

TENGY

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

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

Stock code 股份代號：1527

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

2023



Contents

目錄

About The Group	關於本集團	2
About This Report	關於本報告	4
Reporting Period And Scope	報告期間及範圍	4
Reporting Guidelines	報告準則	4
Feedback	意見回饋	5
The Group's Vision	本集團展望	6
Sustainable Governance Structure	可持續發展管治架構	8
Stakeholder Engagement	持份者參與	9
Materiality Assessment	重要性評估	12
Environment	環境	14
Greenhouse Gas Emissions And Resource Utilization	溫室氣體排放及資源使用	14
Water Resources And Sewage Discharge	水資源及污水排放	19
Waste	廢棄物	20
Hazardous Waste	有害廢棄物	20
Non-Hazardous Waste	無害廢棄物	20
Climate Change	氣候變化	22
Social	社會	24
Employment And Labor Practices	僱傭及勞工常規	24
Employment	僱傭	24
Recruitment and Promotion	招聘及晉升	26
Labor Standard	勞工準則	27
Remuneration and Welfare	薪酬及福利	28
Occupational Health and Safety	職業健康與安全	29
Development And Training	發展及培訓	32
Operating Practices	營運慣例	35
Product Responsibility	產品責任	35
Customer Data Security	私隱保護	38
Intellectual Property Management	知識產權管理	38
Supply Chain Management	供應鏈管理	39
Anti-Corruption	反貪污	41
Community Investment	社區投資	43
Index of the Exchange's Environmental, Social and Governance Reporting Guide	聯交所《環境、社會及管治報告指引》索引	44

About The Group 關於本集團

Zhejiang Tengy Environmental Technology Co., Ltd. (“**Tengy Environmental**” or the “**Company**”) and its subsidiaries (collectively referred to as the “**Group**” or “**we**”) is a solution provider of integrated atmosphere pollution prevention and control, providing customers with mega-sized precipitators to control particulate emissions. The Group’s self-developed products and equipment such as various types of precipitators are distributed with a nationwide presence. The Group has achieved product expansion from domestic to international markets, from single product to well-developed system, and from general contracting to service-oriented, successfully exported our products to overseas market, and the key customers include large state-owned enterprises and leading private enterprises. During the Reporting Period, the Group’s major revenue came from (i) sales of environmental protection equipment¹, (ii) sales of materials² and (iii) rendering of service³. And we mainly provide four types of precipitators: electrostatic precipitator, electrostatic-bag composite precipitators, bag filter precipitators and related products to reduce sulphur dioxide and nitrogen oxide emissions.

With more than 25 years of industry experience and continuous pursuit of innovation in industry technology, the Group was also listed on the Main Board of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) in 2015 to meet the needs of future business development. Regarding product and technology quality and qualifications, we have obtained the American Society of Mechanical Engineers (ASME) Certificate of Authorization, Qualifications of Enterprises in Construction Industry Environmental Engineering Special Design (Air Pollution Prevention and Control Engineering) Grade A, multiple national standard management system certifications (GB/T), and multiple ISO management system certifications, to ensure the quality of the Group’s products. During the Reporting Period, the Group was accredited as “Zhuji Municipal Education and Training Base” by the Organization Department of the Zhuji Municipal Committee, rated as a “AAA Credit Enterprise” by Hangzhou Credit Rating Co., Ltd., and became a “Grade AA ‘Contract-abiding and Promise-keeping’ Demonstration Enterprise in Zhejiang Province” to commend our ability in industry leadership and corporate integrity.

浙江天潔環境科技股份有限公司（「**天潔環境**」或「**本公司**」）及其附屬公司（統稱「**本集團**」或「**我們**」）為一家綜合大氣污染防治解決方案的供應商，專注向客戶提供特大型除塵器，控制顆粒物排放。公司自行研製開發的環保設備例如各類電除塵器遍佈全國各地，企業實現了產品從國內到國外、從單一產品到系統工程、從總承包到服務化轉型，產品遠銷到海外市場，重點客戶包括大型國企及民營龍頭企業。報告期間，本集團的主要收益來自(i)銷售環保設備¹、(ii)銷售材料²及(iii)提供諮詢服務³，主要提供四種除塵器：靜電除塵器、電袋複合除塵器、袋式除塵器及減少二氧化硫及氮氧化物排放的相關產品。

本集團擁有超過25年的行業經驗且在行業技術方面持續追求創新，本公司亦於2015年在香港聯合交易所有限公司（「**聯交所**」）主板上市，以滿足未來業務的發展需求。於產品及技術質資方面，我們取得美國機械工程師協會(ASME)製造許可證、建築業企業資質、環境工程專項設計（大氣污染防治工程）甲級、多個國家標準管理體系（GB/T）及多個ISO管理體系認證證明等專業資格，以保證集團旗下的產品質量。報告期間，本集團獲中共諸暨市委組織部認證為「諸暨市黨員教育培訓基地」，更被杭州資信評估有限公司評為「信用等級AAA級企業」，以及成為「浙江省AA級“守合同重信用”公示企業」，以表揚我們在行業領導及企業信守方面的能力。

About The Group

關於本集團



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



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



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

- The Group's sales of environmental protection equipment refer to tailor-made integrated air pollution prevention and control solutions for customers, including providing customers with equipment procurement and manufacturing on a project basis, installation and commissioning, training, repairment and maintenance.
- The Group's sales of materials refer to the sales of materials including raw materials, spare parts, components and scrap, to the related parties or independent third parties.
- The services provided by the Group refer to the provision of technical advisory services to the customers on an independent basis, including the provision of repairs and replacements to projects not built by the Group, as well as on-site engineering and maintenance services.

- 本集團的銷售環保設備指為客戶提供的度身定制的綜合大氣污染防治解決方案，包括按項目向客戶提供設備採購及製造、指導安裝及調試、客戶培訓及維修與維護。
- 本集團的銷售材料指向關聯方或獨立第三方銷售包括原材料、備件和部件及廢料在內的材料。
- 本集團提供的服務指按獨立基準向客戶提供技術諮詢服務，包括向並非由本集團建造的項目提供維修及更換，以及現場工程及維護服務。

About This Report

關於本報告

Tengy Environmental is pleased to present its eighth Environmental, Social and Governance Report (the “**Report**”), which aims to reflect the Group’s environmental, social and governance (“**ESG**”) concerns, management policies, objectives, strategies and achievements to stakeholders.

REPORTING PERIOD AND SCOPE

This Report covers the business operations, environmental and social aspects of the Company and its two major subsidiaries, Zhejiang Tianjie Environmental Engineering Company Limited and Zhuji City Tengy Installation Engineering Co., Ltd. from 1 January 2023 to 31 December 2023 (the “**Reporting Period**”). The Group’s main production base is located in Paitou Town, Zhuji City, Zhejiang Province. Parts of this Report may disclose the Group’s performance in previous years to provide more information on a comparative basis. For details of corporate governance, please refer to the Corporate Governance Report in the Group’s 2023 Annual Report.

REPORTING GUIDELINES

This Report has been prepared in English and Chinese in compliance with Appendix C2 of the Main Board Listing Rules of the Stock Exchange “Environmental, Social and Governance Reporting Guide” (the “**Guide**”), and has been uploaded to the Stock Exchange and the Company’s website. If there is any conflict or inconsistency between the English and Chinese versions, the Chinese version shall prevail.

天潔環境欣然提呈第八份環境、社會及管治報告（「**本報告**」），旨在向各持份者反映本集團在有關環境、社會及管治的關注、管理方針、目標、策略及成果。

報告期間及範圍

本報告涵蓋於二零二三年一月一日至二零二三年十二月三十一日（「**報告期間**」），本公司及其兩家主要附屬公司—浙江天潔環境工程有限公司及諸暨市天潔安裝工程有限公司的業務營運、其環境及社會層面的表現。本集團的主要生產基地位於浙江省諸暨市牌頭鎮。本報告的部分內容或會披露本集團過往幾年的表現，以比較方式提供更多資訊。有關企業管治的詳情，請參閱本集團二零二三年年報內的《企業管治報告》。

報告準則

本報告乃根據香港聯合交易所有限公司《主板上市規則》附錄C2《環境、社會及管治報告指引》（《指引》）以中、英文所編寫，並已上載至聯交所及本公司網站。如中、英文兩個版本有任何抵觸或不相符之處，應以中文版本為準。

About This Report

關於本報告

The Group has complied with the reporting principles set out in the Guide:

本集團已遵守《環境、社會及管治報告指引》中的報告原則：

Materiality 重要性

The Group collected results from online questionnaires submitted by stakeholders from various sectors. Through comprehensive analysis of the results, the Group identified environmental, social and governance issues that are material to the Group and its stakeholders, and disclosed key issues of concern in this Report.

本集團收集了不同界別的持份者提交的網上問卷結果，據此綜合分析後識別了對本集團及其持份者為重大的環境、社會及管治議題，並於報告中披露重點關注事項。

Quantitative 量化

The data in this Report are disclosed and calculated in compliance with the requirements of Appendix C2 “Environmental, Social and Governance Reporting Guide” of the Listing Rules, “A Step-by-Step Guide to ESG Reporting”, Appendix 2 “Reporting Guidance on Environment KPIs” and Appendix 3 “Reporting Guidance on Social KPIs”, we disclose the Group’s environmental and social key performance indicators in a quantitative manner as far as possible.

本報告的數據均遵從「上市規則」附錄C2「環境、社會及管治指引」和「環境、社會及管治匯報指南」附錄二「環境關鍵績效指標匯報指引」和附錄三「社會關鍵績效指標匯報指引」的要求披露及計算，盡可能以量化方式披露本集團的環境和社會關鍵績效指標。

Balance 平衡

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

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

Consistency 一致性

This Report uses the same statistical methods as last year and discloses relevant data within the same reporting scope as last year to allow meaningful comparisons of data over time. If there are any changes in the reporting scope and methods used, we will explain them in the notes for stakeholders’ reference.

本報告使用與去年一致的統計方法，在與去年一致的報告範圍內披露相關數據，讓數據日後可作有意義的比較。倘若所用的報告範圍及方法有變，我們將在附註中解釋，供利益相關者參考。

FEEDBACK

The Group understands that the success of our business depends on the support of our stakeholders. We value the opinions of each stakeholder and are committed to adopting their opinions appropriately and responding to the expectations and appeals of our stakeholders. If you have any comments or feedback on the Group’s ESG policies and performance, please contact us by email at by@tengy.com.

意見回饋

本集團明白集團業務的成功有賴持份者支持，我們珍視每一位持份者的意見，並承諾會適當地採納其意見，回應持份者期望與訴求。如閣下對本集團的環境、社會及管治方針和表現有任何意見或回饋，請電郵至 by@tengy.com 與我們聯繫。

The Group's Vision 本集團展望

2023 remains a year full of challenges and opportunities for the world. Looking back at the year, the energy and food crises caused by the Russia-Ukraine conflict are still ongoing, and natural disasters caused by climate change are becoming more frequent. A series of difficulties and challenges have led to growing concerns about the environment, green energy and climate issues in many countries. From November 30 to December 12, 2023, countries around the world held the 28th United Nations Climate Change Conference (COP28) in the United Arab Emirates (“**UAE**”), reaffirming the necessity of keeping global warming below 1.5 degrees Celsius above pre-industrial levels and including “phasing down all fossil fuels at a global scale” in the text for the first time. The United Nations Environment Programme also released the “2023 Emissions Gap Report”, pointing out that global temperatures hit a new high again and carbon reduction goals have yet to be achieved. As an environmental protection related industry and responsible enterprise, the Group will continue to implement various carbon reduction measures and make efforts to reduce its own carbon footprint and combat climate change together with the world.

In mainland China, the Communist Party and national delegates also expressed concerns about environmental and climate issues. The report at the 20th National Congress increased the disclosure of ESG reports and the goal of promoting green development. Chapter 10 “Promoting Green Development and Advancing Harmony between Humanity and Nature” emphasized that the country needs to actively and prudently advance carbon peak and carbon neutrality, as well as deepen prevention and control of environmental pollution, highlighting the country’s focus on air pollution control and demand for environmental protection equipment. We believe that governments at all levels in China will invest more actively in energy conservation, emission reduction and environmental governance. With our advanced technologies, extensive industry experience, stable workplace and professional teams, the Group’s business will have better development and more opportunities in the future.

二零二三年仍是對全球充滿挑戰和機遇的一年。回顧全年，俄烏衝突的導致的能源和食品危機仍在繼續，氣候變化帶來的天然災害亦日益頻發。一連串的困難和挑戰使得眾多國家對環境，綠色能源和氣候議題的關注日益高漲。在2023年11月30日至2023年12月12日，全球各國在阿拉伯聯合酋長國（「**阿聯酋**」）舉行了第二十八屆聯合國氣候峰會（COP28），當中便重申了把全球升溫控制於在工業革命前的水平高出1.5度內的必然性，首次將「在全球範圍內擺脫化石燃料」寫入文本。聯合國環境署亦發佈《2023排放差距報告》，指出全球溫度再創新高，削減碳排放的目標仍未能實現。作為環保相關行業及負責任的企業，本集團將繼續執行多項減碳措施，以及努力減少自身的碳足跡，與全球一同對抗氣候變化。

而在中國內地，黨和全國代表亦發表了對環境氣候議題的關注，在第二十次全國代表大會報告中，分別增加了ESG報告的披露和推動綠色發展的目標。第十章《推動綠色發展，促進人與自然和諧共生》重點提到國家需要積極穩妥推進碳达峰、碳中和，並深入推進環境污染防治，突顯了國家對大氣污染防治的重視和環保設備的需求。我們相信我國各級政府會更積極投放資源於節能減排和環境治理工作。加上憑藉我們先進的技術與豐富的行業經驗，加上穩定的工作場所和專業精幹的工作團隊，集團的業務將在未來有更好的發展及機遇。

The Group's Vision 本集團展望

We are committed to integrating the concept of sustainable development into our governance policies and daily operations in an ethical, honest and transparent manner, and in full compliance with relevant laws, regulations and standards. Although the Group's business has advantages in future demand, we believe that incorporating sustainable development governance into corporate development strategies is a necessary process to achieve high-quality services, sustainable technological innovation, and fundamentally solve environmental problems. We will invest more resources in four key areas: business, environment, talent and community. At the same time, we also attach importance to stakeholder engagement, collecting stakeholders' opinions on ESG issues and their expectations of the Group through multiple communication channels, to help us formulate appropriate sustainable development strategies and fulfill our corporate social responsibilities.

Looking ahead to 2024, we will continue to operate diligently in this era full of possibilities and challenges, safeguarding the interests of investors while balancing the demands of stakeholders, improving the Group's business and strategies to achieve sustainable development.

我們致力將可持續發展理念融入管治方針及日常業務當中，以符合道德、誠信及透明的方式營運，一切符合相關法律法規和標準。儘管本集團的業務在未來有需求上的優勢，我們相信把可持續發展管治融入企業的發展戰略是實現高質量服務、可持續技術創新和從根本上解決環境問題的必要環節。我們將投放更多資源於業務、環境、人才及社區等四大重點。與此同時，我們亦重視持份者的參與，透過建立多個溝通渠道，收集本集團的持份者對環境、社會及管治議題的意見及對本集團的期望，以幫助我們制定合適的可持續發展策略，履行好企業公民的責任。

展望二零二四年，我們繼續在這充滿可能及挑戰的時代中努力經營，一方面保障投資者利益，另一方面平衡持份者的訴求，盡力完善集團的業務及策略，以實現可持續發展。

Sustainable Governance Structure 可持續發展管治架構

The Board takes the lead in leading and undertaking the Group's responsibility in environmental, social and governance affairs, risk management and day-to-day operations to safeguard the rights and interests of various stakeholders. The Group firmly believes that a robust governance structure is a significant factor in sustainable development and effective management of the enterprise. Only a clear and layered governance structure can lead to the orderly dissemination of sustainable development goals and measures.

The Board also meets from time to time to discuss ESG issues, formulate clear solutions and sustainability strategies, and review their implementation and performance. In the day-to-day operations, employees of different business units implement policies in accordance with the requirements of management at their stage of operation, and employees are also responsible for reporting risks incurred in operation to senior management. In addition, the Group has appointed Riskory Consultancy Limited as a professional consultant to provide us with ESG and sustainability consulting services to help promote sustainable development.

董事會帶頭領導並承擔本集團環境、社會及管治事務、風險管理及日常營運等職責，以保障各界持份者的權益。本集團深信穩健的管治架構是可持續發展和有效管理企業的重大因素。擁有清晰明確及層層遞進的管治架構，才能使可持續發展目標及措施有序地上傳下達。

董事會亦不定期召開會議商討有關環境、社會及管治議題，訂立相關明確解決方案及可持續發展策略，並審視其執行情況和績效。在日常營運中，不同業務單位的員工根據管理層的要求於所在的營運階段執行政策，員工亦有責任向上級管理層匯報在營運中發生的風險。此外，本集團亦委任了Riskory Consultancy Limited為專業顧問，向我們提供ESG及可持續發展方面的諮詢服務，以協助推動可持續發展。

Stakeholder Engagement

持份者參與

The Group attaches great importance to the participation of stakeholders, maintains close communication with them, contacts them through different channels, and gathers the views, opinions and expectations of different sectors, so as to help us to formulate current and future sustainable development strategies and enhance the Group's management capabilities.

本集團重視持份者的參與，與持份者保持緊密的溝通，透過不同渠道與他們聯繫，收集各界人士的觀點、意見和期望，從而幫助我們制訂現在或未來的可持續發展策略，提升本集團的管理能力。

Relevant Stakeholders 相關持份者	Key Focus Area 關注重點	Channels of Communication 溝通渠道
 <p>Shareholders 股東</p>	<ul style="list-style-type: none"> Financial disclosure 財務表現披露 Corporate transparency 公司透明度 Protection of rights and interests 權益保障 	<ul style="list-style-type: none"> General meeting of shareholders 股東大會 Email 電郵 Company website 公司網站 Information disclosed on Hong Kong Exchanges and Clearing Limited ("HKEX") website 香港交易所網站披露之信息 Interim and annual results 中期與年度業績報告 Corporate communications 企業通訊 Meet with senior management 與高級管理層會面
 <p>Client 客戶</p>	<ul style="list-style-type: none"> Customer information and privacy 客戶信息及隱私保障 Customer health and safety 客戶健康與安全 Quality of products and services 產品與服務質量 Customer rights protection 客戶權益保護 Customer complaint handling 客戶投訴處理 	<ul style="list-style-type: none"> Exhibition 展覽 Meeting 會議 Company website 公司網站 Customer satisfaction survey 客戶滿意度調查 Phone 電話 Email 電郵

Stakeholder Engagement

持份者參與

Relevant Stakeholders 相關持份者	Key Focus Area 關注重點	Channels of Communication 溝通渠道
 <p>Employees 僱員</p>	<ul style="list-style-type: none"> Employee compensation and benefits 僱員薪酬與福利 Occupational health and safety 職業健康與安全 Protect the legitimate rights of employees 保護僱員合法權益 Training and career development 培訓與職業發展 Corporate culture 企業文化 	<ul style="list-style-type: none"> Staff meetings 員工會議 Email 電郵 Business profile 業務簡介 Training 培訓 Performance evaluation 績效評估
 <p>Suppliers 供應商</p>	<ul style="list-style-type: none"> Material supplier management and requirements 物料供應商管理及要求 Sustainable supply chain management 可持續供應鏈管理 	<ul style="list-style-type: none"> Meeting 會議 Email 電郵 Phone 電話 Supplier performance review 供應商表現檢討 Visit 拜訪

Stakeholder Engagement

持份者參與

Relevant Stakeholders 相關持份者	Key Focus Area 關注重點	Channels of Communication 溝通渠道
 <p>Business partners 業務夥伴</p>	<ul style="list-style-type: none"> • Business operation 經營狀況 • Contract fulfillment 合約履行 	<ul style="list-style-type: none"> • Exhibition 展覽 • Meeting 會議 • Phone 電話 • Regular business report 定期業務報告 • Visit 拜訪 • Industry information exchanges 行業交流
 <p>Government and regulatory bodies 政府及監管機構</p>	<ul style="list-style-type: none"> • Corporate governance 企業管治 • Legal compliance 合法合規 	<ul style="list-style-type: none"> • On-site inspections 實地視察 • Meeting 會議
 <p>Residents of nearby neighborhoods 附近社區居民</p>	<ul style="list-style-type: none"> • Participate in social welfare 參與社會公益 • Support community development 支持社區發展 	<ul style="list-style-type: none"> • Seminar 座談會 • Visit 參觀 • Company website 公司網站

Stakeholder Engagement

持份者參與

MATERIALITY ASSESSMENT

During the early stages of preparing the Report, we conducted a materiality assessment of ESG topics. This enabled the Group to more effectively identify significant sustainability issues. By integrating the Group's sustainability trends, actual business operations, industry characteristics, and the requirements of the Guide, we identified and determined 34 ESG issues and analysed the importance of these 34 issues to our stakeholders and the Group. After analyzing the results and the Group's sustainable development direction, we have summarized and listed the five most material ESG topics, and in the Report, we have focused on the issues that are important to the Group and the most concerned to stakeholders, so as to formulate various measures to respond to stakeholders. Here are the five most important topics:

1. Legal compliance with environmental protection;
2. Legal compliance with operating practices;
3. Occupational safety and health of employees;
4. The Company's product quality and safety; and
5. Legal compliance with employment.

重要性評估

我們在報告編製初期開展了環境、社會及管治重要議題評估工作，使本集團能更有效地識別出重大可持續發展議題。透過整合本集團的可持續發展趨勢、實際業務、行業特點及《環境、社會及管治報告指引》要求，我們識別並確定了三十四項環境、社會及管治議題，並就該三十四項議題對持份者及本集團的重要程度進行分析。綜合分析結果與本集團可持續發展方向後，我們總結並列舉出五項最重大議題，並於本報告中將對本集團至關重要及持份者最為關注的議題作為重點匯報內容，從而制定各項措施回應持份者。以下為五項最重要議題：

1. 環保方面的合法合規性；
2. 營運慣例的合法合規性；
3. 職工職業安全及健康；
4. 公司產品品質及安全；及
5. 僱傭方面的合法合規性。

Stakeholder Engagement

持份者參與

List of Materiality Issues

重要範疇列表

Environmental Protection and Green Operations 環境保護和綠色運營	Operating Practices 營運常規	Product and Service Responsibility 產品及服務責任	Quality of the Working Environment 工作環境質素	Community Contributions 社區貢獻
1. Sewage discharge 污水排放	12. Supplier management procedures 供應商管理程序	16. Quality and safety of products 公司產品品質及安全	23. Diversity and equal employment opportunities 職工多元化及均等就業機會	32. Community volunteer service 社區志願者服務
2. Greenhouse gas emissions 溫室氣體排放	13. Anti-fraud and corruption 反舞弊腐敗	17. Customer satisfaction 客戶滿意度	24. Employment relationship and employee communications 僱傭關係及員工溝通	33. Participate in public welfare activities 參與公益活動
3. Air emissions 廢氣排放	14. Disaster emergency response plan 災難應急預案	18. Awards and honors of the Company 公司所獲獎項及殊榮	25. Occupational safety and health of employees 職工職業安全及健康	34. Charitable donations 慈善捐贈
4. Hazardous and nonhazardous waste treatment 危險及無害廢物處理	15. Legal compliance with operating practices 營運慣例的合法合規性	19. Customer opinions and complaints 客戶意見及投訴	26. Staff training and development 職工培訓及發展	
5. Save energy and water 節約能源及用水		20. Trademarks and patented technology 商標及專利技術	27. Prevention of child labor and forced labor 防止童工及強制勞工	
6. Use of natural resources (including energy and water use) 天然資源使用(包括能源及用水)		21. Protection of sensitive and private information of customers 客戶敏感及隱私資訊保護	28. Employ and retain outstanding and responsible employees 聘用及挽留優秀及負責的職工	
7. Environmental and social performance assessment on suppliers 供應商環境及社會表現評估		22. Logistics services 後勤服務	29. Employee salary and treatment 職工薪資待遇	
8. Environmental education and publicity 環保教育及宣傳			30. Employee welfare/recreational activities 職工福利/康樂活動	
9. Legal compliance with environmental protection 環保方面的合法合規性			31. Legal compliance with employment 僱傭方面的合法合規性	
10. Environmental protection policy 環保政策				
11. Addressing risks associated with climate change (e.g. typhoons, floods, etc.) 應對氣候變化相關的風險(如颱風、水災等)				

Environment

環境

GREENHOUSE GAS EMISSIONS AND RESOURCE UTILIZATION

The earth is the home of human existence. The Group is committed to protecting natural resources and minimizing pollutants during production and operations, in an effort to contribute to environmental protection. We are required to register emissions of pollutants with the competent environmental protection authorities. If emissions exceed prescribed national or local standards, they must be addressed immediately. We comply with laws and regulations related to air pollution, noise pollution prevention, waste, sewage and wastewater discharge, and other environmental matters, including but not limited to:

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

溫室氣體排放及資源使用

地球是人類生存的家園，本集團致力保護天然資源和在生產經營中盡力減少污染物，務求在保護環境方面作出貢獻。我們必須就排放污染物向主管環境保護機關登記，而排放的污染物若超出訂明的國家或地方標準，必定即時處理。我們遵守有關大氣污染、噪音污染防治、廢棄物、污水及廢水排放以及其他環境事宜的法律及法規，包括但不限於：

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

Environment

環境

The Group's main emissions that may affect the environment and natural resources in the course of its operations are air pollutants and waste. We have taken the necessary internal environmental protection measures to prevent pollution of the environment. We have established the Quality, Environment and Occupational Health and Safety Management Manual and obtained the certificates below, which demonstrate national accreditation of the services and products we offer:

本集團於營運過程中可能對環境和自然資源造成影響的主要排放物為大氣污染物及廢棄物。我們已採取必要的內部環境保護措施以防止對環境造成污染。我們已建立《質量、環境和職業健康安全手冊》並取得下列證書，證明我們提供的服務及產品受到國家認可：



Quality Management System Certification
《質量管理體系認證證書》
(GBT 19001-2016/ISO 9001:2015)



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



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

Environment

環境

During production, we generate certain direct and indirect air pollutant emissions. Direct emissions mainly come from the diesel, unleaded gasoline and other fuels used in our own vehicles and forklifts. Indirect emissions are primarily from electricity consumption during production, mainly for various electric machinery and instrumentation such as vacuum oil filters, cranes, etc. In addition, processes like welding, sandblasting, and painting during production can also generate air pollutants and dust. We are committed to reducing overall energy usage and consumption as well as greenhouse gas emissions by implementing relevant measures to improve energy efficiency. We have signed the Energy Saving Charter launched by the Electrical and Mechanical Services Department (“EMSD”), pledging to reduce electricity usage. During the Reporting Period, we have taken the following measures to reduce greenhouse gas emissions:

在生產過程中，我們會產生若干直接和間接的空氣污染物排放。直接排放主要來自於自有車輛及叉車的柴油、無鉛汽油等燃料燃燒產生。而間接排放主要來自生產過程中的電力消耗，主要用於不同的電動機械及儀器，例如真空濾油機、起重機等。另外，我們的生產過程中亦包含焊接、噴砂、上漆等工序，該等工序均會產生污染性氣體和懸浮顆粒物。我們致力透過執行相關措施以提高整體能源使用效率及減少能源消耗和溫室氣體排放，我們簽署了由機電工程署推出的《節能約章》，承諾減少用電，並在報告期間已採取下列措施以減低溫室氣體排放：

- Set electrical appliances and electronic equipment to energy-saving mode;
- Turn off non-essential lighting and electrical appliances during lunch time and after work;
- Installed and used energy-efficient and temperature-controlled air conditioning; and
- Turn on the air conditioner only when the ambient temperature is 25 degrees or above.
- 將電器及電子設備設置為節能模式；
- 午膳時間及下班後關掉非必要的照明設備及電器；
- 安裝並使用符合節能效益及恆溫空調；及
- 僅在環境溫度為25度或以上時方開啟空調。



“Energy Saving Charter 2023”
《節能約章2023》

Environment

環境

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Air emissions 廢氣排放			
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	kilogram 千克	585.26	606.60
Sulfur oxides (SO _x) 硫氧化物(SO _x)	kilogram 千克	0.09	0.15
Suspended particulate matter (PM) 懸浮粒子(PM)	kilogram 千克	37.35	38.67
Greenhouse gas emissions 溫室氣體排放量			
Direct emissions (Scope 1) 直接排放 (範圍一)	tonnes of CO ₂ equivalent 公噸二氧化碳當量	70.49	83.36
Indirect emissions (Scope 2) 間接排放 (範圍二)	tonnes of CO ₂ equivalent 公噸二氧化碳當量	1,324.68	1,233.44
Total 總量	tonnes of CO ₂ equivalent 公噸二氧化碳當量	1,395.17	1,316.80
Intensity 密度	tonnes of CO ₂ equivalent/ square meter gross floor area 公噸二氧化碳當量/ 平方米建築面積	0.07	0.07

Environment

環境

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Use of Resource 資源使用			
Indirect energy – electricity 間接能源－電力			
Total 總量	MWh 千個千瓦時	2,322.78	2,021.70
Intensity 密度	MWh/square meter of gross floor area 千個千瓦時／ 每平方米建築面積	0.12	0.11
Direct energy – fuel 直接能源－燃料			
Diesel fuel 柴油	MWh 千個千瓦時	246.29	269.55
Unleaded gasoline 無鉛汽油	MWh 千個千瓦時	19.27	44.26
Total 總量	MWh 千個千瓦時	265.56	313.81
Intensity 密度	kWh/square meter of gross floor area 千瓦時／每平方米建築面積	13.93	17.76

During the Reporting Period, the Group was not aware of any prosecutions for breaches of laws and regulations relating to air and greenhouse gas emissions, emissions to water and land, and generation of hazardous and non-hazardous waste.

報告期間，本集團並不知悉有任何因違反有關空氣及溫室氣體排放、向水及土地之排放以及產生有害及無害廢棄物之法律法規而遭到檢控的情況。

Environment

環境

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

The main water consumption of the Group's business operations is used for employees' domestic water, canteen water, water-based paint thinners and cooling water from rainwater harvesting. Our production process does not produce a large amount of industrial wastewater, which mainly comes from domestic sewage. We cherish water resources and are committed to implementing relevant measures to improve overall water efficiency and reduce water consumption, such as posting water consumption tips to save water in office areas, toilets and pantries, treating wastewater from flushing toilets through septic tanks, and treating wastewater from canteens by grease traps. Such wastewater is properly treated by sewage treatment facilities and discharged into surrounding rivers to minimize pollution of water resources.

本集團業務營運的主要耗水用於員工生活用水、食堂用水、水性油漆稀釋劑用水及來自雨水收集的冷卻用水。我們的生產過程產生的工業廢水量較小，而污水主要來自生活污水。我們珍惜水資源，致力透過執行相關措施以提高整體用水效率及減少耗水，例如在辦公區、洗手間及茶水間張貼節約用水的提示、沖廁所用的廢水會經化糞池處理、食堂廢水則會經隔油池處理後，經過污水處理設施妥善處理後排放至周邊河道，盡量減少對水資源的污染。

The water is purchased from the local water supply, so there is no issue in sourcing the applicable water source.

由於用水是購自於市內的供水機構，所以於求取適用水源上並無任何問題。

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Water consumption 用水			
Total 總量	cubic meters 立方米	64,372.00	44,559.00
Intensity 密度	cubic meters/square meter of gross floor area 立方米／平方米建築面積	3.38	2.52

Environment

環境

WASTE

Hazardous Waste

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

Non-Hazardous Waste

The Group strives to reduce non-hazardous waste generated during production and in offices. We collect metal scraps like steel waste produced during manufacturing and sell them to metal recycling dealers for comprehensive reuse, thereby reducing waste. For general non-hazardous waste generated in offices, such as paper and office supplies, our employees categorize, collect and store it, before handing it over to relevant environmental protection departments for processing. We also advocate double-sided printing of internal documents and eco-friendly printing habits for employees, and provide waste paper recycling facilities to improve recycling efficiency.

廢棄物

有害廢棄物

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

無害廢棄物

本集團竭力減少在生產過程和辦公室所產生無害廢棄物。我們會收集在產品製造過程中所產生的廢鋼等金屬碎屑並外售予金屬回收商綜合再利用，從而減少廢物產生。而辦公室所產生的一般無害廢棄物，例如紙張及辦公室文具等，我們的員工會進行分類、收集和存放，隨後交由環境保護相關部門進行處理。我們亦提倡員工以雙面列印內部文件及養成環保的列印習慣，並提供廢紙回收設施，以提高回收效率。

Environment

環境

Key Performance Indicators 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Hazardous waste 有害廢棄物			
Waste emulsion 廢乳化液	tonnes 公噸	–	0.03
Waste developer 廢顯影液	tonnes 公噸	–	0.03
Waste paint buckets 廢油漆桶	tonnes 公噸	2.49	2.01
Total 總量	tonnes 公噸	2.49	2.07
Intensity 密度	grams/square meter of gross floor area 克／每平方米建築面積	130.62	116.57
Collected and disposed of by a qualified hazardous waste management company 由合資格危廢處理公司收集和處理	tonnes 公噸	2.49	2.07
Non-hazardous waste 無害廢棄物			
Metal debris 金屬碎屑	tonnes 公噸	995.80	394.36
Paper 紙張	tonnes 公噸	0.88	0.93
Total 總量	tonnes 公噸	996.68	395.29
Intensity 密度	kilogram/square meter of gross floor area 千克／每平方米建築面積	52.28	22.37
Recycled by recyclers 由回收商再利用	tonnes 公噸	995.80	394.36
Packaging materials 包裝物料使用			
Metals (scrap iron, scrap sheet, channel steel, angle steel, etc.) 金屬類 (廢鐵皮、冷卷、槽鋼等)	tonnes 公噸	30.93	35.00
Plastic – EPE foam 塑膠類 – 珍珠棉	tonnes 公噸	1.10	0.78
Timber 木材	tonnes 公噸	19.53	9.73
Total 總量	tonnes 公噸	51.56	45.51
Intensity 密度	tonnes/square meter of gross floor area 公噸／每平方米建築面積	0.003	0.003

Environment

環境

CLIMATE CHANGE

Climate change is becoming increasingly severe, resulting in higher frequency of various natural disasters, that have a negative impact on energy development, water resources, ecological environment, agricultural production and energy development. According to the Zhejiang Province weather report this year, winter temperatures were significantly lower than the same period in previous years, causing low temperature freezing disasters in different regions. The average summer temperature was also approximately 0.7 degrees Celsius higher than normal years, with less rainfall compared to the same period in previous years. The worldwide organization and the Chinese Government have also set targets and plans for carbon peaking and carbon neutrality. The Group, as a socially responsible enterprise, understands that we have a close responsibility to mitigate climate change. Therefore, we actively implement a series of measures to optimize our Group's business and to make better use of resources and reduce pollutants and greenhouse gases emissions.

In response to the impact of extreme weather, we have developed emergency plans to ensure that the impact on our daily operation is minimized. In the event of typhoons and storms, all production work is suspended and some machines are transferred to designated places to reduce the damage of machines. For the supply of raw materials, we select suppliers from different regions to ensure that raw materials are not affected due to extreme weather in specific regions. We will continue to pay attention to and assess the impact of climate change on the Group, and prepare for response measures as early as possible.

氣候變化

氣候變化日益嚴峻，越發頻繁的引發各種自然災害，對能源發展、水資源、生態環境、農業生產、航運交通等生產和日常生活造成嚴重影響。於本年度，根據浙江省天氣報告顯示，於冬季的氣溫，相較常年同期明顯偏低，使不同地區面臨低溫冰凍災害。而夏季的平均溫度亦比常年高出大約攝氏0.7度，降水量比常年同期偏少。世界性組織和中國政府，亦為碳達峰及碳中和制定了目標和策略，本集團作為願承擔社會責任的企業，深明我們有密切責任緩和氣候變化。故此，我們積極實行一系列的措施以優化本集團業務，參與氣候行動，善用資源和減少污染物及溫室氣體排放。

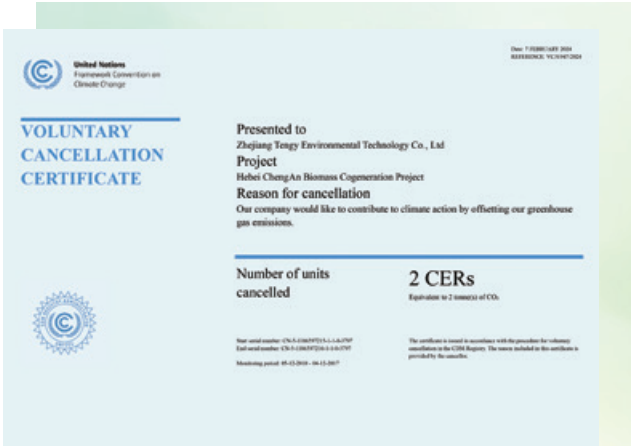
為應對極端天氣帶來的影響，我們制定了緊急預案，確保對日常運營的影響減至最低。在颱風及暴雨侵襲時，暫停所有生產工作並將部分機器轉移至指定地方，減少機器的損壞。針對原材料供應，我們揀選的供應商來自不同地區，確保原材料不會因個別地區發生的極端天氣而暫停供應。我們將持續關注並評估氣候變化對本集團的影響，盡力做到有備無患。

Environment

環境

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

報告期間，我們亦已聘請具備碳審計師及碳排放交易員資格的第三方ESG顧問Riskory Consultancy Limited，為我們進行碳審計及協助我們抵消碳排放。我們所選擇的碳抵消項目是聯合國清潔發展機制（「CDM」）的河北成安生物質熱電聯產項目(Hebei ChengAn Biomass Cogeneration Project) (項目編號：3797)。這項目利用當地的棉花秸稈發電，並將所產生的電力銷售給河北省電網，以替代燃煤發電廠的發電。此項目有助於減少溫室氣體排放、完善資源使用、環境保護，以及提供就業機會和提升當地居民的收入。此外，此項目的核證減排量(CERs)亦被用於2022年杭州亞運會和2022年杭州亞洲殘奧會上以實現碳中和。



Carbon Offsets Certificate
碳抵消證書

Social 社會

EMPLOYMENT AND LABOR PRACTICES

Employment

We have always believed that employees are the foundation of enterprise survival and the most important resource for driving development. Our business success over the years has been the result of the dedication and hard work of all our employees. Therefore, we are committed to creating a fair, motivating and harmonious working environment where employees can feel fulfilled at work. The Group strictly abides by employment laws and regulations, including but not limited to:

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

During the Reporting Period, the Group was not aware of any prosecutions for breaches of employment laws and regulations which had a significant impact on the Group.

僱傭及勞工常規

僱傭

我們一貫堅信員工是企業生存的基礎和推動發展最重要的資源。我們多年來的業務成就有賴所有員工一直恪盡職守、辛勤付出而得來。因此，我們致力創造一個公平、激勵及和諧的工作環境，讓員工在工作中獲得成就感。本集團嚴格遵守有關僱傭的法律及法規，當中包括但不限於：

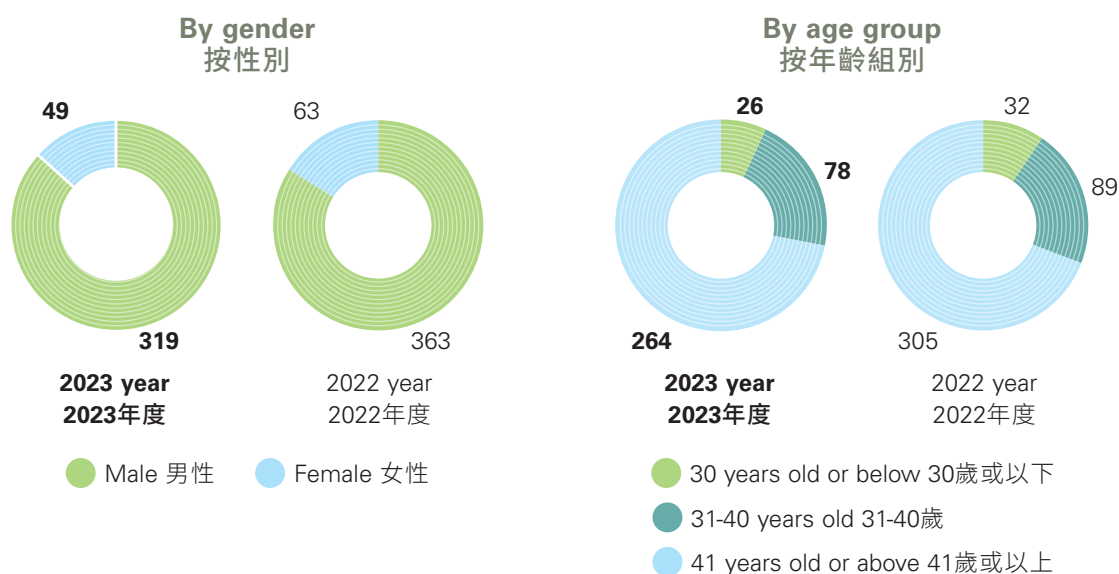
- 《中華人民共和國勞動法》；
- 《中華人民共和國勞動合同法》；
- 《中華人民共和國勞動合同法實施條例》；
- 《中華人民共和國社會保險法》；
- 《住房公積金管理條例》；及
- 《工傷保險條例》。

報告期間，本集團並不知悉有任何因違反有關僱傭方面的法律法規而遭到檢控、且對本集團有重大影響的情況。

Social 社會

As at 31 December 2023, the Company and its two major subsidiaries (Zhuji Zhejiang Tianjie Environmental Engineering Co., Ltd. and Zhuji Tianjie Installation Engineering Co., Ltd.) employed a total of 368 employees in mainland China (2022: 426), all of whom were worked in mainland China, 366 of them were full time employees and 2 were part-time employees, divided by gender and age group as follows:

於二零二三年十二月三十一日，本公司及兩家主要附屬公司（諸暨市浙江天潔環境工程有限公司與諸暨市天潔安裝工程有限公司）於中國內地共聘用368名員工(2022:426名)，均為中國內地員工，當中366位為全職員工，2位兼職員工，按性別及年齡組別劃分如下：



The employee turnover rate during the Reporting Period are as follows:

於報告期間內的僱員流失比率如下：

Key Performance Indicator 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
By gender 按性別分類			
Male 男性	percentage 百分比	13	16
Female 女性	percentage 百分比	14	41
By age group 按年齡組別分類			
30 years old or below 30歲或以下	percentage 百分比	12	16
31-40 years old 31-40歲	percentage 百分比	9	18
41 years of age or above 41歲或以上	percentage 百分比	15	21

Social 社會

Recruitment and Promotion

To ensure fair recruitment and employment rights, our group has formulated detailed Human Resource Management Policy, Staff Handbook and Compensation Regulations which clearly outline employee recruitment, hiring, compensation, promotion, termination, training, code of conduct, working hours, performance appraisal, benefits, and diversity and non-discrimination policies. We aim to attract and retain outstanding talent by providing competitive remuneration packages, an ideal working environment, and a sound promotion system that allows employees to realize their full potential in alignment with our “appointing talent based on merit” philosophy. This philosophy serves as the sole principle for recruiting and appointing suitable candidates. Applicants who meet job requirements are given equal hiring opportunities regardless of gender, race, skin color, age, gender identity, religious beliefs, marital status, or parental status. Our Human Resources department leverages various internal recruitment channels such as our website, employee referrals, offline recruitment events, school partnerships, and on-campus talks to attract diverse talent.

In terms of employee promotion, we have a clear promotion class, so that employees can develop their potential and cultivate enthusiasm for work. We conduct an annual performance appraisal for our employees every year, and adjust remuneration according to factors such as employees’ qualifications, contributions, seniority, work experience, relevant training experience and appraisal results, and those with outstanding performance will be given promotion opportunities. In addition, when there are vacancies, our employees will be given a priority as a motivation to encourage current employees to improve and to grow with the Group. Only when the internal promotion really fails to meet the requirement, we will recruit externally.

招聘及晉升

為確保招聘過程的公平性和僱傭的權益，本集團制定了詳細的《人力資源管理制度》、《員工手冊》及《薪酬管理規定》，清楚列明員工招聘、錄用、薪酬、晉升、解僱、職員培訓、行為準則、工作時間、績效考核、福利待遇以及多元化與反歧視等各方面的規定。我們期望吸引及留住優秀人才，因此力求為員工提供具競爭力的薪酬待遇、理想的工作環境、完善公平的晉升機制等，以實現我們「任人唯賢、人盡其才」的用人理念，並以此理念作為招聘和任用合適人才的唯一方針。只要應聘者符合職位要求，本集團均予其同等受聘機會，不會因性別、種族、膚色、年齡、性別、宗教信仰、婚姻狀況或生育狀況等因素而歧視或剝奪其有關機會。人力資源部亦會透過內部及外部招聘渠道多方面地吸納人才，例如透過招聘網站、員工推薦、線下招聘會、校企合作及校園宣講會等招聘渠道。

在員工晉升方面，我們有明確的晉升階級，我們每年會為僱員進行年度績效考核，並按僱員的資歷、貢獻、年資、工作經驗、相關培訓經驗及考核成績等因素調整薪酬，表現優異者更會獲得晉升機會，讓員工發展潛能及培養工作熱忱。另外，當有職位空缺時，我們會優先考慮內部員工，以作為鼓勵現任員工自我提升及進步的動力，激勵有能力的人才留在本集團，也讓他們跟著集團一起成長。當內部調升未能滿足需求時，才會選擇對外招聘。

Social 社會

Labor Standard

The Group adopts a zero-tolerance attitude towards all violations involving child labor and forced labor, if we find any child under the age of 16 or forced labor, we will set up a dedicated team to follow up and deal with the matter, hold the relevant department managers accountable, and do our best to ensure that victims are adequately protected. At the same time, we have established a strict and standardized recruitment process, including checking the identity card and household registration booklet of the candidate during the interview to ensure that their age meets the minimum standards for employees. We also sign employment contracts with all newly hired employees to ensure that they perform their work voluntarily and to eliminate all irregularities involving child and forced labor at the root.

We strictly abide by national laws and regulations, including but not limited to:

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

During the Reporting Period, the Group did not aware of any violations related to the employment of child labor and forced labor.

勞工準則

本集團對於所有涉及聘請童工及強制勞工之違法事件採取零容忍的態度，若發現有任何僱用未滿十六歲的童工或強制勞工之情況，我們將成立專門小組跟進及處理相關事項，對相關部門管理人員進行問責，並盡我們最大所能確保受害人得到足夠的保護。同時，我們已制定嚴格規範的招聘程序，在面試時會查核求職者的身份證及居民戶口登記簿，以確保其年齡符合最低的員工標準。我們亦會與所有新聘請的員工簽訂勞動合同，確保員工在自願情況下履行工作並受到合同保障，務求在根源杜絕所有涉及童工和強制勞工之違規情況。

我們嚴格遵守國家法律法規，包括但不限於：

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

報告期間，本集團並不知悉任何聘用童工及強制勞工的相關違規情況。

Social 社會

Remuneration and Welfare

As we have various type of employees including the management level, sales staff and other general administrative staff across different job grades, the remuneration system is hierarchical classified according to the nature of different positions, and individual remuneration consists of basic salary, performance salary and various subsidies. We also specially select the “Special Contribution Award of the Year” for an employees in each subsidiary, and the award-winners will be commended and awarded to facilitate employee self-improvement, maintain normal work order, increase labor production efficiency, and promote enterprise sustainable development.

The Group is always concerned about the health and wellbeing of its employees and therefore pays social insurance (including pension, medical insurance, unemployment insurance, work injury insurance and maternity insurance) and housing provident fund for employees. In addition, we also purchase commercial insurance for our marketing and engineering staff who are frequently travelled to ensure compensation in case of accidents. Full-time employees are entitled to paid statutory holidays, maternity leave, sick leave, marriage leave and bereavement leave. We also provide nursing leave in accordance with national regulations, and employee with children under on year old is entitled to an one-hour leave a day. The Group adopts a comprehensive working hour system, and the number of working hours per day of employees generally does not exceed eight hours. If overtime working is necessary, the relevant departments shall declare and make corresponding records in accordance with the established procedures, and we will pay overtime according to the regulations, and the situation of forced labor is strictly prohibited.

During the Reporting Period, we did not aware of any strikes, major labor disputes or labor surges that materially adversely affected our business, financial condition and operations.

薪酬及福利

由於我們的僱傭種類包括管理級別以上的員工、銷售人員及其他一般行政人員等不同職級，薪酬體系以分層分類及依照不同崗位的性質而釐定，個別薪酬由基本工資、績效工資及各類補貼等組成。為進一步增強員工的積極性和創造性，我們亦特別在各子公司內選評「年度特殊貢獻獎」，獲獎員工會予以表揚及頒贈物質獎勵，促進員工自我提升，維持正常的工作秩序，提高勞動生產效率，促進企業可持續發展。

本集團時刻關心員工的健康和福祉，透過為員工按時辦理繳納社會保險（包括養老保險、醫療保險、失業保險、工傷保險及生育保險）及住房公積金，希望員工的生活和工作均得到合適的保障。此外，我們亦為經常要出差的市場部及工程部員工購買商業保險，確保如遇意外時會有賠償。全職員工均享有法定節日有薪假期、產假、病假、婚假及喪假。我們亦按照《女職工勞動保護特別規定》提供哺育假，孩子一歲以內每天提供最少一小時休息時間。本集團實行綜合工時制，員工每日工作時數一般不會超過八小時。如因工作而有需要進行加班時，相關部門需按既定程序進行申報並做好相應記錄，我們及後會按規定支付加班費，並嚴禁強制勞工的情況出現。

報告期間內，我們並不知悉任何罷工、重大勞資糾紛或工潮而對我們的業務、財務狀況及經營業績造成重大不利影響。

Social 社會

Occupational Health and Safety

Promoting the culture of occupational health and safety is the core task of the Group. It is the Group's responsibility to provide a safe and healthy working environment for its employees, and the Group has developed a Health and Safety Management Manual and standard procedures while implementing health and safety standards and contingency plans. At the same time, we have obtained the "Occupational Health and Safety Management System" (GB/T45001-2020/ISO45001:2018) certification to ensure the safety of employees can be scaled. The Group complies with a number of environmental, safety and health laws and regulations promulgated by the Chinese government relating to production safety, fire prevention and workplace health, including but not limited to:

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

During the Reporting Period, the Group was not aware of any prosecutions for breaches of relevant laws and regulations on production safety and occupational health.

職業健康與安全

推動職業健康與安全文化是本集團其中之一的核心所在。為員工提供安全及健康的工作環境是集團的責任，本集團已編製《健康與安全管理手冊》、制定標準程序以及實施健康與安全標準及應急計劃。同時，我們取得由獨立第三方頒發的《職業健康安全管理體系》（GB/T45001-2020/ISO45001:2018）認證，使保障職工安全的制度得以規模化。本集團遵守中國政府所頒佈的有關生產安全、防火及工作場所健康等多項環境、安全及健康的法律和法規，當中包括但不限於：

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

報告期間，本集團並不知悉有任何因違反有關生產安全及職業健康法律法規而遭到檢控的情況。

Social 社會

The Group provides safety equipment and appropriate protective equipment, including safety helmets, gloves, protective goggles, etc., according to their duties. In addition, we have displayed the safety operating procedures of each process in the production workshop, listed the operation steps and procedures, safety technical knowledge and precautions, including how to use personal safety protective equipment, maintenance of production equipment and safety facilities, emergency measures to prevent accidents, safety inspection systems and requirements, etc. During the Reporting Period, we held a safety production month, included holding safety production work meetings, signing safety production responsibility letters, conducting safety publicity through publicity signs, banners, websites and corporate public accounts, conducting fire drills, and emergency rescue training. For work-related accidents, we will first understand the situation of the injured employees, investigate the cause of the accident, and then take further treatment, and more likely to take appropriate measures to reduce the number of work-related injuries and ensure the safety of employees.

In order to protect the occupational health of our employees, we arrange body check for employees. During the Reporting Period, we care for the employees with disabilities and difficulties, committed to caring for employees, and organized safety production and various standard training. In addition, in accordance with the national technical specifications and requirements on the prevention and treatment of occupational diseases, we determine the examination items of employees according to the differences in positions, during the Reporting Period, approximately 88 employees participated in physical examinations. including blood pressure, blood routine, urine routine, lung function, electrocardiogram, electrical response audiometry, nervous system and biochemical testing.

本集團按崗位需要，提供安全設備及合適的防護裝備，包括安全帽、手套、防護鏡等。另外，我們在生產車間展示了各工序的安全操作規程，列寫了操作步驟和程序，安全技術知識和注意事項，包括如何正確使用個人安全防護用品、生產設備和安全設施的維修保養、預防事故的緊急措施、安全檢查的制度和要求等。在報告期間，我們舉行了安全生產月，並實施不同措施包括召開安全生產工作會議、簽訂安全生產責任書、通過宣傳立牌、橫幅、網站和企業公眾號進行安全宣傳、開展消防演習、應急求援訓練等。針對發生的員工工傷事故，我們會首先了解相關員工受傷情況，繼而調查事故起因，再有進一步的處理，並會採取適當的措施以減少發生工傷次數，保障員工的安全。

為保障員工的身體健康，本集團向員工提供身體檢查。在報告期間，我們為殘疾及有困難的職工送上慰問，致力於關懷員工，更組織員工如焊工、油漆工參加體檢。另外，我們依據國家關於職業病防治的技術規範和要求，按照崗位差異確定員工的檢查項目，在報告期間，大約有88位員工參加體檢，主要包括血壓、血常規檢查、尿常規檢查、肺功能、心電圖、電反應測聽、神經系統和生化檢驗等。



Occupational safety meetings
職業安全相關會議

Social 社會

The Group also concerned about physical and mental health of employees, so the Group organizes various diversified activities from time to time to establish more communication channels with employees. It does not only balance the work pressure, physical and mental health of employees, but also establish employees' sense of belonging and corporate cohesion, which is crucial for the long-term prosperous development of the Company.

本集團亦關注員工的心理健康，故此集團不定期組織各項多元化活動，與員工建立多方面的溝通渠道，這不但能平衡員工的工作壓力及身心健康，同時建立員工的歸屬感及企業凝聚力，對於公司長遠而興旺的發展來說是至關重要的。

Key Performance Indicator 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度	2021 2021年度
The number of work-related fatality 與工作相關的死亡人數	person 人數	0	0	0
Work-related fatality rate 與工作相關的死亡比率	percentage 百分比	0	0	0
Number of working days lost due to work injuries 因工傷損失的工作日數	days 天	778	332	250



Organizing employee participation in
party committee activities
組織員工參與黨委活動

Social 社會

DEVELOPMENT AND TRAINING

The Group regards employee learning and development as an investment. The Group firmly believes that an excellent team is the key to enterprise success and sustainable development. We need to continuously improve the quality, knowledge and skills of our employees in order to maintain the Group's competitiveness. Therefore, the sustainable cultivation of outstanding talent is an important goal of the Group. Thus, personnel training is the Group's unwavering objective. The Company formulates and issues an "Annual Training Plan" every year based on actual and market conditions. We actively seek opportunities to provide training for employees and make every effort to conduct diversified training so that employees can develop in multiple directions. This includes new employee orientation training (such as introducing company policies and culture as well as basic quality training for employees) and on-the-job training for existing employees (such as skills training, industry exchanges and special studies). Through the above training, we promote comprehensive improvements in employees' work skills, perspectives and more, which also helps employees understand possible career development paths, clarify personal development directions, and grow together with the Group.

During the Reporting Period, we organized training on different topics, including but not limited to:

- Safety, environmental protection related laws and regulations training;
- Fire knowledge training and drilling;
- Skilled personnel training;
- Quality inspection skills training and examination;
- Anti-corruption related legal training;

發展及培訓

本集團將員工學習和發展視為投資，本集團深信一支優秀的團隊是企業成功及可持續發展的秘訣，我們需要不斷提昇員工的質素、知識及技能才能保持本集團的競爭力，因此可持續地培養出優秀的人才本集團的重要目標。公司每年針對實際和市場形勢制定及發佈《年度培訓計劃》，我們積極尋找為僱員提供培訓的機會，亦盡力進行多元化培訓，使員工能向多方面發展。其中包括新僱員的入職培訓（如介紹我們的公司政策及文化以及僱員基本質素培訓等）以及現有僱員的在職培訓（如技能培訓、行業交流及專題學習等）。通過上述培訓，促進員工的工作技能，格局眼光等方面綜合提升，也有助於幫助員工了解可能的職業發展路徑，明確個人發展方向，和集團一同成長。

報告期間，我們組織了不同課題的培訓，當中包括但不限於：

- 安全、環保相關法律法規培訓；
- 消防知識講解及模擬演練；
- 技能人才培訓；
- 質量檢驗技能培訓及考試；
- 反貪污相關的法律知識培訓；

Social 社會

- Safety production training; and
 - Special equipment quality system training.
- 安全生產培訓；及
 - 特種設備質量體系培訓。

At the same time, we understand that the personal development of employees and the development of the Group are not only non-conflicting but also mutually support. Therefore, we provide certificate subsidies to employees who obtain job-related professional qualifications, in order to foster a corporate culture that encourages continuous professional development.

與此同時，我們明白員工的個人發展和集團發展非但不相衝突，而是互相促進的關係，所以會向取得與工作有關的專業資格的員工發放證書補貼，以推動企業內部鼓勵持續進修的文化氛圍。



On-site safety production training
現場安全生產培訓

Social 社會

Key Performance Indicator 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Average training hours by each employee 每名僱員平均受訓時數			
By gender 按性別分類			
Male 男性	hour 小時	8	6
Female 女性	hour 小時	4	6
By employee category 按僱員類別分類			
Senior management 高級管理層	hour 小時	2	3
Middle management 中級管理層	hour 小時	6	4
General and technical staff 一般及技術員工	hour 小時	8	6

Key Performance Indicator 關鍵績效指標	Unit 單位	2023 2023年度	2022 2022年度
Percentage of employees trained 受訓僱員百分比			
By gender 按性別			
Male 男性	percentage 百分比	87	84
Female 女性	percentage 百分比	71	78
By employee category 按僱員類別			
Senior management 高級管理層	percentage 百分比	33	100
Middle management 中級管理層	percentage 百分比	67	94
General and technical staff 一般及技術員工	percentage 百分比	87	82

Social 社會

OPERATING PRACTICES

Product Responsibility

The Group is committed to improving its production processes and management systems so as to achieve international standards, enhancing the Group's operational efficiency and achieve international standards in its management system. As a supplier engaged in the sales of environmental pollution prevention products and integrated air pollution prevention and control solutions, it is the Company's primary goal to enable customers to obtain standard and high-quality products. We all meet the required professional qualifications, including holding environmental pollution control project general contracting service capability evaluation certificate and special equipment manufacturing license. To manage product quality and operation in accordance with international standards, our measurement management, environmental management and quality management systems have been issued a number of ISO certificates, such as "Quality Management System Certification" (GB/T19001-2016/ISO 9001:2015).

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

營運慣例

產品責任

為實現提升集團經營效率的同時，使管理體系亦能達致國際水平，本集團致力於改善生產流程及管理系統。作為從事環保污染防治產品銷售及綜合大氣污染防治解決方案的供應商，使客戶獲得合規格和高質量的產品是公司的首要目標。我們均符合所需的專業資格，包括持有環境污染治理工程總承包服務能力評價證書及特種設備製造許可證等。按照國際標準管理產品品質及營運，我們的計量管理、環保管理及品質管制系統獲發多項ISO合格證，如《質量管理體系認證證書》(GB/T 19001-2016/ISO 9001:2015)。

對於產品的品質控制，我們建立了《物料管理控制製程序》、《質量檢驗和試驗管理標準》及《項目安裝質量控制制度》，在原材料、半成品、成品及安裝的品質要求作出明確的標準規範，包括對採購自供應商的原材料及部件進行品質控制。生產過程中，每個工序完成後會由監督人員進行自檢，再由質檢員檢查合格後，方可進行下一個工序。我們每年亦會召開質檢工作會議，探討不同的議題，如質量改進方案等。

Social 社會

The Group values every customer and is committed to providing satisfactory products and services. The invaluable feedback from each customer is the source of enterprise improvement and sustainable development. Therefore, we actively collect and handle customer feedback for business enhancement. We have formulated the Production and Service Provision Control Procedures, which outlines the process for handling customer feedback and complaints. We also provide after-sales services to customers per our Non-conforming Product Control Procedures, offering spare parts and components, repairs, replacements, recycling, on-site engineering and maintenance services. For issues reflected by customers, we conduct root cause analysis, propose reasonable recommendations and solutions targeting the causes, and feed relevant information back to the design department. The manufacturer is responsible for repairs due to quality defects causing damage or malfunction within one year operation of the product. We believe providing after-sales services not only helps maintain business relationships with customers, but also allows us to better understand customer needs and opinions on our products for continuous improvement of our products and services.

We published the “2023 Annual Quality and Integrity Report” formulated in accordance with relevant national laws, regulations, rules, industry quality standards and specifications. The report discloses the Group’s quality management objectives, quality management systems, quality-related qualifications and honors attained by the Group, to various stakeholders. It summarizes the work from the past year and represents an important commitment for future work.

During the Reporting Period, we were not aware of any serious violations of product and service quality laws and regulations, and we did not receive complaints about products and services or incidents requiring recall for safety and health reasons.

本集團重視每名客戶，一直致力提供令客戶滿意的產品及服務。每一名客戶的寶貴意見都是企業進步及持續發展的源頭，因此我們積極收取及處理客戶意見，加以改善業務，我們制定《生產和服務提供控制程序》，當中訂明處理顧客回饋或投訴的程序。我們亦向客戶提供售後服務，按照《不合格品控制程序》為客戶提供備件及部件、維修、更換、回收以及現場工程及維護服務，對客戶反映的問題進行歸因分析，針對造成問題的原因提出合理化建議和解決問題的方法，並將相關信息回饋到設計部。產品試運行一年後，因質量不良而導致損壞或未能正常運作，製造商負責維修。我們相信提供售後服務不僅有助與客戶保持業務關係，亦可讓我們更明瞭客戶的需求及對我們產品的意見，以持續不斷地改良我們的產品及服務。

我們發佈了依據國家有關質量法律法規、規章及相關行業質量標準、規範等進行編製的《2023年度質量誠信報告》。內容包含集團的質量管理目標、質量管理制度、集團獲取的與質量相關的資質認證和榮譽等情況，向各方面持份者公開披露。既是對集團過去一年工作的歸納總結，也是對未來工作的重要承諾。

報告期間，我們並不知悉任何嚴重違反產品及服務質量法律法規的行為，且沒有接獲關於產品及服務的投訴或因安全與健康理由而須回收的事件發生。

Social 社會

PCCC Electrical Product Certification Annual Review

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

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

PCCC電能產品認證通過年度審查

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

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



Certificate of Product Certification – Power (Beijing) Certification Centre Co., Ltd.
《電能（北京）認證中心有限公司—產品認證證書》



Certificate of Authorization issued by the American Society of Mechanical Engineers
美國機械工程師學會頒發的製造許可證

Social 社會

Customer Data Security

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

During the Reporting Year, the Group did not lose any customers due to breach of customer privacy or other service and product issues, nor did it receive any material complaints or claims from customers due to poor product or service quality.

Intellectual Property Management

As of December 31, 2023, the Group held 56 registered patents in China (including 3 invention patents and 53 utility model patents). As a product design and development company with strong design and manufacturing capabilities, protecting intellectual property rights is not only a respect for the original creators and developers, but also an affirmation and support for them. Therefore, we have always emphasize trademarks, patents, copyrights and proprietary technique to protect our intellectual property rights. The Group is committed to comply with relevant laws and regulation, including but not limited to the Copyright Law of the People's Republic of China. The Group holds a number of invention and utility model patents in mainland China. In order to further enhance our staff's awareness in this regard, we will sign a confidentiality clause with employees who have access to relevant sensitive information to pursue any disciplinary breaches.

During the Reporting Period, the Group was not aware of any infringement of our partners' intellectual property rights, or any infringement of our partners' intellectual property rights, and there were no intellectual property disputes that materially adversely affected our business.

私隱保護

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

於報告年度，本集團並無因洩露客戶私隱或其他服務及產品問題而流失任何客戶，亦無因產品或服務質素欠佳而收到客戶的任何重大投訴及索償。

知識產權管理

截至2023年12月31日，本集團在中國擁有56項註冊專利（包括3項發明專利及53項實用新型專利）。作為一所擁有強大設計及製造能力的產品設計及開發企業，保護知識產權的重要性及意義不但是對原創者和開發人員的一種尊重，更是對他們的肯定和支持，因此，本集團一直依賴結合商標、專利、版權及專有技術以保護我們的知識產權。我們致力於遵守相關法律及規例，包括但不限於《中華人民共和國著作權法》。我們在中國內地擁有多項發明及實用新型專利。為了進一步加強員工在這方面的意識，我們會與接觸及有機會接觸相關敏感資料的員工簽訂保密條款，追究任何違紀洩密的行為。

報告期間，本集團並不知悉我們有任何侵犯合作夥伴之知識產權的行為，或任何合作夥伴侵犯我們知識產權的任何行為，亦從未出現任何對我們的業務造成重大不利影響的知識產權糾紛。

Social 社會

SUPPLY CHAIN MANAGEMENT

Our main suppliers include suppliers of raw materials and components, manufacturers providing processing services, and service providers supplying on-site installation and engineering services. The Group's main raw materials and components include steel plates, steel structures, filter bags, electrical instruments, and other components used in the production of air pollution control equipment. In spite of the severe epidemic, we continue to contact closely with suppliers, with the goal of "no work stopping" and "maintaining production" to reduce the delay in arrival dates. During the Reporting Period, the materials purchased came from 69 suppliers in different parts of mainland China.

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

供應鏈管理

我們主要的供應商包括原材料及零部件的供應商、提供加工服務的製造商及提供現場安裝工程配套服務的服務供應商。本集團的主要原材料、零部件包括鋼板、鋼結構件、過濾袋、電力儀器及用於生產大氣污染防治設備的其他零部件。於疫情嚴峻時，我們仍以「不停工」及「保生產」為目標，積極與供應商繼續保持緊密的聯絡溝通，減少到貨日期延遲的情況。在報告期間，採購的物料均來自69間於中國內地不同地方的供應商。

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

Social 社會

Companies that focus on product production have a close relationship with the supply chain, and their integrity and performance may affect the quality of our services and products. The Group actively adopts the best environmental and social practices and through our influence as a client, we encourage our business partners to uphold the same philosophy, maintain integrity, treat employees fairly, protect the environment and comply with all applicable laws and regulations. To this end, we have developed the Procurement Management System to set out the procurement process, which stipulates that when selecting suppliers, we will evaluate their technical competence, price competitiveness, quality, environmental performance, social performance for labor welfare, rights and equal opportunities, our business relationships and the specific requirements of our customers, so as to select the most ideal and suitable suppliers. During the Reporting Period, we have implemented practices related to engaging suppliers with 69 major suppliers. We will also issue the Service Capability Evaluation Certificate for Environmental Pollution Control Project General Contracting of Zhejiang to high-quality business partners to affirm them. Under these guidelines, we will also give priority to suppliers who have obtained international certifications such as ISO14001 Environmental Management System or ISO 9001 Quality Control System to ensure their quality and standardized environmental management. We also encourage suppliers to integrate green elements into their business by giving priority to suppliers with quality or environmental certifications.

以產品生產為主的企業與供應鏈有著密切的關係，而他們的操守和表現或會影響我們的服務和產品質素。本集團積極採納最佳的環保及社會慣例，亦通過我們作為客戶的影響力，推動我們的業務合作夥伴持相同的理念，保持誠信、公平對待員工，並保護環境和恪守所有適用法律法規。為此，我們制定了《採購管理制度》以列明採購程序流程，規定在挑選供應商時，評估其技術能力、價格競爭力、品質、環境表現、針對勞工福利、權益及平等機會等的社會表現，以及與我們的業務合作關係以及客戶的特定要求等因素，務求選出最理想、最合適的供應商。在報告期間，我們已向69間主要供應商執行有關聘用供應商的慣例。我們更會向優質的業務合作夥伴頒發《浙江省環境污染治理工程總承包服務能力評價證書》，給予肯定。在這些大前題下，我們亦會優先考慮取得如 ISO14001環境管理體系或 ISO9001品質管制體系等國際認證的供應商以確保其品質及規範的環境管理。我們亦藉由優先考慮有質量或環保認證的供應商，鼓勵供應商將綠色元素融入業務。

Social 社會

ANTI-CORRUPTION

Adhering to the principle of “Integrity-based, with reputation as the top priority”, the Group’s values are integrity, responsibility, cooperation and innovation. Integrity is our professionalism and ethics, which is the most important among the four elements, and we believe that this is an indispensable part of the sustainable development of the Company. The Group strictly complies with, including but not limited to:

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

During this year, the Company obtained an “AAA Credit Rating” certificate, assessed by an independent third party, in recognition of the Company’s performance in integrity management. The Group’s Staff Handbook also clearly states that all employees are strictly prohibited from accepting kickbacks, banquets, gifts, bribery and other violations of professional ethics, and the Group will seek compensation from the employees involved in accordance with the law. For serious criminal cases, it will report to the judicial authorities for criminal responsibility. Employees have a responsibility to monitor misconduct, and we have an anonymous feedback box where employees can report beyond the level when needed. In order to enhance the Group’s awareness of anticorruption and integrity, we arranged anti money laundering and anti-corruption related training materials provided by professional bodies for directors and management, and also arranged anti-corruption training for employees.

反貪污

本集團的價值觀是誠信、責任、合作、創新，貫徹「誠信為本，信譽至上」的方針。而誠信是我們的專業精神及操守，於四個元素之中的首位，我們深信這是企業可持續發展不可或缺的一部分。本集團嚴謹遵守包括但不限於：

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

於本年度，本公司取得由獨立第三方評核的「AAA級」信用等級證書，以肯定本公司於誠信經營方面的表現。本集團的《員工手冊》亦清楚列明所有員工嚴禁收受回扣、宴請、饋贈、受賄等違反職業道德的行為，本集團將依法向涉事員工追索賠償，若犯罪情況嚴重的，更會報請司法機關追究其刑事責任。員工有責任監督不當行為，我們設有匿名舉報意見箱，而員工更可在有需要時越級匯報。為了增強員工的反腐倡廉的意識，我們為董事及管理層安排了由專業機構提供的反洗錢及反貪污的相關培訓材料，亦為員工安排了反貪污相關的法律知識培訓。

Social 社會

During the Reporting Period, we did not identify any litigation or complaints involving breaches of laws and regulations relating to corruption, bribery, extortion, fraud and money laundering, nor were we aware of any corruption litigation cases that had been concluded and the outcome of the cases.

報告期間，我們並沒有發現涉及違反有關貪污、賄賂、勒索、欺詐及洗黑錢的法律和規例的訴訟及投訴，亦未知悉有任何經提出並已審結的貪污訴訟案件及訴訟結果。



Strategic collaboration in corporate management
企業管理戰略合作

Social 社會

COMMUNITY INVESTMENT

While promoting enterprise development, we also actively participate in hometown construction and social welfare undertakings to give back to society within our capacity. During this year, we organized and carried out the following activities to contribute and give back to society, including but not limited to:

1. Since 2010, the Group has donated funds to Zhejiang Charity General Association every year, partnering with impoverished schools in Guizhou to carry out "Pairing Assistance for Education" activities. The Group provides pairing assistance for impoverished children, establishing a long-term care mechanism to subsidize their tuition fees. On Children's Day each year, we prepare gift packages with school supplies and computers for children in special schools, provide special curriculum and interactive activities, so that all students can feel the care from society.
2. To build a new countryside, beginning in 2010, Tengy Environmental has actively responded to the call of the CPC Xiaoshan District Committee, and taken the initiative to participate in paired assistance for local streets, donating money to help develop the village economy, construct integrated office buildings for the streets, pave and greenify roads, install water pipes, set up street lamps, and assist the elderly and disabled, among others. We have also donated the construction of multiple senior activity rooms for villages surrounding the Company, and are responsible for gifting a variety of newspapers and magazines each year.
3. The Company has set up a medical mutual aid foundation for employees, establishing a special fund to help employees in need.

社區投資

我們在推進企業發展的同時，亦積極投身家鄉建設，主動參與社會各項公益事業，盡我們的能力回饋社會。於本年度，我們組織並進行了以下活動，以貢獻及回報社會，當中包括但不限於：

1. 本集團從2010年起每年向紹興慈善總會捐助資金，與貴州貧困學校開展「結對助學」活動，集團結對幫扶貧困兒童，並形成成長關注機制，資助學費。每年六一兒童節為特殊學校每位兒童準備了學習用品禮包、電腦等用具，還為小朋友們提供特別的教學課程和互動交流，使得學校全體學生感受到了來自社會的關懷。
2. 為建設新農村，2010年起，天潔積極回應中共紹興市委號召，主動參與當地街道結對幫扶，捐款協助發展村經濟、建設街道綜合辦公大樓、道路硬化綠化、自來水管輔設、路燈架設、扶助病殘老人等，還為公司所在地的周邊村捐建了多個老年活動室，並負責每年贈訂各種報刊雜誌。
3. 公司設立職工醫療互助基金會，成立專項基金用於幫助困難員工。



Voluntary blood donation
自願捐血活動

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

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

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
A. Environmental		
A. 環境		
Aspect A1: Emissions		
層面A1 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用
KPI A1.2 關鍵績效指標A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體總排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste 廢棄物
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Waste 廢棄物
KPI A1.5 關鍵績效指標A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Waste 廢棄物

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect A2: Use of Resources		
層面A2 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water, and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Water Resources And Sewage Discharge 水資源及污水排放
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (Kwh in '000s) and intensity. 按類型劃分的直接及或間接能源總耗量(以千個千瓦時計算)及密度。	Water Resources And Sewage Discharge 水資源及污水排放
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water Resources And Sewage Discharge 水資源及污水排放
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Water Resources And Sewage Discharge 水資源及污水排放
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s), and steps taken to achieve them. 描述求取適用水源上可有任何問題,以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Resources And Sewage Discharge 水資源及污水排放
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Waste 廢棄物
Aspect A3: The Environment and Natural Resources		
層面A3 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Greenhouse Gas Emissions And Resource Utilization 溫室氣體排放及資源使用

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect A4: Climate Change 層面A4 氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述以及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化
B. Social B. 社會		
Aspect B1: Employment 層面B1 僱傭		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment; Recruitment and Promotion; and Remuneration and Welfare 僱傭； 招聘及晉升；及 薪酬及福利
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數	Employment 僱傭
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect B2: Health and Safety		
層面B2 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health And Safety 職業健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年因工亡故的人數及比率。	Occupational Health And Safety 職業健康與安全
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health And Safety 職業健康與安全
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health And Safety 職業健康與安全
Aspect B3: Development and Training		
層面B3 發展及培訓		
General Disclosure 一般披露	Policy on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development And Training 發展及培訓
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development And Training 發展及培訓
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development And Training 發展及培訓

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

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

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

Subject area 主要範疇	Content 內容	Chapter/Disclosure 章節
Aspect B6: Product Responsibility 層面B6 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Responsibility 產品責任
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Responsibility 產品責任
KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Responsibility 產品責任
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Responsibility 產品責任
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Responsibility 產品責任
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Responsibility 產品責任

Index of the Exchange's Environmental, Social and Governance Reporting Guide

聯交所《環境、社會及管治報告指引》索引

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

TENGY

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