incidents and complaints concerning breaches of customer privacy or losses of customer data for the Group.

Customer Relations

The Group treasures its relationship with customers. As a reliable, long-term partner of its customers, The Group actively listens to and follows up on their views and requirements, satisfying their demands with products of the best quality. To understand the needs and expectations of its customers, the Group maintain close communication with them, and distributes customer satisfaction surveys in the fourth quarter of each year to collect their views and after-sales rating on aspects such as product quality, service, and turnaround time.

At the same time, the Group has established comprehensive procedures for handling complaints. Upon receiving a complaint, the responsible officer from the Group's quality control department shall analyse and follow-up on the complaint within 24 hours, identify the root cause of the problem within 3 working days, and formulate corrective actions within 7 working days, submit the solutions and results to relevant personnel, and then determine the solution with the customer. In addition to rectifying the batch in question, the Group also conducts follow-up quality checks on three batches of the same type of product, in order to avoid recurrence of the same problem. During the Reporting Period, the Group received 14 cases of minor complaints regarding product appearance or quality, which have been properly handled in accordance with the aforesaid customer complaint handling procedures.

戊.價值鏈(續) 機密資料、資料保護及私隱

本集團的營運過程有機會接觸到客戶的商業秘密和非公開科技資訊。本集團深明其在保護客戶機密資訊的責任，以及其對集團聲譽和評估的重要性。因此，本集團嚴守營運所在地相關的法律和法規，並建立了嚴格的內部保密制度，以確保客戶的信息得到保障。本集團要求所有員工必須遵守本集團的相關規定，履行保密責任。任何違反保密規定的行為將根據當地相關法律或法規受到處罰。

本集團遵守有關機密資料及資料保護的所有適用法律。於報告期內，本公司並無接獲與資料保護及私隱保護相關的投訴或訴訟，本集團並無發生侵犯客戶私隱或遺失客戶資料的事件及投訴。

客戶關係

本集團十分重視與客戶的關係。作為客戶可靠的長期合作夥伴，本集團積極傾聽和跟進客戶的意見和要求，並以最優質的產品來滿足其需要。為了解客戶的需要與期望，本集團與客戶保持密切溝通，並在每年的第四季度，向顧客發放顧客滿意度調查表，收集顧客對產品品質、服務、交貨期等方面的意見及售後評價。

同時，本集團已建立完善的投訴處理流程。集團品質部負責人在接到投訴後24小時內需要對該投訴進行深入分析及跟進，在三個工作日內找出問題的成因，以及在七個工作日內制訂糾正措施，向相關人員提交處理方案和結果，並與客戶確定處理方法。除了糾正該批次外，本集團還跟進三批同類產品的質量，以避免出現同樣的問題。報告期內，本集團收到了14宗關於產品外觀或品質的輕微投訴，並已按照上述的客戶投訴處理程序妥善處理。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

E. Value Chain (Continued) Anti-corruption

During the Reporting Period, the Group has complied with anti-corruption laws and regulations in the PRC, Hong Kong, and Vietnam. These include, but not limited to:

PRC	Hong Kong	Vietnam
<ul style="list-style-type: none"> • PRC Criminal Law • PRC Anti-Unfair Competition Law • PRC Anti-Money Laundering Law • Provisional Regulations on the Prohibition of Commercial Bribery 	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance (Cap. 201) • Independent Commission Against Corruption Ordinance (Cap. 204) • Anti-Money Laundering and Counter-Terrorist Financing Ordinance (Cap. 615) • Organised and Serious Crimes Ordinance (Cap. 455) 	<ul style="list-style-type: none"> • Anti-Corruption Law • Anti-Money Laundering Law • Criminal Code

The Group attaches great importance to employee ethical conduct and is committed to establishing a clean corporate culture. Employees are required to comply with the Group's Code of Ethics and the importance of respecting business ethics is highlighted through an incentive and penalty mechanism. To prevent conflicts of interest, employees responsible for sales and procurement are required to submit statements of interest and disclose any non-business-related interests and relationships with existing suppliers or customers.

The Group has established an internal complaint and whistleblowing mechanism and encourages its employees to report suspected irregularities, bribery, extortion, fraud, money laundering, and other forms of misconduct through email, telephone and private WeChat messages. The Group is committed to protect report information and the personal data of whistle-blowers, and has a zero-tolerance policy against any form of reprisal against whistle-blowers.

In order to enhance anti-corruption awareness and levels, the Group provided a total of 256 hours of anti-corruption training to 164 employees during the Reporting Period, which covered topics such as whistle-blowing, business ethics, avoiding conflict-of-interest, and anti-bribery.

戊. 價值鏈(續)

反貪污

於報告期內，本集團已遵守中國、香港及越南的反貪污法律法規。當中包括但不限於：

中國	香港	越南
<ul style="list-style-type: none"> • 《中國刑法》 • 《中國反不正當競爭法》 • 《中國反洗錢法》 • 《禁止商業賄賂行為的暫行規定》 	<ul style="list-style-type: none"> • 《防止賄賂條例》(第201章) • 《廉政公署條例》(第204章) • 《打擊洗錢及恐怖分子資金籌集條例》(第615章) • 《有組織及嚴重罪行條例》(第455章) 	<ul style="list-style-type: none"> • 《反貪污法》 • 《反洗錢法》 • 《刑法》

本集團非常重視員工道德守則，努力打造廉潔的企業文化。我們要求所有員工遵守本集團的《道德規範》，並通過獎罰機制向員工傳達遵守商業道德的重要性。為防止利益衝突，我們所有負責銷售和採購的員工必須提交利益聲明，申報與現有供應商或客戶的任何非工作利益關係。

本集團亦已制定內部申訴及舉報機制，鼓勵員工通過電郵、電話、微信私訊等渠道舉報疑似違規、賄賂、勒索、欺詐及洗黑錢等不當行為。本集團致力保密員工所舉報的資料及其個人資訊，並對報復舉報人的行為採取零容忍態度。

為提高反貪污意識及水平，本集團於報告期內向164名僱員提供合共256小時反貪污培訓，涵蓋主題包括舉報、商業道德、避免利益衝突及反賄賂。

E. Value Chain (Continued) Anti-corruption (Continued)

To maintain the Group's ethical conduct standards, the Group engages professional third party consultants on a regular basis to assess the effectiveness of the Group's internal controls, and to ensure the effective implementation of management measures.

During the Reporting Period, the Company did not have any lawsuits related to corruption, nor violated relevant laws and regulations that have a significant impact on the operations of the Company. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the Reporting Period.

F. Social Participation Community Investment

Besides focusing on business development, the Group has always been committed to charity involvement. However, while the impact of the pandemic has started to alleviate, COVID-19 has limited the Group's organisation and participation of public charity events during the Reporting Period. The Group demonstrates its concern and support for communities in need through donations to charitable and volunteer organisations.

The Group is concerned about the development and growth of children and made donations to a number of educational institutions and funds in Hong Kong, Mainland China and Vietnam during the year. For example, the Group donated to the Guizhou Cultural Heritage and Rural Development Foundation to provide financial assistance for the education and training of economically deprived students living in rural and mountainous areas and support local children in their development.

Furthermore, the Group cares about the protection of women's rights and interest, and has made monetary donations to the Hong Kong Girl Guides Association, the Hong Kong Chinese Women's Club, and the Hong Kong Federation of Women.

The Group has also shown its commitment to improve local livelihoods and quality of life through its support to the Disaster Prevention Fund for the Quang Ngai Province in Vietnam, as well as contributions to the security fund to assist the local police of the Quang Ngai Province in Vietnam.

During the Reporting Period, the Group has made charitable donations totalling approximately HK\$1,194,000.

戊.價值鏈(續) 反貪污(續)

為維持本集團的道德操守標準，本集團定期委聘專業第三方顧問評估本集團內部監控的成效，確保管理措施有效實施。

於報告期內，本公司並無涉及貪污的訴訟案件，並無違反對本公司營運產生重大影響的相關法律法規。於報告期內，概無發生指控本集團或其僱員貪污之已審結訴訟案件。

己.社會參與 社區投資

除專注業務發展外，本集團亦一直致力於參與慈善事業。然而，雖然疫情影響開始減退，報告期內COVID-19限制了本集團組織和參與公益慈善活動。本集團通過向慈善和志願組織捐款，關注和支持有需要的社區。

本集團關注兒童的發展及成長，於年內向多個本港、中國內地及越南的教育工作機構及基金作出捐贈。例如，本集團向貴州省文化薪火鄉村發展基金會捐款，資助當地偏遠山區貧困學生的教育培訓，助力當地兒童的發展。

此外，本集團關注保障婦女權益，已向香港女童軍總會、香港中國婦女會及香港各界婦女聯合協進會捐款。

本集團亦支持越南廣義省防災基金並向安全基金捐款以協助越南廣義省的當地警察，努力改善當地民生和生活質量。

於報告期內，本集團已作出合共約1,194,000港元的慈善捐款。

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

G. Appendix HKEX ESG Reporting Guide Index

General disclosures and KPIs	Description	Section(s)
Environmental Aspect A1: Emissions		
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.	C. Environment – Emissions
KPI A1.1	The types of emissions and respective emissions data.	C. Environment – Emissions: Air Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity.	C. Environment – Emissions: Greenhouse Gas Emissions
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	C. Environment – Emissions: Hazardous Waste
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	C. Environment – Emissions: Non-hazardous Waste
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	C. Environment – Emissions: Measures to Mitigate Emissions
KPI 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.	C. Environment – Emissions: Waste Handling and Reduction Initiatives

庚.附錄 香港聯交所《環境、社會及管治報告指引》 內容索引

一般披露及 關鍵績效指標	描述	章節
環境 層面A1：排放物		
一般披露	資料內容：有關廢氣及溫室氣體排放、向水及土地排污、產生有害及無害廢棄物的(a)政策；及(b)遵守對發行人有重大影響的相關法律及法規之情況。	C.環境—排放
關鍵績效 指標A1.1	排放物種類及相關排放數據。	C.環境— 排放：廢氣 排放
關鍵績效 指標A1.2	直接(範圍1)及能源間接(範圍2)溫室氣體排放量及(如適用)密度。	C.環境— 排放：溫室 氣體排放
關鍵績效 指標A1.3	所產生有害廢棄物總量及(如適用)密度。	C.環境— 排放：有害 廢棄物
關鍵績效 指標A1.4	所產生無害廢棄物總量及(如適用)密度。	C.環境— 排放：無害 廢棄物
關鍵績效 指標A1.5	描述設定的排放目標及為實現這些目標而採取的步驟。	C.環境— 排放：減廢 措施
關鍵績效 指標A1.6	描述如何處理有害及無害廢棄物，並描述設定的減廢目標及為實現這些目標而採取的步驟。	C.環境— 排放：廢棄 物處理及 減排計劃

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**G. Appendix (Continued)**
HKEX ESG Reporting Guide Index (Continued)**庚.附錄(續)**
香港聯交所《環境、社會及管治報告指引》
內容索引(續)

General disclosures and KPIs	Description	Section(s)	一般披露及 關鍵績效指標	描述	章節
Aspect A2: Use of Resources					
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	C. Environment – Use of Resources	一般披露	有效使用資源包括能源、水和其他原材料的政策。	C.環境－資源使用
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	C. Environment – Use of Resources: Energy Consumption	關鍵績效指標A2.1	按類型劃分的直接及／或間接能源總耗量及密度	C.環境－資源使用：能源消耗
KPI A2.2	Water consumption in total and intensity.	C. Environment – Use of Resources: Water Consumption	關鍵績效指標A2.2	總耗水量及密度。	C.環境－資源使用：耗水
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	C. Environment – Use of Resources: Energy Use Efficiency Initiatives	關鍵績效指標A2.3	描述能源使用效益目標及為實現這些目標而採取的步驟。	C.環境－資源使用：能源使用效益計劃
KPI 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.	C. Environment – Use of Resources: Water Use Efficiency Initiatives	關鍵績效指標A2.4	描述求取適用水源上可有任何問題、設定的用水效益的目標及為實現這些目標而採取的步驟。	C.環境－資源使用：用水效益計劃
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	C. Environment – Use of Resources: Packaging Material	關鍵績效指標A2.5	製成品所用包裝材料的總量及(如適用)每生產單位估量。	C.環境－資源使用：包裝材料
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	C. Environment – The Environment and Natural Resources	一般披露	有關減低發行人對環境及天然資源造成重大影響的政策。	C.環境－環境與自然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	C. Environment – The Environment and Natural Resources: Significant Impacts of Activities on the Environment and Natural Resources	關鍵績效指標A3.1	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。	C.環境－環境與自然資源：活動對環境與自然資源的重大影響

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

G. Appendix (Continued)
HKEX ESG Reporting Guide Index (Continued)

General disclosures and KPIs	Description	Section(s)
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	C. Environment – Climate Change
KPI 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.	C. Environment – Climate Change: Significant Climate-Related Issues
Social		
Employment and Labour Practices		
Aspect B1: Employment		
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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	D. Employees – Caring for Our People
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	D. Employees – Caring for Our People: Employment Figures
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	D. Employees – Caring for Our People: Turnover Figures
Aspect B2: Health and Safety		
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 providing a safe working environment and protecting employees from occupational hazards.	D. Employees – Employee Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	D. Employees – Employee Health and Safety: Work-Related Fatalities and Injuries
KPI B2.2	Lost days due to work injury.	D. Employees – Employee Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	D. Employees – Employee Health and Safety

庚.附錄(續)
香港聯交所《環境、社會及管治報告指引》
內容索引(續)

一般披露及關鍵績效指標	描述	章節
層面A4：氣候變化		
一般披露	有關識別和緩解已影響(及可能影響)發行人的重大氣候相關問題的政策。	C.環境—氣候變化
關鍵績效指標A4.1	描述已影響(及可能影響)發行人的重大氣候相關問題,以及為管理這些問題而採取的行動。	C.環境—氣候變化:重大氣候相關問題
社會		
僱傭及勞工常規		
層面B1：僱傭		
一般披露	資料內容:有關薪酬及解僱、招聘及晉升、工時、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法規之情況。	D.員工—關愛員工
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的總勞動力。	D.員工—關愛員工:僱傭數據
關鍵績效指標B1.2	按性別、年齡組別及地區劃分的僱員流失比率。	D.員工—關愛員工:離職數據
層面B2：健康與安全		
一般披露	資料內容: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法規之情況。	D.員工—員工健康與安全
關鍵績效指標B2.1	在過去三年每年(包括本報告年)因工作關係而死亡的人數及比率。	D.員工—員工健康與安全:工作相關死亡及受傷事故
關鍵績效指標B2.2	因工傷損失工作日數。	D.員工—員工健康與安全
關鍵績效指標B2.3	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。	D.員工—員工健康與安全

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)**G. Appendix (Continued)**
HKEX ESG Reporting Guide Index (Continued)**庚.附錄(續)**
香港聯交所《環境、社會及管治報告指引》
內容索引(續)

General disclosures and KPIs	Description	Section(s)	一般披露及關鍵績效指標	描述	章節
Aspect B3: Development and Training			層面B3：發展及培訓		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	D. Employees – Development and Training	一般披露	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。	D.員工－發展及培訓
KPI B3.1	The percentage of employees trained by gender and employee category.	D. Employees – Development and Training; Training Figures	關鍵績效指標B3.1	按性別及僱員類別劃分的受訓僱員百分比。	D.員工－發展及培訓：培訓數字
KPI B3.2	The average training hours completed per employee by gender and employee category.		關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員接受培訓的平均時數。	
Aspect B4: Labour Standards			層面B4：勞工準則		
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 preventing child or forced labour.	D. Employees – Labour Standards	一般披露	資料內容：有關防止童工或強迫勞動的：(a)政策；及(b)遵守對發行人有重大影響的相關法律及法規的情況。	D.員工－勞工準則
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.		關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強迫勞動。	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.		關鍵績效指標B4.2	描述在發現違規情況時會採取的步驟以杜絕有關情況。	
Operating Practices			營運慣例		
Aspect B5: Supply Chain Management			層面B5：供應鏈管理		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	E. Value Chain – Supply Chain Management	一般披露	有關管理供應鏈環境及社會風險的政策。	E.價值鏈－供應鏈管理
KPI B5.1	Number of suppliers by geographical region.	E. Value Chain – Supply Chain Management	關鍵績效指標B5.1	按地區劃分的供應商數目。	E.價值鏈－供應鏈管理
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	E. Value Chain – Supply Chain Management	關鍵績效指標B5.2	描述有關委聘供應商的慣例、向其執行有關慣例的供應商數目、以及此等慣例的實施情況及監控方法。	E.價值鏈－供應鏈管理
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	E. Value Chain – Supply Chain Management	關鍵績效指標B5.3	描述用於識別供應鏈中環境和社會風險的慣例，以及此等慣例的實施情況及監控方法。	E.價值鏈－供應鏈管理
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	E. Value Chain – Supply Chain Management	關鍵績效指標B5.4	描述在選擇供應商時用以鼓勵有利環境產品及服務的慣例，以及此等慣例的實施情況及監控方法。	E.價值鏈－供應鏈管理

Environmental, Social and Governance Report (Continued)
環境、社會及管治報告(續)

G. Appendix (Continued)
HKEX ESG Reporting Guide Index (Continued)

General disclosures and KPIs	Description	Section(s)
Aspect B6: Product Responsibility		
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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	E. Value Chain – Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	E. Value Chain – Product Responsibility
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	E. Value Chain – Product Responsibility: Customer Relations
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	E. Value Chain – Product Responsibility: Intellectual Property (“IP”) Rights
KPI B6.4	Description of quality assurance process and recall procedures.	E. Value Chain – Product Responsibility: Quality Assurance
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	E. Value Chain – Product Responsibility: Confidential Information, Data Protection, and Privacy
Aspect B7: Anti-corruption		
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 bribery, extortion, fraud and money laundering.	E. Value Chain – Anti-corruption
KPI 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.	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	
KPI B7.3	Description of anti-corruption training provided to directors and staff.	

庚.附錄(續)
香港聯交所《環境、社會及管治報告指引》
內容索引(續)

一般披露及關鍵績效指標	描述	章節
層面B6：產品責任		
一般披露	資料內容：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法規的情況。	E.價值鏈—產品責任
關鍵績效指標B6.1	已出售或已付運產品總數中因安全與健康理由而須回收的百分比。	E.價值鏈—產品責任
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	E.價值鏈—產品責任：客戶關係
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	E.價值鏈—產品責任：知識產權（「知識產權」）
關鍵績效指標B6.4	描述質量保證流程及產品回收程序。	E.價值鏈—產品責任：質量保證
關鍵績效指標B6.5	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。	E.價值鏈—產品責任：機密資料、資料保護及私隱
層面B7：反貪污		
一般披露	資料內容：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情況。	E.價值鏈—反貪污
關鍵績效指標B7.1	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。	
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	
關鍵績效指標B7.3	描述向董事和員工提供的反貪污培訓。	

G. Appendix (Continued) HKEX ESG Reporting Guide Index (Continued)

General disclosures and KPIs	Description	Section(s)
Aspect B8: Community Investment		
General Disclosure	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.	F. Social Participation – Community Investment
KPI B8.1	Focus areas of contribution.	
KPI B8.2	Resources contributed to the focus area.	

庚.附錄(續) 香港聯交所《環境、社會及管治報告指引》 內容索引(續)

一般披露及 關鍵績效指標	描述	章節
層面B8：社區投資		
一般披露	有關通過社區參與以了解發行人營運所在社區的需要及確保其業務活動會考慮社區利益的政策。	F.社會參與— 社區投資
關鍵績效 指標B8.1	重點貢獻領域。	
關鍵績效 指標B8.2	在重點貢獻領域所投放的資源。	

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