



CHINA JICHENG HOLDINGS LIMITED
中國集成控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 1027

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT**

2023

**環境、社會及
管治報告**



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “**ESG Report**”) provides an account of the environmental, social and governance (“**ESG**”) information on the policies, compliance with relevant laws and regulations and key performance of China Jicheng Holdings Limited (hereinafter referred to as the “**Company**”) and its subsidiaries (hereinafter collectively referred to as the “**Group**”) for the year ended 31 December 2023 (“**2023**” or the “**year**”). The Group is principally engaged in the manufacturing and sale of POE umbrellas, nylon umbrellas and umbrella parts such as plastic cloth and shaft, in existing markets, such as the People’s Republic of China (“**PRC**”), Hong Kong, Cambodia and Republic of Korea. The reporting scope of this ESG Report covers all business activities mentioned above.

This Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 Environmental, Social and Governance Reporting Guide to the Rules (the “**Listing Rules**”) Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited. The ESG Report has been prepared based on four reporting principles listed below, including materiality, quantitiveness, balance and consistency.

Materiality: ESG issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.

Quantitative: If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.

Balance: This ESG Report must provide an unbiased picture of the ESG performance of the Company. It should avoid selecting, omitting, or presenting formants that may inappropriately influence a decision or judgement by the reader.

Consistency: This ESG Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

關於本報告

本環境、社會及管治報告（「**ESG 報告**」）提供中國集成控股有限公司（「**本公司**」）及其附屬公司（「**本集團**」）截至二零二三年十二月三十一日止年度（「**二零二三年**」或「**年內**」）於環境、社會及管治（「**ESG**」）方面的政策、遵守相關法律法規的情況以及主要表現的資料。本集團主要於中華人民共和國（「**中國**」）、香港、柬埔寨及大韓民國等現有市場從事製造及銷售POE雨傘、尼龍雨傘及雨傘零部件（如塑料布及中棒）。本ESG報告的報告範圍涵蓋上述所有業務活動。

本ESG報告乃根據香港聯合交易所有限公司主板證券上市規則（「**上市規則**」）附錄C2《環境、社會及管治報告指引》（「**ESG 報告指引**」）編製。本ESG報告的編製亦遵循以下四項報告原則（包括重要性、量化、平衡及一致性）。

重要性：本ESG報告須載列對投資者及其他持份者有重大影響的ESG議題。

量化：倘已設立關鍵績效指標（KPIs），則該等指標須可予計量，並可在適當情況下用於進行有效比較，亦必須能夠闡述量化資料的目的及影響。

平衡：本ESG報告須不偏不倚地呈報本公司的ESG表現，避免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：本ESG報告應使用一致的統計方法，使相關數據日後可作有意義的比較。所使用方法有任何變動必須在ESG報告中說明。

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

The Group believes that good ESG governance strategies and practices are essential for corporate success. The Group has integrated the ESG concept into the corporate governance management and during the decision-making process, hoping to create more positive long-term values for the society and environment.

The board (the “**Board**”) of directors (the “**Directors**”) is devoted to establishing an effective ESG risk management mechanism. The Board determines ESG strategies and reviews the content and quality of the ESG Report annually. To maintain excellent ESG governance, the Board bears the overall responsibility of the management for the formulation, execution and reporting of the ESG policies and performances. The Board is responsible for identifying evaluating and determining the Group’s ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

The ESG Working Group, which comprises senior management and representatives from various departments and subsidiaries, has been established to formulate, plan and coordinate ESG initiatives within the Group. The ESG working group has an overarching role in supporting the Board on the matters of ESG and oversees the implementation of the ESG initiatives of the Group, including reviewing the related policies and practices, and assessing and making recommendations on matters concerning the Group’s ESG governance, strategy, planning and risks. The ESG working group is also responsible for stakeholder engagement and materiality assessment. The ESG working group review issues and policies related to the Group’s sustainable development and coordinate ESG data management and disclosure in a timely manner.

In order to better govern the ESG performance of the Group, environmental targets for greenhouse gas emissions, waste management, energy consumption and water management have been established. The Group will continue to strive towards achieving these targets. The Group’s management will review the progress of these targets, take measures to achieve them and report on the progress and make suitable suggestions to the Board at least annually.

環境、社會及管治策略

本集團相信，良好的ESG管治策略及常規對企業成功至關重要。本集團將ESG理念融入企業管治管理及決策過程，希望為社會和環境創造更多積極長遠的價值。

董事（「**董事**」）會（「**董事會**」）致力建立有效的ESG風險管理機制。董事會確定ESG策略，並每年檢討ESG報告的內容及質量。為保持卓越的ESG管治，董事會承擔制定、執行及報告ESG政策及表現的整體管理責任。董事會負責識別、評估及確定本集團的ESG相關風險，並確保設立合適及有效的ESG風險管理及內部監控系統。

本集團已成立ESG工作小組，成員包括高級管理層以及各部門和附屬公司的代表，負責制定、規劃及協調本集團內的ESG活動。ESG工作小組的主要職責是就ESG事宜向董事會提供支持，並監督本集團ESG措施的實施情況，包括檢討相關政策及常規，評估本集團的ESG管治、策略、規劃及風險事宜並就此提出建議。ESG工作小組亦負責持份者參與及重要性評估。ESG工作小組檢討與本集團可持續發展相關的問題及政策，並及時協調ESG數據管理及披露。

為更好地管理本集團的ESG表現，本集團制定了溫室氣體排放、廢棄物管理、能源消耗及水資源管理方面的環境目標。本集團將繼續致力實現該等目標。本集團管理層至少每年檢討該等目標的進展，採取措施以實現該等目標，並向董事會報告進展情況及提出適當建議。

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STAKEHOLDER ENGAGEMENT

The Group has a comprehensive stakeholder engagement system that helps maintain good relationships with investors and shareholders, professional bodies/regulators, customers, suppliers, employees, local community and other stakeholders. The Group exchanges opinions and advice from stakeholders through different communication methods, such as online instant communication, emails, social platforms, online media interaction and conferences, etc.

持份者參與

本集團設有全面的持份者參與系統，有助與投資者及股東、專業機構／監管機構、客戶、供應商、僱員、當地社區及其他持份者保持良好關係。本集團透過線上即時通訊、電郵、社交平台、線上媒體互動及會議等多種溝通方式與持份者交流意見及建議。

MATERIALITY ASSESSMENT

By conducting the materiality assessment, the Group has identified the key ESG topics which are “relevant” and “important” to our business. In particular, the material ESG issues listed in the table are issues of high priority.

重要性評估

通過進行重要性評估，本集團已識別對我們的業務而言屬「相關」及「重要」的關鍵ESG議題。特別是，下表中列出的重大ESG議題為高度優先的議題。

Aspects

層面

Material ESG Issues

重要ESG議題

Environmental Aspect

環境層面

Emissions

排放物

- Waste Management
- 廢棄物管理

Use of Resources

資源使用

- Energy consumption and efficiency
- 能源消耗及效益
- Efficient use of raw materials
- 高效使用原材料
- Use of packaging materials
- 包裝材料的使用

Climate Change

氣候變化

- Climate-related risks and opportunities
- 氣候相關風險與機遇

Social Aspect

社會層面

Employment

僱傭

- Employee welfare
- 僱員福利
- Inclusion and equal opportunities
- 包容與平等機會
- Talent attraction and retention
- 吸引及挽留人才

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Aspects

層面

Health and Safety

健康與安全

Development and Training

發展及培訓

Labour Standards

勞工準則

Supply Chain Management

供應鏈管理

Product Responsibility

產品責任

Anti-corruption

反貪污

Community Investment

社區投資

Material ESG Issues

重要ESG議題

- Occupational health and safety
- 職業健康與安全
- Development and training
- 發展及培訓
- Prevention of child and forced labour
- 防止童工及強制勞工
- Supply chain management
- 供應鏈管理
- Economic value generated
- 產生的經濟價值
- Customer satisfaction
- 客戶滿意度
- Protection of intellectual property rights
- 保護知識產權
- Protection of customer privacy
- 保護客戶私隱
- Corporate governance
- 企業管治
- Anti-corruption
- 反貪污
- Community investment
- 社區投資

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ENVIRONMENTAL ASPECTS

USE OF RESOURCES

The Group is committed to using resources more efficiently during our production process. From the Group's point of view, the efficient use of raw materials (e.g., POE and nylon) and other packaging materials are two of the focus areas. We have also implemented energy saving projects and other measures in order to ensure the efficient use of energy and water resources.

To reduce resource wastage and environmental impacts, the Group's factories follow strictly to ISO 14001, the environmental management system, during the production operations. The Group has also minimized the materials used in the manufacturing process so as to maximize our resource efficiency.

Energy Consumption

Energy management is an important part of any business. To reduce consumption through more targeted efforts, the Group is participating in an energy conservation programme and continued to pursue the efficient use of energy resources. We have improved our planning on the equipment layout as well as the operational processes to reduce any redundant consumption of energy and other resources during production. It is the Group's policy to maintain the manufacturing process in an efficient and effective manner.

The Group uses petrol as direct energy consumption for supporting the company-owned vehicles and electricity as indirect energy consumption. The total energy consumption in 2023 was 19,197.82 GJ; and the energy intensity was 65.19 GJ per million RMB revenue. The details of energy consumption are shown below:

Direct and/or indirect energy consumption by type:

Use of resources 資源使用	2023 二零二三年	2022 二零二二年	Unit 單位
Direct energy consumption – Petrol 直接能源消耗 – 汽油	373.29	463.10	GJ 吉焦
Indirect energy consumption – Electricity 間接能源消耗 – 電力	18,824.53	19,275.84	GJ 吉焦
Total energy consumption 總能耗	19,197.82	19,738.94	GJ 吉焦
Intensity (by RMB revenue) 密度 (按人民幣收入計算)	65.19	55.76	GJ/million RMB revenue 吉焦/百萬元人民幣收入

環境層面

資源使用

本集團致力於在生產過程中更高效地利用資源。從本集團角度而言，高效利用原材料（如POE及尼龍）及其他包裝材料為其中兩個重點領域。我們亦實施節能項目及其他措施，以確保高效利用能源及水資源。

為減少資源浪費及環境影響，本集團的工廠在生產營運過程中嚴格遵守ISO 14001環境管理體系。本集團亦盡量減少生產過程中使用的材料，以最大程度地提高資源利用效益。

能源消耗

對於任何業務而言，能源管理均是重要部分。為了更有針對性地減少能源消耗，本集團參與一項節能計劃，並繼續致力於能源的高效利用。我們改進了設備佈局規劃與操作流程，以減少生產過程中任何不必要的能源及其他資源消耗。本集團的政策是保持高效率及高效益的生產過程。

公司自有車輛使用的汽油為本集團的直接能耗，而所使用的電力為間接能耗。二零二三年總能耗為19,197.82吉焦，能源消耗密度為每百萬元人民幣收入65.19吉焦。能耗詳情列示如下：

按類型劃分的直接及／或間接能源消耗：

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The Group will ensure that they are using these resources in a sustainable manner, while also taking into account the environmental impact of their activities. By implementing effective energy management strategies, the Group can reduce costs while still meeting its goals for sustainability and profitability.

As energy use is also one of the material ESG topics of the Group, we will continuously monitor and analyse the consumption data so as to further improve our utilization of energy resources. The Group has initiated a target of 5% reduction of energy intensity by 2027, compared with the baseline year of 2022.

Water Consumption

Since 2016, the Group has implemented the “Water and Electricity Management System” in its factories, formulating a convention for employees to save water and electricity. This system helps to reduce water consumption by monitoring the amount of water used in production processes and providing guidance on how to use water resources more efficiently. For instance, some of the water-saving measures include the wide use of electric water boilers, installation of automatic control to avoid long-running water and more frequent maintenance of the water pipe network and equipment to prevent leakage.

Water is consumed by municipal water supply and the Group did not encounter any issues in sourcing water during the year. In 2023, the total water consumption of the Group was 94,850 cubic meters; and the water intensity was 322.16 cubic meters per million RMB revenue. The Group aims at reducing water intensity in our operations by 10% by 2027 against the 2022 baseline.

Water consumption in total and intensity:

Water consumption 耗水情況	2023 二零二三年	2022 二零二二年	Unit 單位
Total water consumption 耗水總量	94,850	113,704.1	M ³ 立方米
Intensity (by employee) 密度 (按人民幣收入計算)	322.16	322.1	M ³ /million RMB revenue 立方米/百萬元人民幣收入

本集團將確保以可持續方式使用該等資源，同時亦考慮其活動對環境的影響。透過實施有效的能源管理策略，本集團可以在降低成本的同時，實現可持續發展及盈利的目標。

由於能源使用亦為本集團的重要ESG議題之一，我們將持續監察並分析能源消耗數據，以進一步提高能源利用效益。本集團已提出如下目標：以二零二二年為基準，於二零二七年前將能源消耗密度降低5%。

用水情況

自二零一六年起，本集團於旗下工廠實施「水電管理制度」，制定了員工節水節電公約。該制度透過監察生產過程中的用水量，並就如何更有效地使用水資源提供指引，幫助減少耗水量。例如，部分節水措施包括廣泛使用電熱水器、安裝自動控制裝置以避免自來水長時間空流以及更頻繁地維護水管網及設備以防止漏水。

水由市政供水提供，本集團於年內在求取水源上並無遇到任何問題。二零二三年，本集團的耗水總量為94,850立方米，耗水密度為每百萬元人民幣收入322.16立方米。本集團的目標是以二零二二年為基準，於二零二七年前將我們營運的用水密度降低10%。

耗水總量及密度：

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Use of Packaging Materials

The packaging materials used by the Group are primarily plastic wrapping films and carton boxes, of which the sizes are determined according to the requirements of different customers. As efficient use of packaging materials is one of our focuses, the Group makes every effort to minimize any wastage. More specifically, the Group has stopped using plastic bags for individual products since 2019.

In 2023, the total amount of packaging materials used for finished products was 180.5 tonnes, and the intensity of packaging material use was 0.61 tonnes per million RMB revenue.

Packaging Materials:

Packaging material for finished products 成品使用的包裝材料	2023 二零二三年	2022 二零二二年	Unit 單位
Total packaging material used 使用的包裝材料總量	180.5	204.9	Tonnes 噸
Intensity (by RMB revenue) 密度 (以人民幣收入計算)	0.61	0.58	Tonnes/million RMB revenue 噸/百萬元人民幣收入

EMISSIONS

The Group's umbrella manufacturing business closely relates to environmental protection – one of our core values. As a leader of Asia's umbrella industry, the Group complies strictly with relevant laws and regulations relating to air and greenhouse gas emissions, and follows specific actions taken by different countries closely. To achieve emission reduction, the Group has implemented numerous energy-saving projects, e.g., replacing high emission equipment. The production operations in our factories are completed in accordance with ISO 14001 standard.

Violating the environmental regulations may result in temporary suspension of production. In 2023, the Group did not have any material non-compliance with the environmental protection laws and regulations that had a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes, such as the Environmental Protection Law, Prevention and Control of Atmospheric Pollution, Prevention and Control of Water Pollution, Prevention and Control of Environmental Pollution by Solid Waste and National Environmental Emergency Response Plan of the PRC.

包裝材料的使用

本集團使用的包裝材料主要為塑料包裝膜及紙箱，尺寸根據不同客戶的要求而定。有效使用包裝材料為我們關注的重點之一，因此本集團竭力減少包裝材料的浪費。更具體而言，自二零一九年起，本集團個別產品已不再使用塑料袋。

二零二三年，成品的包裝材料使用總量為180.5噸，包裝材料使用密度為每百萬元人民幣收入0.61噸。

包裝材料：

排放

本集團的雨傘製造業務與環境保護密切相關，而環境保護是我們的核心理念之一。作為亞洲雨傘行業的佼佼者，本集團嚴格遵守有關廢氣及溫室氣體排放的相關法律法規，並密切關注不同國家所採取的具體行動。為實現減排，本集團實施諸多節能項目，例如更換高排放設備。我們工廠的生產作業均按照ISO 14001標準完成。

違反環境法規或會導致暫時停產。於二零二三年，本集團並無發生任何嚴重違反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方面的環保法律法規且對本集團產生重大影響的情況，有關法規包括中國的《環境保護法》、《大氣污染防治法》、《水污染防治法》、《固體廢物污染環境防治法》及《國家突發環境事件應急預案》。

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Air Emissions

In 2023, the use of vehicles and other mobile equipment in our PRC operations was the major source of air pollutant emissions. These emissions contain Nitrogen oxides (NO_x), Sulphur oxides (SO_x), and Respirable suspended particles (RSP). The emission figures are shown in the table below.

Air emissions:

Types of emissions and respective emissions data 排放物種類及相關排放數據	2023 二零二三年	2022 二零二二年	Unit 單位
Nitrogen oxides (NO _x) 氮氧化物(NO _x)	730.4	761.4	Kg 千克
Sulphur oxides (SO _x) 硫氧化物(SO _x)	1.0	1.5	Kg 千克
Respirable suspended particles (RSP) 可吸入性懸浮粒子(RSP)	45.3	47.1	Kg 千克

Greenhouse Gas Emissions

The total greenhouse gas emissions in 2023 was about 3,740.96 tonnes of carbon dioxide-equivalent (“CO₂-e”). The primary source of greenhouse gas emissions was energy indirect emissions (“Scope 2 emissions”) of purchased electricity – 95.04%; whereas direct emissions (“Scope 1 emissions”) by combustion of fuels in mobile sources and other indirect emissions (“Scope 3 emissions”) were relatively insignificant – 0.52% and 4.43% respectively. For details, please refer to the table below.

Greenhouse gas emissions¹:

Emissions 排放	2023 二零二三年	2022 二零二二年	Unit 單位
Scope 1 Emissions 範圍1排放	19.58	32.7	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 2 Emissions 範圍2排放	3,555.74	3,110.9	Tonnes CO ₂ -e 噸二氧化碳當量
Scope 3 Emissions 範圍3排放	165.64	2.2	Tonnes CO ₂ -e 噸二氧化碳當量
Total greenhouse gas emissions 溫室氣體排放總量	3,740.96	3,145.7	Tonnes CO ₂ -e 噸二氧化碳當量
Intensity (by RMB revenue) 密度(以人民幣收入計算)	12.70	15.5	Tonnes CO ₂ -e/million RMB revenue 噸二氧化碳當量/百萬元人民幣收入

廢氣排放

於二零二三年，在我們的中國業務運營中使用的車輛及其他移動設備是空氣污染物排放的主要來源。該等排放物含有氮氧化物(NO_x)、硫氧化物(SO_x)及可吸入性懸浮粒子(RSP)。排放數據如下表所示。

廢氣排放：

溫室氣體排放

二零二三年的溫室氣體排放總量約為3,740.96噸二氧化碳當量。溫室氣體排放的主要來源為外購電力的能源間接排放(「範圍2排放」)，佔95.04%；而移動源燃料燃燒產生的直接排放(「範圍1排放」)及其他間接排放(「範圍3排放」)相對較少，分別佔0.52%及4.43%。詳情請參閱下表。

溫室氣體排放¹：

¹ EPA's GHG Emission Factors Hub, HK electric, Defra emission factors has been used for the purpose of GHG Emissions calculations.

¹ 計算溫室氣體排放時，使用了美國環保局的溫室氣體排放因子中心、港燈、英國環境部的排放因子。

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As greenhouse gas emission is the key cause of climate change, the Group will continue to look for ways to reduce the emissions in the future. The Group plans to reduce 10% of our emission intensity by 2027 ahead of the 2022 baseline.

Waste Management

In 2023, the Group did not produce any hazardous waste and non-hazardous wastes. The Group aims at reducing non-hazardous waste intensity in our operations by 5% by 2027 against the 2022 baseline.

To further reduce the quantity of non-hazardous waste generated, the Group has implemented centralized management for production, construction and installation, monitoring and testing, maintenance and other activities of various departments.

As a large portion of the waste generated was domestic waste from office, the Group has taken the following actions to reduce waste generation:

- Encourage communication through e-mails to reduce the use of papers;
- Adopt duplex printings and reuse single-sided printed papers; and
- Monitor the production process to reduce errors and duplicate productions.

Non-Hazardous Waste:

Non-hazardous waste 無害廢棄物	2023 二零二三年	2022 二零二二年	Unit 單位
Total non-hazardous waste produced 所產生的無害廢棄物總量	240.0	241.0	Tonnes 噸
Intensity (by RMB revenue) 密度 (以人民幣收入計算)	0.70	0.68	Tonnes/million RMB revenue 噸/百萬元人民幣收入

由於溫室氣體排放是氣候變化的主要原因，本集團未來將繼續探尋減少排放量的方法。本集團計劃以二零二二年為基準，於二零二七年前將排放密度減少10%。

廢棄物管理

於二零二三年，本集團並無產生任何有害廢棄物及無害廢棄物。本集團的目標是以二零二二年為基準，於二零二七年前將我們營運產生的無害廢棄物密度降低5%。

為進一步減少所產生的無害廢棄物數量，本集團對各部門的生產、施工及安裝、監控及測試、維護及其他活動實行集中管理。

由於所產生的大部分廢棄物為辦公室生活垃圾，因此本集團已採取以下措施減少廢棄物的產生：

- 鼓勵通過電子郵件進行溝通，以減少紙張的使用；
- 採用雙面打印，重複使用單面打印的紙張；及
- 監控生產過程以減少錯誤及重複生產。

無害廢棄物：

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THE ENVIRONMENT AND NATURAL RESOURCES

Although “the environment and natural resources” is not identified as one of our material ESG issues, the Group acknowledges that it is the responsibility of every business to minimize any possible negative impacts on the natural environment.

For instance, a certain amount of sewage, air pollutants and waste are inevitably generated by the production processes and domestic activities of our workers. To reduce the Group’s impacts on the environment and natural resources, we have implemented various measures including enhanced control on domestic sewage and air emissions and more centralized management to avoid “secondary pollution” caused by the mishandling of waste.

CLIMATE CHANGE

Concerns about climate change have been rising significantly over the past decade. All countries are most vulnerable to this threat and will suffer greatly if no action is taken. The impact of climate change on the manufacturing sector today is something that cannot be disputed. As a result, it is important for Group to have a risk management strategy in place to protect their operations from the effects of climate change.

Physical Risks

Since climate change may increase the severity and frequency of extreme weather conditions, like typhoons and heavy rain, the product quality of our umbrella should be increased to support stronger wind and heavier rainfalls. In order to minimize disruption to our business operations, the Group has formulated a set of contingency measures for severe weather to minimize the negative impact on the business. In addition, the Group is also fully aware that extreme weather conditions may endanger the health and safety of employees. Therefore, we have developed comprehensive arrangements for conditions including typhoons, rainstorms and heat waves to protect the health and safety of our employees in extreme weather conditions.

The Board and ESG working group will also meet to discuss the impact of extreme weather events such as typhoons, heavy rain, and other natural disasters on their factory locations. The potential risks are identified during the meeting and they will develop strategies to mitigate them.

環境及天然資源

儘管「環境及天然資源」沒有被確定為我們的重大ESG議題之一，但本集團深知，最大限度減少對自然環境可能造成的負面影響減是每個企業的責任。

例如，生產過程及工人的生活活動不可避免地會產生一定數量的污水、空氣污染物及廢棄物。為減少本集團對環境及天然資源的影響，我們已採取各種措施，包括加強對生活污水及廢氣排放的控制，加強集中管理，避免因廢棄物處理不當而造成「二次污染」。

氣候變化

過去十年來，人們對氣候變化的擔憂顯著增加。所有國家均很容易受到氣候變化的威脅，如不採取行動，將會遭受巨大損失。氣候變化對當今製造業的影響毋庸置疑。因此，對於本集團而言，制定風險管理策略以保護其營運免受氣候變化的影響非常重要。

實體風險

由於氣候變化可能會增加極端天氣狀況（如颱風及暴雨）的嚴重程度及頻率，我們應提高雨傘的產品質量，以便可應對更強的風力及降雨。為盡量降低惡劣天氣對我們業務營運的干擾，本集團已制定一系列應對惡劣天氣的應急措施，將其對業務的負面影響減至最低。此外，本集團亦充分意識到極端天氣狀況可能危害僱員的健康與安全。因此，我們已就颱風、暴雨及熱浪等情況制定全面安排，保障僱員在極端天氣狀況下的健康與安全。

董事會及ESG工作小組亦將召開會議，討論颱風、暴雨等極端天氣事件及其他自然災害對工廠所在地的影響。會議上亦會確定潛在風險，並制定緩解風險的策略。

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Transition Risks

Policy actions and emerging technologies on climate change will continue to develop, for example, switching to low-carbon energy sources and supporting the transition to a low-carbon economic system may bring risks to the Group's technological transformation and increase its costs.

The impression of customers, the community and the media on whether the Group can commit to low-carbon transformation may also bring risks to the Group's image and reputation. The Group will also explore the possibility of enhancing the efficiency of material use, recycling, and the reuse of the materials to reduce the emissions of greenhouse gases during production.

In terms of legal risks, the Group expects that the laws and regulations related to climate change in China and Hong Kong will be more stringent. For example, local governments may adopt more aggressive policies and measures to limit greenhouse emissions and energy consumption. Therefore, the Group might be exposed to legal risks and may need to bear higher operating costs to comply with regulatory changes. In response to possible legal risks, the Group will continue to monitor any changes in laws or regulations.

The management of the Group will take adequate steps to build its resilience to climate change by identifying and managing climate change risks and opportunities and by developing strategies which are in line with global best practices to adapt to and mitigate the impact of climate change on its operations.

SOCIAL ASPECT

EMPLOYMENT AND LABOUR PRACTICES

Employment

As a labour-intensive business, the Group's success highly relies on the effort contributed by the employees. The Group has adopted practices and policies of Labour Law of the PRC, Labour Contract Law of the PRC and other relevant laws. The Group has in place human resources management system that contain specific terms to address compensation and dismissal, working hours, rest periods and other benefits and welfare for our staff.

轉型風險

有關氣候變化的政策行動及新興技術將繼續發展，例如，轉向低碳能源及支持向低碳經濟體系轉型，從而可能給本集團的技術轉型帶來風險並增加其成本。

客戶、社區及媒體對本集團能否致力於低碳轉型的印象亦可能給本集團的形象及聲譽帶來風險。本集團亦將探索提高材料使用效率、材料回收及再利用的可能性，以減少生產過程中的溫室氣體排放。

在法律風險方面，本集團預期中國及香港與氣候變化相關的法律法規將更加嚴格。例如，地方政府可能採取更積極的政策及措施限制溫室氣體排放及能源消耗。因此，本集團可能面臨法律風險，並可能需要承擔更高的營運成本以符合監管方面的變化。為應對可能產生的法律風險，本集團將繼續關注法律或法規的任何變化。

本集團管理層將採取充足措施，透過識別及管理氣候變化風險及機遇，並制定符合全球最佳常規的策略，適應及減輕氣候變化對營運的影響，從而增強本集團對氣候變化的抵禦能力。

社會層面

僱傭及勞工常規

僱傭

作為勞動密集型企業，本集團的成功高度依賴僱員所付出的努力。本集團已採納《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他相關法律規定的常規及政策。本集團設有人力資源管理制度，當中載有僱員薪酬及解僱、工作時間、休息時間以及其他福利待遇的具體條款。

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The Group's employee handbook distributed to employees also highlights important information of policies on compensation, employee benefits, rights on termination, business conduct and leave benefits. Any appointment, promotion or termination of employment contract would be based on reasonable, lawful grounds and internal policies, such as the employee handbook. The Group strictly prohibits any kind of unfair or unreasonable dismissals.

In 2023, the total number of employees in Hong Kong and China was 449; the gender ratio between male and female employees was approximately 189:260. The distributions of employees categorized by gender and age group are as follows:

本集團向僱員發放的員工手冊亦重點載述有關薪酬、僱員福利、解約權利、商業操守及休假福利等方面政策的重要資料。任何聘任、晉升或終止僱傭合約均以合理、合法的理由及內部政策（如員工手冊）為依據。本集團嚴禁任何形式的不公平或不合理解僱。

於二零二三年，香港及中國的僱員總數為449人；男女僱員的比例約為189:260。按性別及年齡組別劃分的僱員分佈情況如下：

Total workforce:

僱員總數：

Employment 僱傭		2023 二零二三年	2022 二零二二年	Unit 單位
Total number of employees 僱員總數		449	571	Employee 名僱員
By Gender 按性別劃分	Male 男性	189	271	Employee 名僱員
	Female 女性	260	300	Employee 名僱員
By employment type 按僱傭類型劃分	Full-time 全職	449	571	Employee 名僱員
	Part-time 兼職	0	0	Employee 名僱員
By age group 按年齡組別劃分	<=30	127	234	Employee 名僱員
	31-40	182	215	Employee 名僱員
	41-50	67	90	Employee 名僱員
	>50	73	32	Employee 名僱員
By employment category 按僱員類別劃分	Management 管理層	5	12	Employee 名僱員
	Middle Level 中級	76	77	Employee 名僱員
	Junior Level 初級	368	482	Employee 名僱員
By geographical region 按地區劃分	Hong Kong 香港	2	4	Employee 名僱員
	China 中國	447	567	Employee 名僱員

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Employee turnover rate:

僱員流失比率：

Employment 僱傭		2023 二零二三年	2022 二零二二年	Unit 單位
Total employee turnover rate 總體僱員流失比率		16.92	40	%
By Gender 按性別劃分	Male 男性	20.54	63	%
	Female 女性	12.61	20	%
By employment type 按僱傭類型劃分	Full-time 全職	16.92	40	%
	Part-time 兼職	–	–	%
By age group 按年齡組別劃分	<=30	15.94	0	%
	31-40	7.92	31	%
	41-50	21.33	39	%
	>50	29.12	25	%
By employment category 按僱員類別劃分	Management 管理層	0.00	0	%
	Middle Level 中級	14.63	0	%
	Junior Level 初級	18	48	%
By geographical region 按地區劃分	Hong Kong 香港	0.41	0	%
	China 中國	24.46	40	%

During the year, the Group did not have record of any material non-compliance relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and discriminations.

年內，本集團並無發現有關薪酬及解僱、招聘及晉升、工作時間、休息時間、平等機會、多元化及歧視方面的重大不合規情況。

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Health and Safety

The Group attaches great importance to the occupational health and safety of employees. In order to minimize workplace accidents and put the health and safety of the staff as the priority of production, the Group has established a set of Staff Handbook, which include aspects such as safety policies. Every worker is required to follow safety instructions. To enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its occupational health and safety performances, the Group also adopts GB/T28001 "Occupational Health and Safety Management System Specifications", which provide requirements with guidance to use.

Workplaces are equipped with fire and safety facilities to prevent and control outbreak of fire accidents. Also, the functionality of the fire facilities is regularly checked. Our staff have been trained and equipped with basic knowledge in using fire extinguishing equipment. Fire drills are also regularly conducted. There are strict requirements for staff in clothing, access of non-operational staff, and knowledge of workplace hazards to ensure the safety of our employees.

The Group organizes regular annual health checks and regular training on occupational health, safety, and hygiene for employees. Public canteens, fitness equipment, employee activity rooms, collective protection equipment, first aid, and emergency treatment are provided for employees.

During the year, the Group had no reported incidents of significant non-compliance with the laws and regulations concerning workplace health and safety, such as the Occupational Safety and Health Ordinance, Safety Production Law of the People's Republic of China, Occupational Disease Prevention Law. The Group had no reported work-related injuries and fatalities in the year 2023 and 2022. The Group will continue to improve the safety management system in order to protect employees' health and safety in the workplace.

Health and Safety:

Health and Safety 健康與安全		2023 二零二三年	2022 二零二二年	Unit 單位
Number of work-related fatalities	因工作關係而亡故的人數	0	0	No. 名
Rate of work-related fatalities	因工亡故比率	0	0	%
Lost days due to work injury	因工傷損失工作日數	2	7	No. 日

健康與安全

本集團高度重視僱員的職業健康與安全。為最大限度地減少工作場所事故並於生產過程中將員工的健康與安全放在首要位置，本集團制定了一套員工手冊，當中包括安全政策等多方面的內容。每名工人均須遵守相關安全指引。為確保各單位提供安全健康的工作場所，防止工傷及對健康造成損害，並積極改善職業健康與安全表現，本集團亦採用GB/T28001《職業健康與安全管理體系規範》，為各項規定提供指引。

工作場所配有消防及安全設施，以預防及控制火災事故的發生。此外，我們定期檢查消防設施的有效性。我們對員工進行培訓，以保證其掌握使用滅火設備的基本知識。我們亦定期進行消防演練。我們對員工著裝、非操作人員出入權限、瞭解工作場所危險性方面作出了嚴格的規定，以確保員工的安全。

本集團每年定期組織僱員進行健康檢查，並定期對僱員進行職業健康、安全及衛生方面的培訓。為僱員提供公共食堂、健身器材、員工活動室、集體防護設備、急救及緊急治療。

年內，本集團並無發生有關嚴重違反工作場所健康與安全的法律法規（如《職業安全及健康條例》、《中華人民共和國安全生產法》及《職業病防治法》）的情況。於二零二三年及二零二二年，本集團並無發生工傷及死亡事故。本集團將繼續完善安全管理制度，保護僱員於工作場所的健康與安全。

健康與安全：

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Development and Training

The Group encourages its employees to advance and improve themselves. Therefore, the Group has held various internal and external training programs for employees' further development. Our staff are regularly assigned to attend training courses such as management certificate studies, first aids training, and top-up courses for specialized skills.

In 2023, there were a total of 449 employees who took part in training. In other words, the percentage of employees trained was 100%. The average training hours per employee were 20.3 hours per employee during the year. The subjects of training include orientation, pre-job training, on-the-job training, fire safety, professional skills and so on. The Group also gather feedback and recommendations from staff members after the trainings to improve the quality and effectiveness of future trainings provided.

Percentage of trained employees:

Development and Training 發展及培訓		2023 二零二三年	2022 二零二二年	Unit 單位
Total number (rate) of trained employees 受訓僱員總數 (比率)		449 (85%)	486 (85%)	%
By Gender 按性別劃分	Male 男性	42	48	%
	Female 女性	58	52	%
By employee category 按僱員類別劃分	Management 管理層	1	2	%
	Middle Level 中級	17	16	%
	Junior Level 初級	82	82	%
By Function 按職能劃分	Executive 經營管理	7	7	%
	Technical 技術	18	18	%
	Administrative 行政	8	8	%
	Production 生產	67	67	%

發展及培訓

本集團鼓勵員工進修及自我提升。因此，本集團為員工的進一步發展而開設多項內部及外部培訓課程，定期派員工參加培訓課程，如管理證書學習、急救培訓及專業技能進修課程等。

二零二三年，共有449名僱員參加了培訓。換言之，受訓僱員比例為100%。年內，每名僱員的平均培訓時數為20.3小時。培訓主題包括入職培訓、崗前培訓、在職培訓、消防安全、專業技能等。本集團亦於培訓後向員工收集反饋及建議以提升日後所提供培訓的質量及效果。

受訓僱員百分比：

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Average training hours completed:

完成的平均培訓時數：

Development and Training 發展及培訓		2023 二零二三年	2022 二零二二年	Unit 單位
Average training hours per employee 每名僱員的平均培訓時數		20.3	22.3	Hour/employee 小時／僱員
By Gender 按性別劃分	Male 男性	22.7	23.9	Hour/employee 小時／僱員
	Female 女性	21.0	21.0	Hour/employee 小時／僱員
By employee category 按僱員類別劃分	Management 管理層	75.3	73.3	Hour/employee 小時／僱員
	Middle Level 中級	30.8	29.6	Hour/employee 小時／僱員
	Junior Level 初級	15.5	19.9	Hour/employee 小時／僱員
By function 按職能劃分	Executive 經營管理	55.6	51.2	Hour/employee 小時／僱員
	Technical 技術	54.0	53.7	Hour/employee 小時／僱員
	Administrative 行政	5.0	5.3	Hour/employee 小時／僱員
	Production 生產	17.2	21.2	Hour/employee 小時／僱員

Labour Standards

The Group strictly complies with the Labour Contract Law of the People's Republic of China, the Protection of Minors and as stipulated by the Labour Law of the PRC in terms of employment management. Our Staff Handbook also clearly stipulates that no one under the age of 18 shall be employed. To combat against illegal employment on child labour, underage workers and forced labour, the Group's human resources staff requires job applicants to provide valid identity documents before confirmation of employment to ensure that the applicants are lawfully employable.

In 2023, the Group was not found in violation of any relevant laws and regulations in relation to the prevention of child and forced labour. Furthermore, there had not been any no dispute on forced labour reported between the Group and its teams of staff. For the coming year, we will maintain our zero tolerance to forced and child labour.

勞工準則

本集團在僱傭管理方面嚴格遵守《中華人民共和國勞動合同法》、《未成年人保護法》及《中華人民共和國勞動法》的規定。我們的員工手冊亦明確規定，不得僱用未滿18歲的人士。為打擊非法僱用童工、未成年勞工及強制勞工，本集團的人力資源部門員工在確認僱用前要求求職者提供有效的身份證明文件，以確保申請人可合法受僱。

於二零二三年，本集團並無發現任何違反防止童工及強制勞工相關法律法規的情況。此外，本集團與其員工隊伍之間並無發生任何有關強制勞工的糾紛。於未來年度，我們將繼續對強制勞工及童工採取零容忍態度。

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OPERATING PRACTICES AND SOCIAL INVESTMENT

Supply Chain Management

The Group is committed to ensuring its supply chain operates efficiently so that our products are standardized and safe. In order to maintain long-term relationship with our suppliers, the Group has established a comprehensive vertical supply chain management system through supplier screening and management as well as resources integration. In 2023, the Group had 910 suppliers of which are located in China.

The Group's materials are purchased from qualified suppliers whose products meet the requirements of applicable environmental and social law and regulations in the operating regions. We advocate green procurement to maximize the use of environmentally preferable products in our daily operations whenever possible. All procured materials used were environmentally friendly and non-hazardous, which protect our land and water from being contaminated during disposal.

Besides, the Group gives priority to local suppliers when developing businesses all over the country in order to create employment opportunities for local communities, reduce the generation of greenhouse gas emissions by shorter transportation routes and fulfil corporate social responsibility. Excessive reliance on single large suppliers is avoided to diversify the procurement risks. The breakdown of suppliers by geographical region is as below.

Supply Chain Management:

Number of suppliers by geographical region 按地區劃分的供應商數量	2023 二零二三年	2022 二零二二年	Unit 單位
Total number of suppliers 供應商總數	910	282	No. 名
By geographical region 按地區劃分			
China 中國	910	275	No. 名
Japan 日本	0	4	No. 名
Taiwan 台灣	0	1	No. 名
Singapore 新加坡	0	2	No. 名

營運慣例及社會投資

供應鏈管理

本集團致力確保其供應鏈高效運作，從而保證產品的標準化及安全性。為與供應商保持長期合作關係，本集團通過供應商篩選、管理以及資源整合，建立了全面的垂直供應鏈管理體系。於二零二三年，本集團有910名供應商，全部均位於中國。

本集團的材料均向合資格供應商採購，該等供應商的產品符合營運所在地區的適用環境及社會法律法規的要求。我們提倡綠色採購，盡可能在日常營運中使用環保產品。採購的所有材料均是環保及無害的，以保護我們的土地及水源在處置過程中不受污染。

此外，本集團在全國各地拓展業務時優先考慮當地供應商，為當地社區創造就業機會，通過縮短運輸路線減少溫室氣體排放，履行企業社會責任。避免過度依賴單一大型供應商，以分散採購風險。按地區劃分的供應商情況如下。

供應鏈管理：

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The Group has formulated the “Purchasing Management System”, “Supplier Management System”, “Production Management System”, “Outsourcing Processing Management Measures”, etc. The Group screens and evaluates suppliers in accordance with the above management systems. The purchasing department, quality department and financial director are responsible for the supplier management and assessment.

The Group’s “Supplier Management System” requires that the purchasing department should conduct quality inspections or on-site inspections on suppliers. The suppliers providing raw materials are the major type of suppliers of the Group. For them, the Group evaluates the performance of the major vendors on whether the quality of raw materials passes our requirements and standards.

The evaluation criteria of the suppliers include quality level, delivery ability, price level, technical ability, back-up service and current cooperation status, etc. Preference is also given to environmentally and socially responsible suppliers, such as contractors who prioritise the purchase of reusable and renewable products or adopt low-emission production processes, etc. Appropriate training or briefing on our standards and acceptance check procedures should be provided to suppliers if needed. Raw materials below our quality standards would be returned to the corresponding suppliers.

Suppliers are required to reduce their environmental pollution and control occupational health and safety risks during the production process. The Group requires its suppliers and contractors to comply with any applicable environmental laws and regulations. Suppliers need to submit relevant environmental protection certifications and conduct environmental quality inspections for their supplied products before delivery.

Product Responsibility

The Group has put product quality as our first priority since the performance of products can directly affect the relationship with customers as well as the reputation of our business. In view of it, the Group has introduced the quality management system, ISO 9001, to meet our customers’ expectations and maintain their satisfaction level.

During the Reporting Period, our operation in Hong Kong the PRC did not have material non-compliance with relevant laws and regulations in relation to health and safety, advertising, labelling and privacy matters relating to products and services provided.

本集團制定了《採購管理制度》、《供應商管理制度》、《生產管理制度》、《外包加工管理辦法》等。本集團根據上述管理制度篩選及評估供應商。採購部、品質部及財務總監負責供應商的管理及評估。

本集團的《供應商管理制度》要求採購部門對供應商進行品質檢查或實地考察。原材料供應商是本集團的主要供應商類型。因此，本集團會根據原材料的質量是否符合本集團的要求及標準來評估主要供應商的表現。

對供應商的評估標準包括質量水平、交付能力、價格水平、技術能力、支持服務及當前合作狀況等。此外，我們亦會優先考慮對環境及社會負責任的供應商，例如優先採購可再用及可再生產品或採用低排放生產工藝的承包商。如有需要，我們會向供應商提供有關我們的標準及驗收程序的適當培訓或簡介。低於我們質量標準的原材料將退回至相應供應商。

本集團要求供應商在生產過程中減少環境污染，控制職業健康與安全風險，亦要求供應商及承包商遵守適用的環境法律法規。供應商需提交相關的環保認證，並於交貨前對其供應的產品進行環境質量檢測。

產品責任

由於產品性能會直接影響與客戶的關係及企業的聲譽，本集團將產品質量放在首位。有鑒於此，本集團已引入ISO 9001質量管理體系，以滿足客戶的期望及保持客戶滿意度。

於報告期間，本集團於香港及中國的營運並無發生嚴重違反與所提供產品及服務有關的健康與安全、廣告、標籤及私隱事宜相關法律法規的情況。

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Product Responsibility:

產品責任：

Product Responsibility 產品責任	2023 二零二三年	2022 二零二二年	Unit 單位
Percentage of total products sold or shipped subject to recalls 已售或已運送產品總數中須回收的百分比	0.1	0	%
Number of products and service-related complaints received 接獲關於產品及服務的投訴數目	12	6	No. 宗

Product Quality

For product quality management, the Group endeavours to identify product quality problems as early as possible and address them promptly. As a testament, we employ “Plastic umbrella product standards and test methods” (《塑膠傘產品標準及檢驗方法》) and “Nylon umbrella product standards and test methods” (《尼龍傘產品標準及檢驗方法》) to control product quality. Quality control covers raw materials quality control, manufacturing process quality control and finished product quality control.

The products of the Group are subject to the Product Quality Law of the PRC (《中華人民共和國產品質量法》) which ensures our responsibility to compensate for damages done to persons or property in case of defected products. In 2023, the Group did not have any products returned due to safety or health problems.

Complaint Handling

In the event of a customer complaint, the sales staff will first contact the customer to understand the full picture of the incident. If the customer complaint is not related to product quality, such as colour, quantity or delivery issues, the sales department will handle it by itself immediately. If the customer complaint project is a major quality abnormality, the salesperson will fill in the “Customer Complaint Handling Form” and notify the production department to collect relevant information on the possible reasons of the defective product. The cases will then be transferred to the quality department or the research and development (“R&D”) center to determine the countermeasures. Finally, the staff from the sales department will take the initiative to coordinate with the customer to explain the reasons, and negotiate whether to take discounts, returns and other handling methods. During the year, the Group has received 6 complaints which were not related to product quality from our customers and the complaints have been resolved.

產品質量

就產品質量管理而言，本集團致力盡早發現產品質量問題並及時解決。我們使用《塑膠傘產品標準及檢驗方法》及《尼龍傘產品標準及檢驗方法》控制產品質量，即可證明這一點。質量控制涵蓋原材料質量控制、生產過程質量控制及成品質量控制。

本集團的產品受《中華人民共和國產品質量法》規管，當中規定公司須就因產品缺陷造成的人身或財產損失承擔賠償責任。於二零二三年，本集團並無任何產品因安全或健康問題而被退回。

投訴處理

倘發生客戶投訴，銷售人員將首先聯絡客戶，以全面了解事件的情況。倘客戶投訴與產品質量無關（如涉及顏色、數量或交貨問題），銷售部將立即自行處理。如客戶投訴項目屬重大質量異常，銷售人員將填寫《客戶投訴處理表》，並通知生產部門收集有關可能造成產品缺陷的原因的相關資料。其後，案件將移交品質部或研發中心，以確定應對措施。最後，銷售部員工會主動與客戶協調，解釋原因，並協商是否採取折扣、退貨等處理方式。年內，本集團接獲6宗與產品質量無關的客戶投訴，均已得到解決。

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Intellectual Property Rights

The Group has always attached great importance to the protection of intellectual property rights and formulated the “Confidentiality System” and “R&D Management System” to maintain and protect intellectual property rights. The Group has special personnel responsible for intellectual property management to register and maintain various intellectual property rights of the Group in a timely manner.

Consumer Data Protection

In order to protect consumer data and privacy, client information is kept confidential and will be destroyed on a timely basis. The Group has formulated the “Confidentiality System”, “Customer Management Rules”, and “Computerized Information Management Regulations”. The systems require that confidential files and data in the computer must be set with passwords and must not be brought to places unrelated to work. The employees shall not discuss and hand over confidential files/data in public places and leak confidential file data to irrelevant personnel inside and outside the company in any way, to ensure that customer privacy data is not leaked.

Anti-Corruption

The Group sees integrity as the key to sustainable development of the Group. The Group strives to maintain high standards of business integrity in its operation, and we have no tolerance towards any corruption, fraud, money laundering, bribery, and extortion. In 2023, the Group did not have any concluded legal cases regarding anti-corruption or material non-compliance laws and regulations relevant to the activity of the Group, such as Criminal law of the PRC (《中華人民共和國刑法》) and the Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》).

The Group also recognizes that a management system with good moral integrity and anti-corruption mechanisms is the cornerstone for the sustainable and healthy development of the Group. The Group has in place procedures to comply with guidelines on anti-money laundering and counter-terrorist financing. Any suspicious transactions would be notified and reported to the relevant governing body by a responsible officer.

The Group regards credibility as the key to its long-term development and is committed to maintaining a high standard of business credibility in the business process. The Group has formulated the internal “Whistleblowing and Suggestion Box Management System”, and will not tolerate any corruption, fraud, money laundering, bribery and extortion.

知識產權

本集團一直高度重視知識產權的保護，制定了《保密制度》和《研發管理制度》，以維護和保障知識產權。本集團設有專人負責知識產權管理，及時登記和維護本集團各項知識產權。

消費者資料保護

為保護消費者數據及私隱，客戶資料會予以保密並及時銷毀。本集團制定了《保密制度》、《客戶管理規定》及《信息電子化管理規定》。該等制度規定，電腦中的機密文件及數據必須設置密碼，不得帶到與工作無關的場所。僱員不得在公共場所討論和移交機密文件／數據，不得以任何方式向公司內外無關人員洩露機密文件數據，確保客戶隱私數據不被洩露。

反貪污

本集團視誠信為本集團可持續發展的關鍵，致力在其營運過程中維持高標準的商業誠信，絕不容忍任何貪污、欺詐、洗錢、賄賂及敲詐行為。於二零二三年，本集團並無任何有關反貪污或嚴重違反與本集團活動有關的法律法規（如《中華人民共和國刑法》及《中華人民共和國反不正當競爭法》）的已審結法律案件。

本集團亦深知具備良好道德操守及反貪污機制的管理制度是本集團持續健康發展的基石。本集團已制定程序以遵守有關打擊洗錢及恐怖分子資金籌集方面的指引。倘有任何可疑交易，即會由相關負責人通知及報告予有關主管機關。

本集團視信譽為企業長遠發展的關鍵，並致力於經營過程中維持高標準的商業信譽。本集團已制定內部《舉報意見箱管理制度》，絕不容忍任何貪污、欺詐、洗錢、賄賂及勒索行為。

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The Group also regularly promotes anti-fraud policies and requirements to all directors and employees, supervises employees' integrity and participates in anti-corruption training. Striving to reduce the risk of corruption, the Group has actively strengthened the culture of integrity and consistently incorporated anti-corruption in its governance at all business levels.

本集團亦定期向全體董事及僱員宣傳反欺詐政策及規定，監督僱員的操守及提供反貪污培訓。為降低貪污風險，本集團積極加強廉潔文化建設，將反貪倡廉納入各業務層面的管治工作中。

Anti-Corruption:

反貪污：

Anti-Corruption 反貪污	2023 二零二三年	2022 二零二二年	Unit 單位	
Number of concluded legal cases regarding corruption 已審結的貪污訴訟案件的數目	0	0	Case 宗	
Anti-Corruption Training 反貪污培訓				
Number of anti-corruption training sessions 反貪污培訓次數	3	3	No. 次	
Total number of training hours related to anti-corruption 反貪污相關培訓總時數	48	48	Hour 小時	
Percentage of employees with anti-corruption training 參加反貪污培訓的僱員百分比	Directors 董事	100	100%	%
	General Employees 一般僱員	40	46%	%

Community Investment

社區投資

It is our belief that being a good community leader is fundamental to be a good business leader. The Group sees this as a responsibility of being a successful company. As such, the Group believes in giving back to the society. The Group makes effect in evaluating community programmes that prompt the same ideology of the Group and the Group makes substantial monetary contribution.

我們相信，要成為卓越的業界領袖，最基本的一點是要成為優秀的社區領頭人，而這也正是成功企業的責任所在。因此，本集團篤信回饋社會的重要性。本集團將此付諸實踐，對於理念與本集團理念一致的社區項目，於評估後作出重金捐款。

In 2023, the Group has donated a total of RMB52,000 Changting Tongxin School ("長汀縣同心學校"), to recognised charity organisation with educational and health focuses. The Group will continue to contribute to the development of local communities by supporting charitable organisations.

於二零二三年，本集團向專注於教育及健康的獲認可慈善機構長汀縣同心學校捐款共人民幣52,000元。本集團將繼續透過支持慈善機構為當地社區發展作出貢獻。

Community Investment:

社區投資：

Community Investment 社區投資	2023 二零二三年	2022 二零二二年	Unit 單位
Resources contributed 所動用資源			
Total amount of donation in cash 現金捐款總額	52,000	334,000	RMB 人民幣元

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KPIs 關鍵績效 指標	Disclosure Requirements 披露規定	Sections 相應章節
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HKEX ESG REPORTING GUIDE CONTENT INDEX

聯交所ESG報告指引內容索引

1	Governance Structure 管治架構	disclosure of the board's oversight of ESG issues; 披露董事會對環境、社會及管治事宜的監管; board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues)(including risks to the issuer's businesses; 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; how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses. 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。	ESG Governance ESG管治 ESG Governance ESG管治 ESG Governance ESG管治
	Reporting Principles	Description of, or an explanation on, the application of the following Reporting Principles (Materiality, Quantitative, Consistency) in the preparation of the ESG report.	About This Report
	匯報原則	描述或解釋在編備環境、社會及管治報告時如何應用下列匯報原則(重要性、量化及一致性)。	關於本報告
	Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About This Report
	匯報範圍	解釋環境、社會及管治報告的匯報範圍, 及描述挑選哪些實體或業務納入環境、社會及管治報告的過程。若匯報範圍有所改變, 發行人應解釋不同之處及變動原因。	關於本報告
	Environmental 環境		
	Aspect A1: Emissions 層面A1: 排放物		
A1	General Disclosure 一般披露	Policies 政策 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. 遵守對發行人有重大影響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相關法律及規例。	Emissions 排放 Emissions 排放
A1.1		The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放

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KPIs 關鍵績效 指標	Disclosure Requirements 披露規定	Sections 相應章節
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Emissions 排放
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理
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 Management 廢棄物管理
A1.5	Description of emission 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。	Emissions 排放
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 Management 廢棄物管理
A2	Use of Resource 資源使用	
A2	General Disclosure 一般披露	
A2.1	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。 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Energy Consumption 能源消耗 Energy Consumption 能源消耗
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Water Consumption 用水情況
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。	Energy Consumption 能源消耗

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A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Water Consumption 用水情況
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Packaging Materials 包裝材料
A3	The Environment and Natural Resources 環境及天然資源	
A3	General Disclosure 一般披露	
A3.1	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。 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environment and Natural Resources 環境及天然資源
A4	Climate Change 氣候變化	
A4	General Disclosure 一般披露	
A4.1	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change 氣候變化

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Social 社會		
B1 Employment 僱傭		
B1 General Disclosure 一般披露	<p>Policies</p> <p>政策</p> <p>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, antidiscrimination, and other benefits and welfare.</p> <p>遵守對發行人有重大影響有關薪酬及解僱、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相關法律及規例。</p>	<p>Employment and Labour Practices 僱傭及勞工常規</p> <p>Employment and Labour Practices 僱傭及勞工常規</p>
B1.1	<p>Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.</p> <p>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。</p>	<p>Employment and Labour Practices 僱傭及勞工常規</p>
B1.2	<p>Employee turnover rate by gender, age group and geographical region.</p> <p>按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Employment and Labour Practices 僱傭及勞工常規</p>
B2 Health and Safety 健康與安全		
B2 General Disclosure 一般披露	<p>Policies</p> <p>政策</p> <p>compliance with relevant laws and regulations that have a significant impact on the issuer.</p> <p>遵守對發行人有重大影響的相關法律及規例。</p>	<p>Health and Safety 健康與安全</p> <p>Health and Safety 健康與安全</p>
B2.1	<p>Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>過去三年（包括匯報年度）每年因工亡故的人數及比率。</p>	<p>Health and Safety 健康與安全</p>
B2.2	<p>Lost days due to work injury.</p> <p>因工傷損失工作日數。</p>	<p>Health and Safety 健康與安全</p>
B2.3	<p>Description of occupational health and safety measures adopted, and how they are implemented and monitored.</p> <p>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。</p>	<p>Health and Safety 健康與安全</p>

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B3	Development and Training 發展及培訓	
B3	General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。
B3.1		Development and Training 發展及培訓
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。
B3.2		Development and Training 發展及培訓
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。
B4	Labour standards 勞工準則	
B4	General Disclosure 一般披露	Policies 政策
B4.1		compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。
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。
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。
B5	Supply chain management 供應鏈管理	
B5	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。
B5.1		Number of suppliers by geographical region. 按地區劃分的供應商數目。
B5.2		Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例,向其執行有關慣例的供應商數目,以及相關執行及監察方法。

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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
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Supply chain management 供應鏈管理
B6	Product Responsibility 產品責任	
B6	General Disclosure 一般披露	
	Policies 政策	Product Responsibility 產品責任
	compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Product Responsibility 產品責任
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
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
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
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
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

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B7 Anti-corruption 反貪污		
B7 General Disclosure 一般披露	Policies 政策 compliance with relevant laws and regulations that have a significant impact on the issuer. 遵守對發行人有重大影響的相關法律及規例。	Anti-corruption 反貪污 Anti-corruption
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 Anti-corruption
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
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
B8 Community investment 社區投資		
B8 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
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
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community investment 社區投資



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