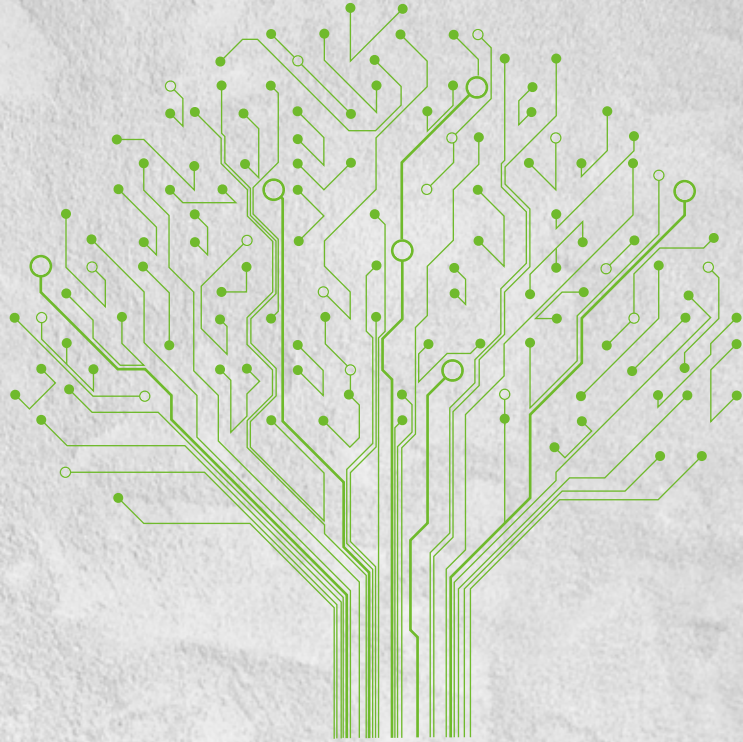




**FDG Electric Vehicles Limited**  
**五龍電動車(集團)有限公司**  
(Incorporated in Bermuda with limited liability)  
(於百慕達註冊成立之有限公司)  
(Stock Code 股份代號: 729)



# ENVIRONMENTAL SOCIAL GOVERNANCE REPORT 2015-2016

環境、社會及管治報告



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## 引言

五龍電動車（集團）有限公司（「本公司」）於香港聯合交易所有限公司主板上市（股份代號：729），本公司及其附屬公司（統稱「五龍集團」或「本集團」或我們），為一間綜合電動車生產商，主要從事（i）研發、生產及銷售鋰離子電池及相關產品；（ii）汽車設計以及電動車設計、製造及銷售；（iii）租賃電動車；（iv）研發、製造及銷售鎳鈷錳鋰離子電池之正極材料；及（v）直接投資。

近年能源問題持續成為世界各國熱話。隨著人們對環境關注日益增加，並追求採用更環保的交通工具，「零排放」的電動車亦應運而生，為緩解空氣污染問題開闢新出路。五龍集團秉承「崇尚科技，永遠創新，追求綠色，塑造人文」的企業願景，專注經營電動車及鋰離子電池業務，積極推動實現「零排放」及建設綠色環境，致力為中國以至海外國家的可持續發展作出貢獻，並在不同運營層面履行企業社會責任。本《環境、社會及管治報告》概述本集團截至2016年3月31日止年度在環境、社區、僱傭、勞工常規及運營慣例各範疇的可持續發展表現，涵蓋本公司香港總辦事處及杭州、昆明、天津及北京運營點。

## Introduction

FDG Electric Vehicles Limited (the "Company") is listed on the Main Board of The Stock Exchange of Hong Kong Limited (Stock Code: 729). The Company with its subsidiaries (collectively referred to as the "FDG Group" or the "Group" or "we") is an integrated electric vehicle manufacturer. It principally engages in (i) research and development, production and sale of lithium-ion batteries and related products; (ii) vehicle design and the design, manufacture and sale of electric vehicles; (iii) leasing of electric vehicles; (iv) research and development, manufacture and sale of cathode materials for nickel-cobalt-manganese lithium-ion batteries; and (v) direct investments.

In recent years, energy issues continue to be hot topics across the world. With increasing concern for environment and pursuit of more environmentally friendly means of transport, electric vehicles featuring "zero emission" came into being as a new alternative to alleviate air pollution. FDG Group adheres to the corporate vision of "Advocating Technology, Innovating Forever, Pursuing Greenness, and Shaping Humanities", focusing on the electric vehicles and lithium-ion batteries businesses, actively promoting "zero emissions" and building a green environment. The Group is committed to making continuous contribution to the sustainable development in China and overseas, and fulfilling corporate social responsibilities at various operational levels. This Environmental, Social and Governance Report provides an overview of the Group's performance related to sustainable development in the areas of the environment, community, employment and labor practices and operation convention for the year ended 31 March 2016, with a coverage of the Company's Hong Kong office and its operation sites in Hangzhou, Kunming, Tianjin and Beijing.

# 1 環境 Environment

## 1.1 節能減排

隨著中國經濟發展進入「新常態」，在社會推動綠色發展、循環發展、低碳發展的大趨勢下，中國新能源汽車行業已迎來新一輪的巨大發展機遇。

作為一間綜合電動車生產商，五龍集團從業務以至生產及運營等各方面都緊扣國家環保戰略調整方向，研發、設計及生產一系列高效的純電動汽車。由鋰電池驅動的電動車不涉及汽油燃燒，不會排放任何廢氣，從而達致「零排放」的環保效果，大大改善路面空氣質素，為保護環境及建設綠色社會作出重要貢獻。以本集團旗下純電動中型巴士為例，由於其不耗油、無污染特點，每輛車較同等型號的傳統汽油中型巴士每百公里節約燃油20升，相當於48公斤二氧化碳排放。

此外，本集團亦審慎地利用水、原材料及其他自然資源，並致力增加使用可再生能源資源，務求將碳排放水平降至最低。並且在建設新運營點和廠房前，充分評估當地環境狀況及周邊地區所受之影響，以負責任的態度發展土地，並於廠房投入運營後定期檢測相關水平，持續維持當地環境空氣質素、水質及生態平衡，妥善處置廢棄物，追求經濟與環境雙贏。

## 1.1

## Energy Preservation and Emission Reduction

Following entering into the "New Normal" in China economic growth and under the trend of promoting green, recycling and low-carbon development, there is a new round of huge opportunities in new energy vehicle industry in China.

As an integrated electric vehicle manufacturer, FDG Group develops, designs and manufactures a series of high-performance pure electric vehicles with a close adherence to the strategic direction of national environmental protection policies in all aspects of its business development, production and operations, etc. The electric vehicles driven by lithium batteries do not involve burning of gasoline and do not emit any exhaust, thus achieving the environmental protection effect of "zero emission", greatly improving the air quality of the roads, and making important contribution to protect the environment and to build a green society. Taking the pure electric mid-size bus of the Group as an example, in virtue of its features of no gasoline consumption and no pollution, 20 liters of gasoline per 100 kilometers (equivalent to 48 kilograms of carbon dioxide emissions) can be saved when compared with the conventional medium-sized buses.

Moreover, we prudently use water, raw materials and other natural resources and committed to increasing the use of renewable energy resources in order to minimize carbon emissions. Before the construction of new operation sites and factories, we would assess the local environmental conditions and the effects of such construction on the surrounding areas and develop the land responsibly. We would also check related indicators regularly after starting operations to continuously maintain the local environmental and air quality, water quality and the well-being of the ecosystem through treatment and disposal of the wastes to pursue win-win situation for both economic development and environmental protection.

節能對比  
Energy-saving Comparison

	e.Boss「奕閣」純電動中型巴士 "e.Boss" Pure Electric mid-size Bus	一般中型巴士 Normal mid-size Bus
每百公里耗油 Gasoline Consumption per 100 Kilometers	Zero	20 公升Litres
每百公里二氧化碳排放 CO <sub>2</sub> Emission per 100 Kilometers	Zero	相當於48公斤二氧化碳 Equivalent to 48 kilograms of carbon dioxide



豪華設計  
Luxury Design



## 1.2 產品系列 Product Series

e.Boss「奕閣」  
純電動中型巴士  
Pure electric mid-size bus



座位數量  
Number of Seat

最多可載人數：  
Maximum loading: **20-22** 人 Persons

續駛里程  
Driving distance

**200 - 240** 公里 KM

最高車速  
Maximum Speed

**130** 公里 KM

正常充電時間  
Normal Charging Time

380V車載充電機：  
380V Car Charger: **6 - 8** 小時 Hours

快速充電時間  
Quick Charging Time

快速充電樁（充滿80%）：  
Quick Car Charger (80% Charged): **1** 小時 Hours

e.Glory「奕勝」  
純電動商務車  
Pure electric commercial vehicle



e.Zone「益眾」  
純電動公交車  
Pure electric public bus



座位數量  
Number of Seat

最多可載人數：  
Maximum loading: **86** 人 Persons

續駛里程  
Driving distance

**200 - 300** 公里 KM

最高車速  
Maximum Speed

**85** 公里 KM

正常充電時間  
Normal Charging Time

380V車載充電機：  
380V Car Charger: **6 - 8** 小時 Hours

快速充電時間  
Quick Charging Time

快速充電樁（充滿80%）：  
Quick Car Charger (80% Charged): **1 - 3** 小時 Hours

e.Cool「逸酷」  
純電動小型乘用車  
Pure electric small SUV



座位數量  
Number of Seat

最多可載人數：  
Maximum loading: 4門5座 **5** 人 Persons 2門2座 **2** 人 Persons  
4 Doors 5 Seats 2 Doors 2 Seats

續駛里程  
Driving distance

**200** 公里 KM

最高車速  
Maximum Speed

**136** 公里 KM

正常充電時間  
Normal Charging Time

220V車載充電機：  
220V Car Charger: **6.8 - 7.2** 小時 Hours

快速充電時間  
Quick Charging Time

快速充電樁（充滿80%）：  
Quick Car Charger (80% Charged): **30** 分鐘 Minutes





## 充電系統 Charging System

## 1.3 綠色理念

## 1.3 Green Concept



### 倡導綠色出行

五龍集團為各行各業提供優質高效的「零排放」電動車，倡導每位客戶實踐綠色出行。本集團自主正向開發及生產的純電動中型巴士e.Boss「奕閣」及純電動商務車e.Glory「奕勝」獲本屆博鰲亞洲論壇及二十國集團（G20）領導人第十一次峰會選用為指定接待用車，為各國領袖及重要貴賓提供環保、安全、舒適的綠色出行體驗。

公司運營方面，員工出勤時均使用本集團提供的電動車或盡量使用公共交通工具，我們亦鼓勵員工及早規劃出行行程及人手安排，盡量安排與會人員共乘同一車輛，降低出行過程中的能耗和污染。亦為外地員工提供員工宿舍，省卻員工的交通時間和成本，以及過程中的碳排放。此外，本集團的香港總辦事處設有先進視像電話會議系統設備，全面提升溝通效率，並減少因員工出外公幹時使用交通所產生的碳排放量。

### 綠色環境理念

為更有效使用資源，達致減少浪費和保護生態環境，五龍集團也於各運營點實行「綠色」辦公室、「綠色」材料及「綠色」檔案管理。香港總辦事處採用優質環保紙張印製公司年報；北京汽車設計中心貫徹綠色辦公室理念，提倡減少辦公室隨意的資源運用，例如水、紙張及打印機等，並將圖檔及產品資料電子化及無紙化，解決查找困難及管理問題，實現資源分享。杭州生產基地在產品技術方面，選用更輕、更環保的物料作生產之用，以減少環境負擔。

### Promoting Green Outings

The FDG Group provides premium high-performance “zero-emission” electric vehicles for various industries and promotes green outings to every customers. Our pure electric mid-size bus “e.Boss” and pure electric commercial vehicle “e.Glory”, developed with Independent-Forward-Engineering by the Group, were selected as the designated VIP hospitality vehicles during the Boao Forum for Asia this year and the 11th G20 Summit. We have provided environmental friendly, safe and comfortable green outing experience for leaders and VIPs from different countries.

With respect to business operation, our employees travel by the electric vehicles provided by the Group or public transport for outward attendance. We also encourage employees to plan their itineraries and manpower arrangements as early as possible, such that all the participants can share the same vehicle to reduce energy consumption and pollution during the trip. Staff dormitory are also provided for non-local employees to save their commuting time and costs, as well as carbon emissions. Furthermore, advanced video-conferencing system is installed in the Group’s Hong Kong office to enhance communication efficiency and reduce carbon emissions by staff traveling on business trips.

### Idea of Green Environment

In order to be more effective in utilisation of resources and achieve waste reduction and environmental protection, all the operation sites of FDG Group began to implement ‘Green’ office, ‘Green’ material and ‘Green’ filing management. In Hong Kong office, environmental-friendly papers are used for printing the annual reports. For the vehicle design center in Beijing, employees closely follow the idea of “Green” office by advocating reduction in usage of resources such as water, paper, printers, etc. We also save the image files and product information electronically and go paperless, thus resolving the difficulty in file searching and management and realising resources sharing. In term of production technology, the production base in Hangzhou selects and uses lighter and more environmental-friendly materials to ease the burden to the environment.



# 太陽能發電系統 Solar Generating System

## 1.4 太陽能發電系統

我們在產品研發、生產和運營方面亦致力減少環境負擔，其中包括污水處理、油污收集、有害廢棄物處置、節能降耗及技術改造等。

就可再生能源應用，本集團充分利用浙江省日照量豐富的地理優勢，在旗下杭州車廠屋頂位置建造光伏板機型發電設施。該光電轉換裝置能將太陽能轉換成電能，以無污染的發電方式達到節能減排目的，亦大大提升建築空間利用率。該廠房之光伏儲能系統已於二零一六年三月併網發電，是浙江省內最大的彩鋼瓦屋頂光伏發電項目。項目依托20萬平方米的廠房屋頂，總裝機量8.68兆瓦，採用自發自用、餘電上網的模式，預計年均發電量將超過800萬千瓦時，短期內可以滿足企業25%的用電需求，將有助減少對國家煤電的消耗。

## 1.4 Solar Generating System

We try our best to relieve the burden of the environment in the process of product design, manufacturing and operation by means of sewage treatment, contaminated oil collection, harmful waste treatment, energy saving and technical renovation.

With respect to utilisation of renewable energy resources, the Group makes full use of the abundant sunshine in Zhejiang Province and built photovoltaic panels on the roof of our Hangzhou factory to generate electricity. The photoelectric conversion device converts solar energy into electrical energy and achieves energy preservation and emission reduction through pollution-free power generation. It also greatly enhances the utilisation of the building area. The factory's photovoltaic energy storage system was combined to the grid in March 2016, serving as the largest color-coated steel tile roof photovoltaic power generation project in Zhejiang Province. With a total installed capacity of 8.68 MW on the factory roof covering 200,000 square meters, and adopting the mode of self-used power generation with selling un-used power to the grid, the project is expected to generate an average of more than 8 million kilowatt-hours of electricity every year, satisfying 25% of the electricity demand of the corporation in the short term. It will help reduce the national coal power consumption.

## 1.5

### 資源使用及生態保護

五龍集團旗下電動汽車、鋰電池等產品的生產嚴格遵照環保理念進行之開發設計、生產。做到選材環保、設計合理、綠色生產，最大程度減少對資源的浪費和優先考慮生態保護。

### 1.5.1

#### 全過程零排放

五龍集團將環保，節約理念貫徹到整個生產過程，工廠大幅度使用自然採光，自然通風，採用廢氣無害處理，廢水循環利用，將創建節約型社會付諸實際生產過程中，真正實現全程零排放生產。

### 1.5.2

#### 全面技術革新

作為新興製造企業，五龍集團杭州等各個生產基地，從廠房設計、生產線設計、產品設計等諸多環節從頭開始，通過全面技術革新，把能源消耗設計到最低極限值，工廠生產採用先進的工業4.0裝備標準與生產標準，憑借科學設計、精細生產、精益管理，達到綠色生產、可持續發展之戰略。

### 1.5.3

#### 廢棄物處理

集團旗下各工廠在生產過程中所產生的廢鋼材、廢油漆、廢水、廢氣甚至是廢包裝材料都有一套完整的回收無害化處理及再利用的體系。廢鋼材、廢包裝材料由物資公司回收作綜合利用，而廢焊料則由供應商回收。生活垃圾經分類收集，紙張等作回收利用處理，而不能回收利用的則由環衛部門填埋處置，至於有害廢棄物，我們會分類包裝及存放，由指定專業回收商回收。

## 1.5

### Resources Utilisation and Ecological Protection

The production of the electric vehicles, lithium batteries products by FDG Group follows strictly the development design and production under environmental protection concepts. In achieving environmental protection in materials selection, reasonable design and “green” production, great emphasis is put on the reduction of resources wastage and ecological protection.

### 1.5.1

#### “Zero” Emission Throughout

FDG Group adopts the concepts of environmental protection and energy saving into all production processes. The production plants make great use of natural light and natural ventilation and use exhaust gas treatment and waste water re-utilisation systems. This helps to create an energy-saving society through the actual production process and achieve “zero” emission throughout.

### 1.5.2

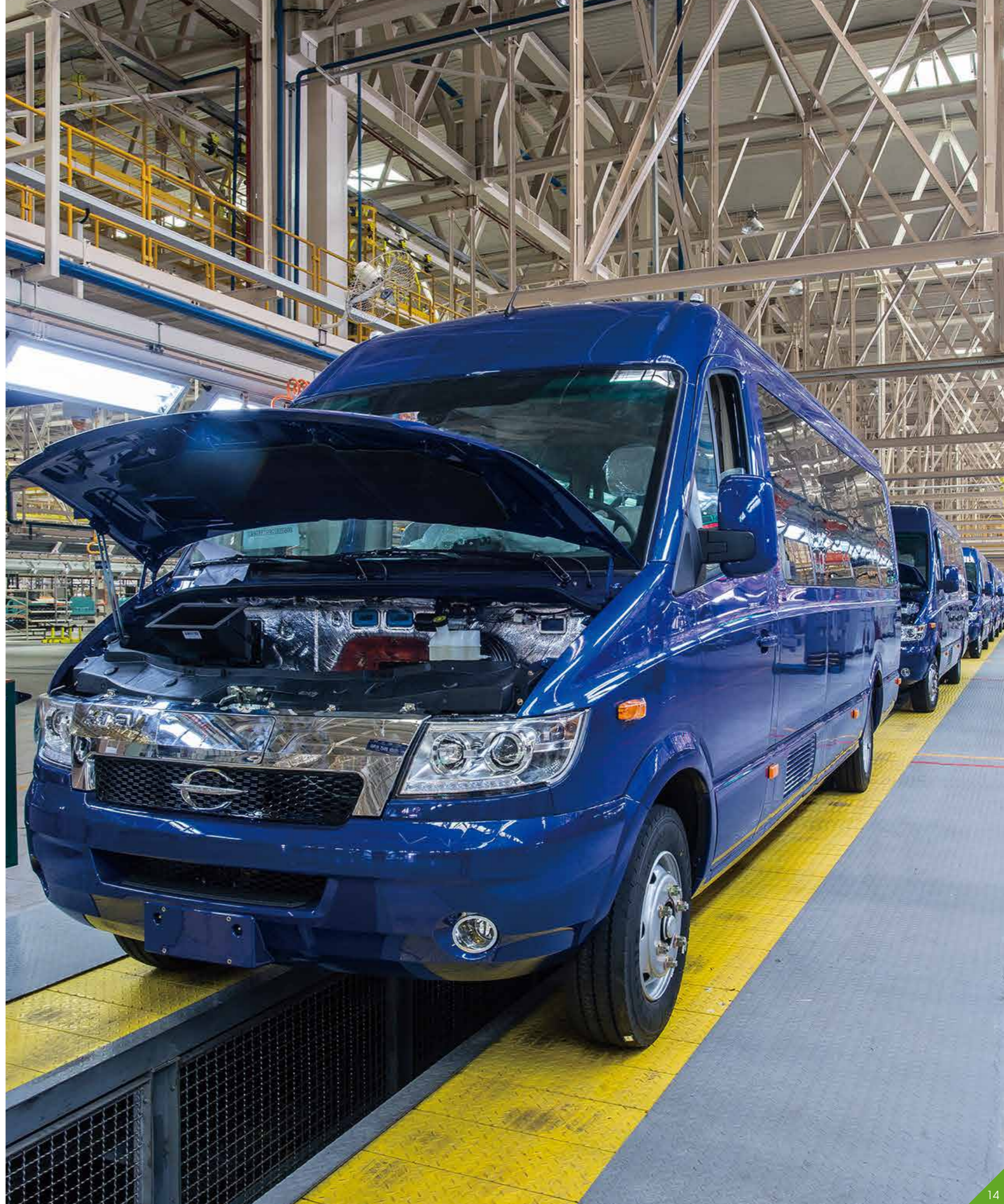
#### Production Technology Innovation

As a new manufacturing industry, the design of the production plant, production line and products of FDG Group’s all production bases such as Hangzhou are based on newly innovated technologies with energy consumption reduced to the lowest level. Advanced industrial 4.0 equipment standard and production standard have been adopted in the production process and the “green” production and sustainable development strategy is carried out through scientific design, meticulous production and refined management.

### 1.5.3

#### Waste Disposal


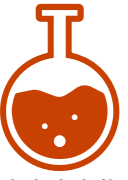
We have a comprehensive non-hazardous treatment and re-utilisation system to recycle and re-use the waste steel, waste paint, waste water, exhaust gas even the waste packing materials arisen from the production process in all our factories. Waste steel and waste packaging materials are recycled and reused by materials companies, while waste solder is recycled by the supplier. Domestic wastes would be collected and sorted, recyclable parts such as paper are recycled while the rest are disposed in landfills by relevant environmental hygiene department. Hazardous wastes are sorted and stored in different garbage bags and are recycled by designated professional recyclers.







## 各類廢棄物處理方式 VARIOUS TYPES OF WASTE TREATMENTS

廢棄物種類 TYPES OF WASTE	廢棄物 WASTE	處理方式 TREATMENTS
 一般廢棄物 GENERAL WASTES	生活垃圾、銅、鐵、銅箔、鋁箔、電池殼、熱塑膜、紙箱、紙桶 Domestic wastes, copper, iron, copper foils, aluminum foils, battery shells, thermoplastic films, paper boxes, paper drums	一般工業固廢主要是廢鋼材、廢焊料、廢包裝材料。其中廢鋼材、廢包裝材料可由物資公司回收綜合利用；廢焊料由供應商回收 General industrial solid wastes are mainly scrap steel, waste solder and waste packaging materials, among which steel and packaging material are recycled and reused by materials companies and waste solder is recycled by the supplier.  一般工業固廢中不能回收利用部分與員工生活垃圾一併進行填埋處置 Non-recyclable industrial solid wastes will be landfilled together with domestic wastes.  生活垃圾經分類收集，紙張等作回收利用處理，不能回收利用的則由環衛部門衛生填埋處置 Domestic wastes will be sorted and collected. Papers will be recycled and re-used and non-recyclable wastes will be landfilled by relevant environmental hygiene department.
 有害廢棄物 HAZARDOUS WASTES	漆渣、油漆桶、磷化廢渣（乾）、磷化廢液、脫脂廢液、污水站污泥、廢溶劑、廢密封膠、廢活性炭 Paint residue, paint bucket, phosphating waste (dry), phosphating waste (liquid), degreasing waste, sewage sludge, waste solvents, waste sealant, waste activated carbon	盡量選用無害及天然環保材料，以減少產生有害廢棄物 We try our best to use non-hazardous and natural and environmental friendly materials to reduce the generation of hazardous wastes.  有害廢棄物及一般廢棄物使用垃圾袋分類包裝及存放，由指定專業回收商回收 The hazardous wastes and general wastes are sorted and stored in different garbage bags, and are recycled by designated professional recyclers.

## 1.5.4

### 產品環保效能

五龍集團開發及生產的鋰離子電池具高性能、無污染等特點，是推動新能源發展的重要力量。其生產過程嚴格遵守國際環保標準要求，採用現代化生產工藝，獲國際社會公認為「綠色電池」。本集團的電池選用性能優良的磷酸鐵鋰正極材料及綠色環保的水性粘合劑，因此集團所生產的鋰離子電池產品具有性能優、電容量大、壽命長、穩定性高、成本低等優點，而且不會發放有害物質或對環境帶來負擔。

我們旗下的電動車全部均由本集團的專業團隊以最高科研技術自主正向開發及生產，所有車款均使用本集團的鋰離子動力電池，可有效降低或避免車輛能耗及尾氣排放，改善路面空氣質素。

我們不斷提升產品的環保效能，為環境作出貢獻。本集團的產品已獲中央政府認可，列入中國工業和信息化部《新能源汽車推廣應用推薦目錄》第三批，所發展的業務及電動車產品均以環境保護、節省能源為前提，致力實踐「零排放」目標。

我們的產品環保效能被業界廣泛認可，於二零一五年七月，本集團應香港環境保護署旗下綠色運輸試驗基金之邀請，參與於香港科學園舉行的「試驗電動輕型客貨車經驗分享會」，展示自主正向研發及生產之純電動巴士—e.Boss「奕閣」，突顯產品環保、安全、舒適等特點，並印證本集團在純電動商務車領域之研發水平已達國際領先標準。

## 1.5.4

### Products Environmental Protection Effectiveness

The lithium-ion batteries developed and produced by FDG Group are of high capacity and pollution-free, thus playing a vital role in promoting the growth of new energy. The production processes are strictly in compliance with international environmental protection standards and adopt modern production technologies. Our products are internationally known as the "green batteries". Given the Group chooses to use quality lithium-ferrous-phosphate cathode materials and environmental-friendly water-based adhesive as raw materials, the Group's lithium-ion battery products have the advantages of superior performance, larger capacity, longer lifecycle, higher stability and lower costs. They do not release harmful materials and are therefore not a burden to the environment.

All electric vehicles are developed and produced with mature scientific technologies independently by the professional teams of the Group with its Independent Forward-Engineering. All models are equipped with our own lithium-ion batteries, which can effectively reduce energy consumption and avoid exhaust emission, therefore improving the air quality on the road.

We keep enhancing the environment protection effectiveness of our products to make contribution to the environment. The products of the Group have been recognized by the central government and listed in third batch of Directory of Recommended New Energy Vehicles for Promotion and Application by the Ministry of Industry and Information Technology. Our business and electric vehicle products are all developed on the premises of environmental protection and energy conservation, aiming at achieving 'zero emission'.

The environmental protection effectiveness of our products are widely recognized by the industry. In July 2015, at the invitation from Pilot Green Transport Fund under the Environmental Protection Department of Hong Kong, FDG Group participated in the experience sharing conference of testing electric light van. We presented the pure electric mid-size bus, e.Boss, which is independently developed and produced by FDG Group, and demonstrated the features of our products as environmental-friendly, safe, and comfortable. It proves that the Group has reached international leading level in the research and development of pure electric commercial vehicles.



## 2 社區 Community

### 2.1 社區互動

五龍集團積極關心社會，履行企業社會責任。自成立以來，我們一直與社區維持密切溝通和互動，為當地發展作出貢獻。本集團以科技服務民生，利用我們的技術能力和資金為當地創造就業機會，促進地區經濟發展。

此外，在開展業務的同時，我們亦與當地社區保持友好關係。昆明生產基地於項目開展前，對潛在受影響區域的個人及企業進行問卷調查和訪談，收集公眾對項目的意見。調查結果反映項目對區域經濟發展具重要性，對附近居住環境無影響，社區和居民普遍支持項目推行。

### 2.1 Community Interaction

FDG Group actively cares about the society and fulfills its corporate social responsibilities. Ever since the establishment, we have been maintaining close communications and interactions with local communities in order to contribute to local development. The Group serves people's livelihood with technology. We create job opportunities and promote economic growth in the local communities through our technical capability and capital strength.

Moreover, we maintain friendly relationship with local communities during business expansion. Before the commencement of our production base project in Kunming, we conducted a survey and interviews with individuals and organizations that might be affected to collect public opinions on the project. The results reflected the importance of the project to the economic development of the region and that the environment of the neighborhood would not be affected. Thus, execution of the project received the general support of the communities and the residents.



## 2.2

### 社區貢獻:助力G20峰會

五龍集團自主正向開發及生產的純電動車以優質見稱，已成功於國際間建立良好的品牌形象。積極開拓國內外市場，為各地綠色出行提供解決方案，為保護地球環境作出了有效貢獻，特別是集團旗下各個工廠均採用環境友好型設計，工廠全程綠色無天空污染，零排放，為構造當地良好生態，發展綠色生活作出了極大貢獻。

此外，作為杭州本土汽車生產商，在2016年9月杭州舉行的G20峰會上，五龍集團協助當地政府，共同解決峰會綠色出行問題。五龍集團生產的長江汽車為峰會獨家提供核心區域嘉賓接待及會議工作用純電動中巴車（奕閣 - e.Boss）及純電動商務車（奕勝 - e.Glory）共210台，為杭州當地綠色舉辦峰會，綠色交通提供了強而有力的產品支持。據統計，奕勝，奕閣擔任峰會保障任務，車輛總行駛里程超過10萬公里，單車最長行駛里程1,752公里，在這樣高強度的運營環境下，車輛行駛穩定，以「全出勤、零故障、高舒適」等卓越的性能表現，得到了組委會及各國嘉賓的高度讚揚，樹立了中國電動汽車品牌新典範。由於其優秀表現，G20組委會特別授予長江汽車「G20杭州峰會特別贊助商」和「G20杭州峰會招待產品」的雙重榮譽。

## 2.2

### Contribution to Local Communities : Supporting G20 Summit

The pure electric vehicles developed and produced by FDG Group are well-known for their premium quality. We have successfully built up a good brand image in the international market and actively expand the domestic and international market. They provide people with green outing solutions and are making effective contribution to environmental protection. In particular, each production plant of the Group has adopted environmental friendly design, going all "green" with no sky pollution and zero emission, thus making great contributions in creating a good ecological environment and developing green life for local communities.

In addition, as a local vehicle manufacturer in Hangzhou, during G20 Summit held in Hangzhou in September 2016, FDG Group assisted the local government in realizing green outings for delegates. Changjiang Vehicle under FDG Group provided exclusive services in receiving the delegates and transportation in the core area of the summit through a total of 210 units of its pure electric mid-size bus "e.Boss" and pure electric commercial cars ("e.Glory") for the summit which was a strong support for green transportation. As the data showed, in serving the summit, the fleet of e.Boss and e.Glory covered a total mileage of over 100,000 kilometers, with the longest mileage covered by a single vehicle at 1,752 kilometers. Even under such highly demanding operational environment, the vehicles performed steadily and received commendations from the organizing committee and guests from other countries with outstanding features of "Full Participation, Zero Failure, High Comfort", hence setting up a new benchmark for electric vehicles in China. With the superb performance, our vehicles received double honour of "G20 Hangzhou Summit Special Sponsor" and "G20 Hangzhou Summit Reception Product" from the G20 Organising Committee.

# G20



# 3 僱傭及勞工常規 Employment and Labour Practice

## 3.1

### 僱傭與勞工準則

五龍集團相信，人力資源乃企業營運和發展的關鍵，亦是本集團競爭優勢的核心，更是我們創新的原動力。為打造團結和諧的專業團隊，五龍集團提供公平的工作環境，積極保護員工基本權益，關注員工訴求，保障員工身心健康，從而提升工作效率。

為規範僱傭並保障員工基本權利，五龍集團遵照中國內地及香港之相關法規條例，制訂並嚴格執行相關管理制度及辦法，包括《技術崗級評聘管理辦法》、《員工考勤與假期管理制度》、《勞動合同管理制度》、《招聘管理制度》、《員工福利待遇管理規定》、《國務院關於工人退休、退職的暫行辦法》及香港《強制性公積金計劃條例》等，對員工的聘用、勞動關係、待遇、福利等方面作出明確規定，致力保障員工的權益。此外，本公司為員工提供醫療福利，例如購買醫療保險，為其減輕相關負擔，亦建立員工對本集團的歸屬感。

五龍集團在進行公開招聘時，嚴格遵照中國內地及香港之相關法規條例，按國務院《禁止使用童工規定》、國家《勞動合同法》及香港《僱傭條例》執行，包括規定應聘人士須出示身份證正本進行核實。一旦發現聘用童工的情況，將會派人護送其回家並交其監護人。於本年度，五龍集團旗下所有員工均符合中國內地及香港相關法例所規定的最低工作年齡要求，並無僱用童工或強制勞工。

## 3.1

### Employment and Labour Standards

FDG Group believes human resources is the key to business operations and development, the core of our competitive advantage and also the driving force of our innovation. In order to build a united and harmonious professional team, FDG Group provides a fair working environment, strives to protect the basic rights of the employees, cares for their demands, and safeguards their well-being so as to enhance their working efficiency.

To standardize employment and protect employees' basic rights, FDG Group conforms to relevant laws and regulations in mainland China and Hong Kong, and the relevant administrative rules and measures are strictly enforced including "Administrative Measures for Employment and Evaluation of Technical Personnel", "Attendance Policy and Leave Management", "Labour Contract Management System", "Recruitment Management System", "Employee Welfare and Remuneration Regulations", "Interim Measures on Retirement and Resignation by State Council", and Hong Kong's Mandatory Provident Fund Schemes Ordinance. These rules and regulations specify the requirements relating to employment, labour relations, employees' remuneration and welfare, to protect the rights of employees. Besides, medical benefits are provided by the Company to our employees, such as medical insurance in order to alleviate their burden and strengthen their sense of belonging to the Group.

FDG Group strictly complies with the relevant laws and regulations in mainland China and Hong Kong in open recruitment which is carried out in accordance with the State Council's Provisions on Prohibition of Child Labour, Labour Contract Law of China, and Hong Kong's Employment Ordinance, including verification of identities documents produced by the applicants. In case child labour is found, the child will be immediately escorted back home to the custodian of his/her guardian. During the year, all employees in FDG Group satisfy the minimum age requirements under the relevant laws in mainland China and Hong Kong. No child labour or forced labour is employed.

## 3.2

### 健康與安全

五龍集團一直致力保障員工的健康安全。在職業健康安全和安全生產兩方面設立了完善的管理制度，嚴格遵照香港及中國內地之職業健康安全法例，為安全運營和生產奠定穩固基礎。

### 安全生產

職業健康及安全政策方面，五龍集團致力達到零工作意外的安全目標，並按《勞動保護用品管理辦法》提供防護工具，以滿足員工於生產過程中的安全防護需要。安全工作處所方面，我們為員工提供適當的職業健康及安全培訓，讓其了解工作環境中潛在危險。為全面貫徹職業健康安全政策，本集團更制定並執行多項管理措施，包括《消防安全管理制度》、《安全生產培訓管理辦法》、《應急預案》、《危險化學品安全管理規程》及《高風險作業管理制度》等。

於本年度，五龍集團各運營點維持良好及安全工作環境，並無發生安全事故。

## 3.2

### Health and Safety

FDG Group has been committed to protect employees' health and safety. Sound management systems have been established in occupational health and safety and production safety in strict compliance with the regulations on occupational health and safety in Hong Kong and mainland China, thus laying a solid foundation for safe operation and production.

### Safe Production

With respect to occupational health and safety policies, FDG Group strives to achieve the safety goal of zero occupational accident, and provides protective equipment to workers according to "Administrative Measures for Labour Protective Equipment" so as to meet the needs of employees' safety and protection in production. As for safe working place, adequate occupational health and safety trainings have been provided to employees for a better understanding of potential risks at the work place. In order to fully implement the occupational health and safety policies, the Group has established and enforced various administrative measures, including "Fire Safety Management System", "Safe Production Training Measures", "Emergency Plan", "Management System for Dangerous Chemicals" and "Management System for High-risk Operations".

During the year, all the operation sites of FDG Group have maintained a good and safe working environment with no accident happened.

## 3.3

### 發展與培訓

五龍集團積極建設完善的職業發展環境和空間，讓員工的職業生涯發展與本集團的業務發展緊緊相扣，從而吸引及挽留優秀人才。本公司在員工的成長發展方面制訂了完善的管理措施，杭州生產基地設有內部工作輪換機制，開拓員工的視野並發掘其潛能。我們亦實施全面人力資源開發，實現人才專業化、實用化、市場化、國際化四大目標。

在日常工作中，五龍集團為新員工安排入職培訓，昆明及天津生產基地透過安排資深員工對初級員工進行工作指導，在增強團隊溝通及默契的同時，亦提升其技術和管理能力，鼓勵各職級員工不斷學習和成長。此外，北京汽車設計中心及杭州生產基地為員工提供專業培訓和硬件支援，助員工持續提升知識水準與專業技能，發揮個人潛能。

## 3.3

### Development and Training

FDG Group actively builds up a sound occupational environment and latitude to connect employees' career advancement with our business growth so as to attract and retain talents. Sound management measures have been introduced to develop our employees. Job rotation is set up in our production base in Hangzhou to help employees expand their horizons and explore their potential. We have also implemented comprehensive human resources development plan to achieve four objectives of specialisation, practicality, marketization, and internationalization.

In daily operations, FDG Group provides induction training for new employees. Our production bases in Kunming and Tianjin have arranged experienced employees as mentors to guide the new comers on jobs such that communication and team spirit is enhanced, their technical skills and managerial capability are improved, and learning and further development of the employees at all levels is encouraged. Furthermore, professional training and hardware support are provided to employees in our vehicle design center in Beijing and the production base in Hangzhou to help them to continuously upgrade professional knowledge and skills as well as develop their potentials.

於二零一六年三月三十一日  
五龍集團主要運營點之僱員人數  
NUMBER OF FULL - TIME EMPLOYEES IN MAJOR OPERATION  
LOCATIONS OF FDG GROUP AS AT 31 MARCH 2016

	男 Male	女 Female	總數 Total
香港 Hong Kong	32	33	65
北京 Beijing	431	50	481
杭州 Hangzhou	591	71	662
昆明 Kunming	398	48	446
天津 Tianjin	276	190	466
總數 Total	1728	392	2120

## 4 營運慣例 Operation Convention

### 4.1

#### 供應鏈管理

有效管理供應商能保障企業的穩健運營及各項產品與服務的質量與安全。五龍集團針對各項產品、服務的供應主體，按國家及地方相關規定，制定了相關管理流程，確保採購過程符合法規，並保證所選供應商在質量、環保、安全等方面管理達一定水平。

#### 綠色採購

五龍集團的生產基地將企業社會責任訂為挑選供應商的其中一項準則。北京汽車設計中心根據RoHS（危害物質限用）指令，要求對電子物料供應商所引入之產品須符合相關環保要求。

#### 供應商行為準則

我們要求供應商持有服務質量、環保、職安健等企業社會責任的相關認證。

#### 原材料質量及安全標準

此外，北京汽車設計中心每年評估供應商的服務表現，當中包括對樣品進行評審，複查供應商產品的出廠檢驗單和第三方實驗結果，確保產品質素。

### 4.1

#### Supply Chain Management

Effective management of suppliers can guarantee efficient operations as well as quality and safety of our products and services. For the suppliers of each product and service, FDG Group has established management process in accordance with national and local relevant regulations so as to ensure that our purchasing process conforms to laws and regulations, and the chosen suppliers are up to a certain standard in terms of quality, environmental protection and safety.

#### Green Purchase

Corporate social responsibility is set as one of the criteria in supplier selection. Our vehicle design center in Beijing requires suppliers of electronic materials to meet the related standards of environmental protection according to the RoHS (Restriction of Hazardous Substances Directive) Compliance Guide.

#### Code of Conduct for Suppliers

Our suppliers are required to hold the relevant corporate social responsibility certifications in service quality, environmental protection and occupational health and safety.

#### Raw Material Quality and Safety Standard

Moreover, our vehicle design center in Beijing evaluates its suppliers annually on their performance in order to guarantee the quality of our products which includes sample assessments, reviews of delivery inspection records and third party's laboratory report of the suppliers' products.

於運營點所使用的供應商地區的數目  
The number of suppliers used in the operation areas

供應商地區 Supplier Region	運營點 Operation Areas					
	香港 Hong Kong	北京 Beijing	杭州 Hangzhou	昆明 Kunming	天津 Tianjin	總計 Total
中國內地 Mainland China	0	50	156	122	21	349
香港 Hong Kong	58	0	0	0	0	58
台灣 Taiwan	0	0	0	1	2	3
總計 Total	58	50	156	123	23	410

## 4.2

#### 產品責任

五龍集團高度重視產品責任。我們制定了相關管理政策，內容涵蓋產品質量保證、產品安全、公平宣傳訊息及售後服務，確保相關措施符合法例要求。

#### 產品質量監控

質量保證方面，我們的杭州生產基地設有零部件《品質協議》，實施「三包政策」以承諾包修、包換及包退主要零部件，提供完善售後服務。

#### 產品安全

產品安全方面，杭州生產基地通過中國強制性產品認證，建立一套完整的品質保證體系，建有專業檢測線，保證產品品質。

#### 客戶銷售服務

公平宣傳訊息方面，昆明生產基地規定，所有銷售部員工在銷售時須向客戶提供準確及真實的產品及服務訊息；並設立電話服務熱線供顧客查詢產品詳情，提供完善售前及售後服務。

#### 維修保養

我們設有熱線電話及電郵供顧客查詢維修保養事宜。我們根據顧客提供的資料評估產品是否有回收需要。所有回收之產品皆作記錄存檔，供研究問題產品因由，並制定和驗證改善方案，然後向顧客提供詳盡答覆。

#### 客戶滿意度

我們非常重視客戶滿意度，並視客戶意見為集團不斷進步和革新的動力。對於各運營點的任何投訴，我們均會即時處理並記錄在案。於本年度，集團並無收到任何顧客投訴。

## 4.2

#### Product Liability

FDG Group puts great emphasis on product liability. We have established relevant management policies which cover product quality guarantee, product safety, fair advertising and after-sale service in order to ensure relevant measures comply with the laws and regulations.

#### Quality Control of Products

With respect to quality assurance, our production base in Hangzhou has established Quality Agreement on parts and components. The "three guarantees" policy is carried out to provide guaranteed repair, guaranteed replacement and guaranteed return of major parts in order to improve the after-sale services.

#### Product Safety

With respect to product safety, production base in Hangzhou has obtained China Compulsory Certification and established a comprehensive system for quality assurance with professional quality inspection lines to ensure product quality.

#### Sales and Customer Service

With respect to fair advertising, our production base in Kunming requires that employees of sales department must provide our customer with accurate and true information on our products and services. Hotline service is also available for customers' enquiries on product details in order to provide better before-and-after-sale services.

#### Repair and Maintenance

Telephone hotlines and e-mail are available for customers' enquiries about repair and maintenance. We will evaluate whether return of goods is needed based on the information from customers and all returned products are recorded and examined in order to identify the cause of the problem such that improvement and verification can be formulated. Thereafter, a detailed reply will be sent to customers.

#### Customer Satisfaction

We attach enormous significance to customer satisfaction and regard customers' feedback as the motivation for advancement and innovation. Any complaint to our operation sites will be recorded and dealt with immediately. During the year, the Group has not received any customers' complaints.





## 4.3 反腐敗

五龍集團高度重視廉政建設。我們就公司業務性質和實際情況建立了監察制度及防貪制度，並就常見貪污漏洞重點向相關部門員工加強監督，同時向員工灌輸廉潔觀念，遏止任何形式的貪腐行為，嚴格遵守香港及中國內地之相關法例。

北京汽車設計中心制定了《廉潔從業管理規定》等政策及相關管理措施，加強從源頭預防和打擊貪腐行為。企業管治方面，昆明生產基地設有獨立內審委員會和監事，負責處理告密案件；在僱用合約中，本集團要求員工嚴格遵守商業道德準則，杜絕任何貪污及賄賂行為，如有利益衝突，須並向人力資源部申報；向高層及採購部等較高利益衝突風險職位提供反貪培訓；就所涉金額較大的項目，我們會作公開招標，邀請最少三家供應商投標；不同的服務合約金額，須由不同級別的管理層審批。五龍集團通過多項措施提升員工反腐敗意識，攜手維護健康、公平、透明的商業環境。

## 4.3 Anti-corruption

FDG Group pays high attention to building anti-corruption. Control and anti-corruption systems are established in accordance with our business nature and practical situation. Usual corruption vulnerability is emphasised to the employees of the relevant departments which inspection is strengthened. On the other hand, concept of probity and righteousness are inculcated to the employees in order to prevent corruption behavior who are required to comply the relevant laws and regulations in Hong Kong and mainland China.

Our vehicle design centre in Beijing has implemented policies such as “Regulations on Honest Business” and related management measures with an aim to striking corruption from its root. With respect to corporate governance, our production base in Kunming has its own independent internal audit committee and supervisors who are responsible for whistle blowing. The Group requires employees to strictly conform to code of business ethics and put any corruption bribe behaviour to an end as stipulated in the employment contracts. In the cases of conflict of interest, it must be reported to the human resources department. Anti-corruption trainings are provided to senior management and purchasing department which are facing higher risks in conflict of interest. Public tendering will be made for any project in larger sum of amount where at least three suppliers are invited for tender. Service contracts in different amount are required to be examined and approved by different management. The FDG Group raises employees’ anti-corruption awareness by multiple measures, and jointly with them maintains a healthy, fair, and transparent business environment.

## 5 未來計劃： 電池回收再利用

權威機構測算，到2020年動力鋰電池的需求量將達到125吉瓦時，報廢量將達到32.2吉瓦時，約50萬噸；到2023年，報廢量將達到101吉瓦時，約116萬噸，規模龐大的動力鋰電池回收及再利用將成為中國和相關各企業避免資源浪費和環境污染的首要任務。

### 鋰電池綠色生命 同期管理

在未來，五龍集團將對汽車動力鋰電池全生命周期起用綠色管理體系。五龍電動汽車的每一塊電池，從生產、使用、報廢、分解以及再利用都有一套完善而且體系化的管理流程。五龍電動汽車的動力鋰電池所實行的梯次利用，就是把用於汽車的動力鋰電池在淘汰後，再次利用於儲備或者相關的供電基站以及路燈，低速電動車身之上，最後再進入專業回收體系，實行綠色善後處理。動力鋰電池的全生命周期綠色管理，提高了電池的使用效益，降低了電池所需要的各種稀有金屬的使用量，為地球節能減排作出了貢獻，這和國家推行普及使用電動汽車，最大程度減少對環境，對地球的影響，其初衷是一致的。

## Future Plan: Recycle & Reuse of Batteries

According to the estimations of institutions with authority, the demand for power lithium batteries will reach 125 Gwh in the year 2020, with the scrapped amount at 32.2 Gwh which is approximately 500,000 tonnes. In the year 2023, the scrapped amount will reach 101 Gwh which is approximately 1.16 million tonnes. Large scale re-collection and reuse of lithium batteries will be the main task of China and the related corporations in order to prevent wastage of resources and environmental pollution.

### Green Life Management of Lithium Battery

In future, FDG Group will apply a green management system over the lifecycle of the vehicle power lithium batteries. A comprehensive systematic management process will be set up for every lithium battery used in FDG’s electric vehicles from their production, utilisation, scrapping, decomposition and re-utilisation. The electric vehicle power lithium batteries will go through a green management process which means that they will be used for various purposes in different stages. When the power lithium batteries cannot be further used in electric vehicles, they will then be re-used in other areas such as power storage, base stations for power supply, street lights, or low-speed electric vehicles until they enter into the professional re-collection system. The green management process over the lifecycle of the lithium batteries lengthens the effectiveness of the batteries, reduces the use of rare metal, and contributes to global energy preservation and emission reduction. This copes with the original intention of the government to promote and use electric vehicles and maximize the reduction of environmental and global effect.



FDG Electric Vehicles Limited  
五龍電動車(集團)有限公司



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