

KINGDOM

KINGDOM HOLDINGS LIMITED

金達控股有限公司

(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 : 528)

ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT
環境·社會及管治報告

2016





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ABOUT THIS REPORT 關於報告

This is the 3rd environmental, social and governance report published by Kingdom Holdings Limited (hereinafter referred to as the “Company”, together with its subsidiaries, “Kingdom” or the “Group”) for the purpose of disclosing certain non-financial information about Kingdom, including its goals and progress in respect of sustainability, to the stakeholders.

The report mainly covers the Company’s plants in Mainland China, namely Zhejiang Jinyuan Flax Co., Ltd. (hereinafter referred to as “Zhejiang Jinyuan”), Jiangsu Jinyuan Flax Co., Ltd. (hereinafter referred to as “Jiangsu Jinyuan”) and Zhejiang Jinda Flax Co., Ltd. (hereinafter referred to as “Zhejiang Jinda”).

This report is prepared pursuant to the Environmental, Social and Governance (hereinafter referred to as “ESG”) Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”) and with reference to the core contents of Global Reporting Initiative (GRI) Sustainability Reporting Guidelines Version 4 (GRI G4). For details about GRI G4, please refer to the Reconciliation with GRI Sustainability Reporting Guidelines (GRI G4) set out in Appendix I and HKEx ESG Reporting Guide Content Index set out in Appendix II to this report.

This report encompasses Kingdom’s performance in economic, corporate, environmental and social developments during and prior to the year ended 31 December 2016. The Company’s ESG reports are published on an annual basis in April regarding the same reporting periods of the preceding year covered in the annual reports of the Company. The last report was issued on 21 April 2016.

This report is publicly available in Chinese and English and has both printed and online versions. The online version can be downloaded from the websites of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) at <http://www.hkexnews.hk> and of the Company at <http://www.kingdom-china.com>. Should there be any discrepancy between the Chinese and the English versions, the Chinese version shall prevail. If you have any questions or suggestions on the contents of this report, please contact the Company by phone or email. The contact details are as follows:

Kingdom Holdings Limited
Tel: +852 3628 2262
Email: ir@kingdom-china.com
Website: <http://www.kingdom-china.com>

這是由金達控股有限公司(以下簡稱「本公司」, 連同其附屬公司, 統稱「金達」或「本集團」)第三年出版的《環境、社會及管治報告》, 藉由此非財務資訊內容之揭露, 向利益相關者展現金達追求永續發展之目標及階段性執行成果。

報告範疇以本公司於中國大陸工廠為主, 包括浙江金元亞麻有限公司(以下簡稱「浙江金元」)、江蘇金元亞麻有限公司(以下簡稱「江蘇金元」)及浙江金達亞麻有限公司(以下簡稱「浙江金達」)。

本報告根據香港聯合交易所有限公司證券上市規則(「上市規則」)附錄二十七所載環境、社會及管治(以下簡稱「ESG」)報告指引, 及參照全球永續發展報告書指導綱領(Global Reporting Initiative, GRI)第四版(G4)的核心內容編纂, 詳細內容可參閱本報告附錄一的全局永續性報告指標GRI G4對照表及附錄二的港交所的環境、社會及管治報告指標及內容索引。

本報告期間為金達歷年及截至2016年12月31日止年度, 在經濟、企業、環境和社會各層面的發展成果。本報告公佈的年度基礎與本公司的全年報告期間相同, 而本公司定期於4月發行前一年度之ESG報告。前次報告發佈日期為2016年4月21日。

本報告的中文及英文版, 以印刷和互聯網上向公眾發布。互聯網版本可從香港聯合交易所有限公司(「聯交所」)網站<http://www.hkexnews.hk>及本公司網站<http://www.kingdom-china.com>下載。如中文和英文版本有任何差異, 以中文版本為準。如果對本報告中的內容有任何問題或建議, 請透過電話或電子郵件與本公司聯絡。聯絡詳細資訊如下:

金達控股有限公司
電話: +852 3628 2262
電郵: ir@kingdom-china.com
網址: <http://www.kingdom-china.com>



**CHAIRMAN'S
STATEMENT**
主席的話

CHAIRMAN'S STATEMENT 主席的話

In 2016, fluctuations in the world market posed unprecedented challenges to enterprises around the globe. Nevertheless, in the middle of difficulty lies opportunity. Given the contemporary environmental protection movement and changes in consumption habits, environmental-friendly and ethical products have evolved from a choice into the norm.

While focusing on its core linen yarn manufacturing business, Kingdom also advocates sustainable corporate development. To stay abreast of international trend, it has been aggressively transforming itself into an environmental-friendly enterprise by replacing the most energy-consuming production equipment, improving production technique and enhancing energy management. For example, the major energy source of the steam boilers used in our production process has changed from coal to natural gas, which is regarded as a clean fuel. The change has yielded significant results in terms of reducing energy consumption and emissions. To echo the government's commitment to combat climate change and fulfill its social responsibilities, Kingdom has invested over RMB20 million in energy saving and emission reduction initiatives.

As to the fierce market challenges, Kingdom constantly improves the staff's communication, execution, leadership and problem-solving skills, strengthens their self-confidence and mental capabilities, reinforces corporate governance and cultivates the Group's reputation in order to grasp the opportunity that lies in the challenges.

In the future, Kingdom will establish new production plants both inside and outside China, and roll out new products on top of the existing lines in order to break new grounds, diversify its risks and enhance its market competitiveness. Nevertheless, technological innovations must take the environment into consideration, and sustainability hinges on everyone taking care of all responsibilities and obligations towards the economy, the society and the environment. Looking forward, Kingdom will continue to comply with business ethics, pursue steady growth and strive for both corporate and social sustainability.

Mr. Ren Weiming
Chairman
Kingdom Holdings Limited

2016年的國際市場環境變動不居，全球企業皆面臨前所未有的挑戰，但挑戰中卻蘊藏無限商機，隨着當前環保意識的盛行及消費模式的改變，產品符合環保和道德不再是選擇性，而是理所當然。

金達除了一直專注於製造亞麻紗的核心事業，同時也非常重視企業的可持續發展。為能與國際並進，近年積極成為環境友好企業，進行更換耗能較大的生產設備、工藝技術改造及提升能源管理等項目，尤其在生產過程中，一直依賴燃煤的蒸氣鍋爐，現已被號稱清潔能源的天然氣取代，在整體使用能源方面已有顯著的減排效益。金達在節能減排方面已陸續投入超過人民幣兩千萬元，這是配合政府對抗全球氣候變化的承諾，也是企業應有的社會責任。

面對嚴峻的市場考驗，金達持續加強培訓員工的溝通、執行、領導及應對能力，堅定員工的信心和素質，紮穩企業內部治理基礎，就能化危機為轉機，樹立誠信務實的企業。

往後，金達將分別在中國境內和海外新設生產工廠，以現有產品為基礎向同類產品延伸發展，尋求突破並分散經營風險，擴大未來市場的競爭優勢，然而，技術創新及環境保護必須並駕齊驅，重視經濟、社會和環境需求、具有其責任及義務，才是永續發展的重要基石。展望未來，金達仍謹守企業道德，追求穩健成長，致力於企業及社會的永續發展。

任維明先生
主席
金達控股有限公司



CORPORATE PROFILE
公司簡介



CORPORATE PROFILE

公司簡介

Kingdom Holdings Limited (Stock code: 00528) is a company based in Haiyan County, Zhejiang Province in the PRC. As at 31 December 2016, it employed approximately 2,502 employees. Kingdom is principally engaged in the production and sale of linen yarn. Kingdom Holdings Limited was incorporated in the Cayman Islands as an exempted company with limited liability on 21 July 2006. The Company's shares has been listed on The Stock Exchange of Hong Kong Limited since 12 December 2006.

With 30 years of corporate culture and a relatively rapid development in the recent decade, Kingdom has the following unique advantages:

1. Scale advantage: Kingdom is currently one of the largest linen yarn manufacturers in the world, and has ranked as the largest pure linen yarn exporter of China for 14 consecutive years, accounting for approximately 36% of China's pure linen yarn exports by volume.
2. Technical advantage: Kingdom is always committed to the development of production equipment and technologies, and has introduced advanced textile equipment from countries like Germany and France, giving it a leading edge in terms of technology and equipment over its peers in China.
3. Brand advantage: Kingdom attaches great importance to its proprietary intellectual property rights and has been actively developing its own brands including "KINGDOM" and "Crape Myrtle", which have also been named "Zhejiang Top Export Brand" by the Department of Commerce of Zhejiang Province.

金達控股有限公司（股份代號：00528）總部位於中國浙江省海鹽縣，截至2016年12月31日止擁有約2,502名員工。金達主要從事亞麻紗的生產和銷售。金達控股有限公司於二零零六年七月二十一日在開曼群島註冊成立為獲豁免有限公司。本公司股份於2006年12月12日在香港聯合交易所有限公司上市。

金達經過三十年的文化沉澱和近十年的較快發展，已形成了獨特的核心優勢：

1. 規模優勢：金達目前是全球規模最大的亞麻紗製造商之一，純亞麻紗出口量連續十四年穩居中國第一，約佔全中國純亞麻紗出口量的36%。
2. 技術優勢：金達一直致力於生產設備和技術發展，引進德國、法國等國家的先進紡織設備，技術裝備水準處於全國同行業領先。
3. 品牌優勢：金達十分注重自主知識產權，積極發展自主品牌 – 「KINGDOM」、「紫薇」等。「KINGDOM」和「紫薇」被浙江省商務廳評為浙江出口名牌。

4. Management advantage: Kingdom has been adopting advanced management models such as lean management and performance excellence, and endeavours to cultivate a culture of compliance. Under its Industry 4.0 plant digitalisation initiative, Manufacturing Execution System (MES), Maintenance Improvement Programme (MIP) and other digitalisation technologies have been implemented in its factories to achieve highest efficiency in its production management.

Kingdom is a member of China Bast and Leaf Fibers Textile Association and The Hong Kong General Chamber of Textiles Limited.

Adhering to the operation philosophy of "Pursuit of Excellence" and the core values of being "Responsible, Sincere, Innovative and Mutually Successful", Kingdom demonstrates to the world that it is an energetic enterprise with its outstanding products and services.

4. 管理優勢：金達一直以來推行精細化管理、卓越績效等先進管理模式，着力培植合規文化。推行工業4.0數位化工廠，利用生產製造執行系統(MES)、設備維護提升項目(MIP)等數位化科技，達到生產管理效率最大化。

金達為中國麻紡行業協會及香港紡織商會有限公司會員。

金達一直秉承「追求卓越」的經營理念，努力實踐「責任、真誠、創新、共贏」的核心價值觀，以卓越的產品和服務向世界證明金達是一家充滿活力的企業。



KINGDOM'S SLOGAN:

Pursuit of Excellence

KINGDOM'S MISSION:

Become the world's leading linen product manufacturer

KINGDOM'S CORPORATE SPIRIT:

Never give up, Never be tired, Self-improvement and Strive for distinction

KINGDOM'S CORE VALUES:

Responsible, Sincere, Innovative and Mutually Successful

金達的口號是：

追求卓越。

金達的願景是：

成為全球領先的亞麻產品製造商。

金達的企業精神是：

永不氣餒，永不疲憊，自強不息，爭創一流。

金達的核心價值觀是：

責任、真誠、創新、共贏。

CORPORATE PROFILE

公司簡介

BUSINESS COVERAGE

Kingdom currently has three production bases in Henggang Town and the Economic Development Zone of Haiyan County, Zhejiang Province, and Rugao City, Jiangsu Province, in China. The new plant in Heilongjiang, China, is currently under construction and is expected to commence trial production in the third quarter of 2017. The production base in Adama, Ethiopia is currently constructing infrastructure and is scheduled to commence trial production in 2018.

In 2016, 38.5% of Kingdom's sales went to the domestic market, while key foreign markets included Italy, India, Korea, Turkey, Portugal, Lithuania, Japan and most of the South Asian countries.

營業版圖

金達目前擁有三個生產基地，分別位於中國浙江省海鹽縣橫港鎮、浙江省海鹽經濟開發區和江蘇省如皋市。而中國黑龍江新廠房正在興建中，預期於二零一七年第三季開始試產；而於埃塞俄比亞阿達瑪的基建工程也正如火如荼地籌備中，預計二零一八年開始試產。

2016年，國內銷售佔38.5%，其他主要銷售點有意大利、印度、韓國、土耳其、葡萄牙、立陶宛、日本及其他大部份南亞國家。



BRAND VALUE

品牌價值



opera

In its pursuit of excellence, innovation and craftsmanship, the Company has established its own linen yarn brands, namely:

金達秉持不斷追求卓越、創新、專業的精神，本公司自主亞麻紗線品牌

“Crape Myrtle”, “Kingdom” and “opera”

「紫薇(CRAPE MYRTLE)」、「KINGDOM」及「opera」。

MILESTONES
大事紀

2016

- 10月OCT Kingdom was approved for Centralised Operation of Foreign Fund.
金達獲得外匯資金集中運營資格。
- 6月JUN Kingdom Linen – Suzhou Day was solemnly convened.
「金達亞麻•蘇州日」隆重召開。
Heilongjiang Jinda Flax and Hemp Co., Ltd (“Heilongjiang Jinda”) the construction of a flax yarn/hemp yarn plant in the Jingnan Textile Park.
黑龍江金達麻業有限公司(「黑龍江金達」)於靖南輕紡園建設亞麻紗/工業大麻紗工廠。
- 5月MAY
- 4月APR Kingdom Linen – Seoul Day was successfully held.
「金達亞麻•首爾日」順利舉行。
- 2月FEB Kingdom attended the PV exhibition (i.e. Première Vision in France) in Paris.
參加「巴黎PV展」(又稱法國第一視覺面料博覽會)。

2015

- 12月DEC Kingdom successfully held Kingdom Linen – Istanbul Day.
「金達亞麻•伊斯坦布爾日」圓滿落幕。
- 9月SEP Kingdom hosted 2015 Linen (Shanghai) Forum.
2015年亞麻(上海)論壇成功舉辦。
- 6月JUN Zhejiang Jinyuan’s smart factory project was selected as an In-depth Information and Industry Integration Project of Zhejiang Province.
浙江金元亞麻智慧工廠項目入選浙江省兩化深度融合專項計劃。

2014

- 10月OCT Kingdom signed a strategic co-operation agreement with a renowned German corporation in Shanghai announcing that the parties will jointly set up a new digitised factory.
與一間德國著名公司在上海簽署戰略合作協定,宣佈雙方將共同建設新的數位化工廠。
- 7月JUL Kingdom entered into a formal investment agreement with the Ministry of Industry of Ethiopia, Africa, to develop and construct a linen yarn factory in Ethiopia, Africa.
金達與非洲埃塞俄比亞工業部正式簽訂投資協議,協議在非洲埃塞俄比亞開發及興建亞麻紗工廠。

2013

- 9月SEP Kingdom convened the first of its overseas linen forum in Istanbul, Turkey.
金達第一屆海外亞麻研討會在土耳其伊斯坦布爾召開。
- 1月JAN Kingdom and the Chinese branch of a renowned German corporation held a signing ceremony for the conclusion of a strategic co-operation agreement in relation to the reduction in energy consumption and technological innovation at the corporate level.
金達與一間德國著名公司(中國)舉行戰略合作項目簽約儀式,針對企業節能環保及技術創新合作。

CORPORATE PROFILE 公司簡介

MILESTONES 大事紀

2012

5月MAY

Zhejiang Jinda Flax Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金達亞麻有限公司。

2月FEB

Zhejiang Jinlainuo Fiber Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金萊諾纖維有限公司。

2010

3月MAR

Kingdom established the first overseas sales agent in Korea for the sale of linen yarn.
在韓國設立海外第一家亞麻紗銷售總代理。

2007

5月MAY

Zhaosu Jindi Flax Co., Ltd. was established in Zhaosu, Xinjiang, China and was the first professional organic dew-retted flax production base in China.
在中國新疆昭蘇設立昭蘇金地亞麻有限公司，成為中國第一個專業化有機雨露亞麻生產基地。

9月SEP

Kingdom set up Kingdom Europe S. R. L., the first overseas subsidiary of the Company, in Italy.
在意大利設立Kingdom Europe S. R. L.，是公司在海外設立的第一家子公司。

2006

12月DEC

Kingdom Holdings Limited was listed on the main board of the Stock Exchange in Hong Kong.
金達控股有限公司在聯交所主板掛牌上市。

2003

10月OCT

Jiangsu Jinyuan Flax Co., Ltd. was founded in Rugao, Jiangsu, China.
在中國江蘇如皋設立江蘇金元亞麻有限公司。

3月MAR

Zhejiang Jinyuan Flax Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金元亞麻有限公司。

2000

7月JUL

The first batch of linen yarn was produced and launched to the market.
第一批亞麻紗順利生產，並投放市場。

1999

12月DEC

Zhejiang Kingdom Creative Co., Ltd. was founded in Haiyan, Zhejiang, China.
在中國浙江海鹽設立浙江金達創業股份有限公司。

HONOURS
榮譽

2016

1st Management Innovation Award in Zhejiang Province
榮獲第一屆浙江省管理創新獎

2015

Advanced Chinese Linen Textile Enterprise for Broadening Domestic Consumption Market
榮獲中國麻紡織行業開拓擴大內需市場先進企業
Key Corporate Technological Innovation Team
被授予「重點企業技術創新團隊」

2014

Outstanding Corporate Social Responsibility Report of Zhejiang Province
榮獲「浙江省企業社會責任優秀報告」
Zhejiang Top Export Brand for "KINGDOM" linen yarn
自主亞麻紗線品牌「KINGDOM」被評為浙江出口名牌

2014
13

Top 10 Competitive China Linen Textile Enterprises
榮獲中國麻紡織行業競爭力10強企業
Top 500 Competitive China Textile and Garment Enterprises
榮獲中國紡織服裝企業競爭力500強
Top 100 China Textile and Garment Exporters
榮獲中國紡織服裝行業出口百強企業

2013

Advanced Management Innovation Enterprise of China Bast and Leaf Fibers Textile Industry
中國麻紡織行業管理創新先進企業
National Textile Industry Quality Award
全國紡織行業質量獎
Provincial Technology Centre of Zhejiang
浙江省省級技術中心

2012

Top Ten Most Influential Automation Projects in 2012 from the Chinese Association of Automation in relation to the boiler condensation water reconstruction project of the Group
鍋爐冷凝水改造項目被中國自動化學會評為「2012年自動化領域最具影響力的十大工程項目」
Zhejiang Province Innovative Enterprise
浙江省標準創新型企業

CORPORATE
PROFILE
公司簡介

HONOURS
榮譽

2011

National Innovative and Hi-tech Enterprise of the Linen Textile Industry
全國麻紡織行業技術創新先進企業

2010

Zhejiang Province Brand Name for 紫薇 (Crape Myrtle) linen yarn
紫薇牌亞麻紗浙江名牌產品

Zhejiang Province AAA-Grade Contract-Performing and Credit-Worthy Industrial and Commercial Enterprise
浙江省工商企業信用AAA級守合同重信用單位

Outstanding Enterprise for Product Realignment in Chinese Linen Textile Industry
全國麻紡織行業調整產品結構優秀企業

Advanced Enterprise in Implementation of Performance Excellence Model in the Chinese Textile Industry
全國紡織行業實施卓越績效模式先進企業

Technologically Innovative Industrial Enterprise
技術創新工業企業

Top Export Enterprise
重點出口工業企業

High Quality Raw Material Plantation Base for Linen Yarn Textile Industry in Agriculture Industrialisation
農業產業化優質亞麻紡織原料種植基地

China National Textile and Apparel Council Product Development Contribution Award
中國紡織工業協會產品開發貢獻獎

2009
10

AAA-Grade Taxpayer
AAA級納稅信譽

PRODUCTION PROCESS OF LINEN YARN



亞麻紗製程

HACKLING 梳理

Scutched flax is hackled to form flax stripes, during which impurities and short fibre are removed.
將打成麻梳理成條，清除雜質和短纖。

COMBINING 併條

The fibre is further refined through repeated combination, hackling and drawing.
通過反覆併合、梳理、牽伸過程，進一步提高纖維的細度。

ROVING 粗紗

Flax stripes are stretched and split, thereby removing impurities and giving appropriate twist, and then wound around roving spools to prepare them for spinning.
將麻條分劈纖維、除雜、加撚、卷繞在粗紗管上。

SCOURING AND BLEACHING 煮漂

Chemical solutions are added to further remove impurities and pectin, and to improve the quality of fibres.
加入化學劑，以去除雜質、果膠及改善纖維質量。

SPINNING 細紗

Fibres go through a spinning machine to form yarn that meets national quality standards.
經過細紗機紡成符合國家質量標準的紗線。

DRYING 烘乾

The yarn goes through a drying machine to remove excessive moisture.
通過烘乾機乾燥去除細紗中多餘的水份。

WINDING 絡筒

Dried yarn is wound around a cone again.
將乾燥好的濕紡細紗管紗重新卷繞到筒子上。

PACKAGING 包裝

The finished products are checked and packed in accordance with customers' requirements.
將成品根據客戶要求進行檢驗、包裝。



HIGHLIGHTS OF 2016

2016年摘要

SUMMARY OF FINANCIAL PERFORMANCE

Turnover amounted to RMB**856** million

Earnings per share amounted to RMB**0.11**

Ranked the largest pure linen yarn exporter of China for **14** consecutive years

Largest linen yarn manufacturer in China with an annual capacity of **18,000** tonnes

Owned **55** invention and other patents

Received government grant of RMB**30** million in aggregate

For more details of the Group's business performance, please refer to the Group's 2016 annual report.

財務表現摘要

營業額達人民幣**8.56**億元

每股盈利人民幣**0.11**元

連續**14**年蟬聯中國純亞麻紗出口冠軍企業

全國最大亞麻紗生產商，年產能達**18,000**噸

擁有**55**項發明等專利認證

獲政府補助資金共人民幣**3,000**萬元

更多有關本集團業務表現之資訊，請參閱本集團之二零一六年年報。

SUMMARY OF SUSTAINABILITY PERFORMANCE

New solar generators installed by Zhejiang Jinda generated **15%** of the electricity consumed by the whole plant

Environmental protection project expenditure approximated RMB**21** million

Customer satisfactory rate rose to **4.53** out of a scale of 5

永續發展成果摘要

浙江金達增設太陽能發電設備，產出電量佔全廠用電**15%**

環境保護項目支出費用約人民幣**2,100**萬元

客戶滿意度調查結果提升到**4.53**分（滿分5分）



PROGRESS OF KEY PROJECTS IN 2016

2016年關鍵計劃實施進度

<p>ENVIRONMENTAL GOVERNANCE 環境管治</p>	<ol style="list-style-type: none"> 1. Implement energy-saving and emission reduction projects for scouring and bleaching boilers and sewage treatment facilities; 2. Completely use clean energies at all production plants to reduce CO2 emissions; 3. Implement clean production to enhance ecological efficiency and minimise the impact on the environment. 	<ol style="list-style-type: none"> 1. 實施煮漂鍋和污水治理節能減排專案工程； 2. 所有生產工廠全面使用清潔能源，減少碳排放； 3. 清潔生產，以增加生態效率和減少對環境的衝擊。 	<p>Implemented. As the former coal-fired steam boilers cause serious pollution and are restricted by the government, Kingdom gradually replaced all coal-fired boilers with gas-fired boilers in September 2016 to reduce the emission of air pollutants. Electronic monitoring systems enhanced operator safety and reduced waste of energy. Sewage treatment plants were upgraded during the year to reduce their energy consumption, improve their COD and total phosphorus treatment performance, and ensure steadily conforming discharge.</p> <p>已落實。以往採用燃煤鍋爐提供蒸汽，由於污染嚴重，以及國家限制燃煤鍋爐的使用，二零一六年九月，金達逐步將所有燃煤鍋爐全部替換為燃氣蒸汽鍋爐，以減少空氣污染物排放。配合電子化的監控系統，能提高操作人員的安全性及減少能源浪費。年內已實施對污水處理站的提升改造，在減少污水處理站能耗的同時，提高污水處理站對COD、總磷等處理效果，確保穩定的達標排放。</p>
<p>TALENT DEVELOPMENT 人才發展</p>	<ol style="list-style-type: none"> 1. Provide specialised programmes for the management to improve leadership and management skills; 2. Train newly-hired fresh graduates systematically to build up reserve of technical and management talent; 3. Provide training to junior management to strengthen team building; 	<ol style="list-style-type: none"> 1. 針對各管理層的課程，以加強領導和管理能力； 2. 系統訓練新聘應屆大學生，儲備技術和管理人才； 3. 組織基層管理者培訓，增進班組建設能力； 	<p>Implemented. To improve the management skills and quality of the middle management, a 6-day (12-hour) training programme was conducted in October to strengthen the communication skills of the participants and disseminate team-building knowledge.</p> <p>已落實。為提升中層主管管理技能和管理素質，於10月份開辦為期6天（12小時）的系列培訓，加深其對各階層的溝通技巧、創建高效團隊的要領等知識。</p> <p>Graduate internship programmes targeting at mechanical, electrical and spinning technicians were launched in March to meet Kingdom's manpower demand. These programmes attracted graduate specialists and taught them Kingdom's corporate culture, expertise in the linen industry, vocational training and production line operation.</p> <p>為金達人才需求，3月份已實施大學生培訓計劃，以機電及紡織技術類為主，吸引應屆畢業生專項人才，通過培訓讓其認識金達企業文化、麻紡行業專業知識、職業化訓練及產線實習。</p> <p>Training to junior management were organised to strengthen team building and teach them how to practically apply the management skills.</p> <p>已落實舉辦以基層管理為主題的培訓課程，通過培訓提升班組執行力，將管理技術應用在實務上。</p>

<p>TALENT DEVELOPMENT 人才發展</p>	<p>4. Launch theoretical and practical equipment training to enhance operators' professionalism.</p>	<p>4. 開展設備理論與實踐訓練，提高設備人員專業素質。</p>	<p>Implemented. To teach the bench work theories and skills to the operators and technicians, 5-day special theoretic and practical operation programmes were organised. 已落實。為使設備管理和技術人員掌握鉗工理論及技能，開辦全階段共5天的專項理論及實踐操作課程。</p>
<p>SOCIAL SERVICE 回饋社會</p>	<p>1. Continue the support for Kingdom Hope Primary School in Yongning Township, Cangxi County;</p>	<p>1. 持續捐助蒼溪永甯金達希望小學；</p>	<p>Kingdom advocates humanity education. It continued to donate money as scholarship for Kingdom Hope Primary School in 2016 to motivate both the teachers and students. 金達着重人文教育，2016年繼續履行捐助金達希望小學獎學金，以鼓勵老師和激勵學生。</p>
	<p>2. Organise volunteer teams to visit elderly homes.</p>	<p>2. 組織員工自願團隊，為頤養院老人送暖。</p>	<p>To proactively serve local communities, staff organised birthday parties at elderly homes. 落實當地社會關懷，安排員工到老人院為院友慶生，以實際行動回饋社會。</p>

KEY PROJECTS FOR 2017

ENVIRONMENTAL GOVERNANCE

Shut down unused machines in times of lower production to enhance production efficiency and reduce per unit energy consumption;

Monitor steam usage and upgrade scouring and bleaching technique to gradually reduce the use of steam while improving production and product quality.

TALENT DEVELOPMENT

Increase annual leave entitlement of staff of level 3 or above;



Provide leadership workshops to middle and senior staff.

SOCIAL SERVICE

Continue the support for Kingdom Hope Primary School in Yongning Township, Cangxi County;

Organise volunteer teams to visit elderly homes.

2017年關鍵計劃

環境管治

產能減少的情況下，減少機器空轉，提升生產效率，實現單位能源耗用下降；

提升生產和產品質量的同時，監督蒸汽用量，穩定煮漂工藝，逐步降低蒸汽耗用。



人才發展

增加三級以上員工享有年休假福利；

組織加強中高層領導力行動學習發展項目。

回饋社會

持續捐助蒼溪永甯金達希望小學；

組織員工自願團隊，為頤養院老人送暖。



**CORPORATE
GOVERNANCE**
企業管治



CORPORATE GOVERNANCE 企業管治

Kingdom's corporate governance structure is headed by the board of directors (the "Board"), which is the highest governing body of Kingdom. The Board consists of eight members, including four executive directors, one non-executive director and three independent non-executive directors. The Board is responsible for monitoring, among other matters, the Company's compliance, financial transparency and timely disclosure of material information, as well as the formation of the nomination, audit and remuneration committees.

Note: For the academic qualifications and other appointments of the Board members, please refer to the Company's annual report.

For details of Kingdom's compliance with the Corporate Governance Code as set out in Appendix 14 to the Listing Rules, please refer to the relevant section of the Company's annual report.

金達通過以董事會為主導的企業管治架構，董事會是金達的最高管理組織，由八名成員組成，包括四名執行董事、一名非執行董事和三名獨立非執行董事。董事會的責任是監督公司守法、財務透明、即時揭露重要訊息等，並建立提名委員會、審核委員會及薪酬委員會。

註：有關董事會成員之學歷及兼任其他公司職務情形，請參考本公司年報。

金達有關遵守上市規則附錄十四所載的《企業管治守則》的情況，請參考本公司年報有關內容。

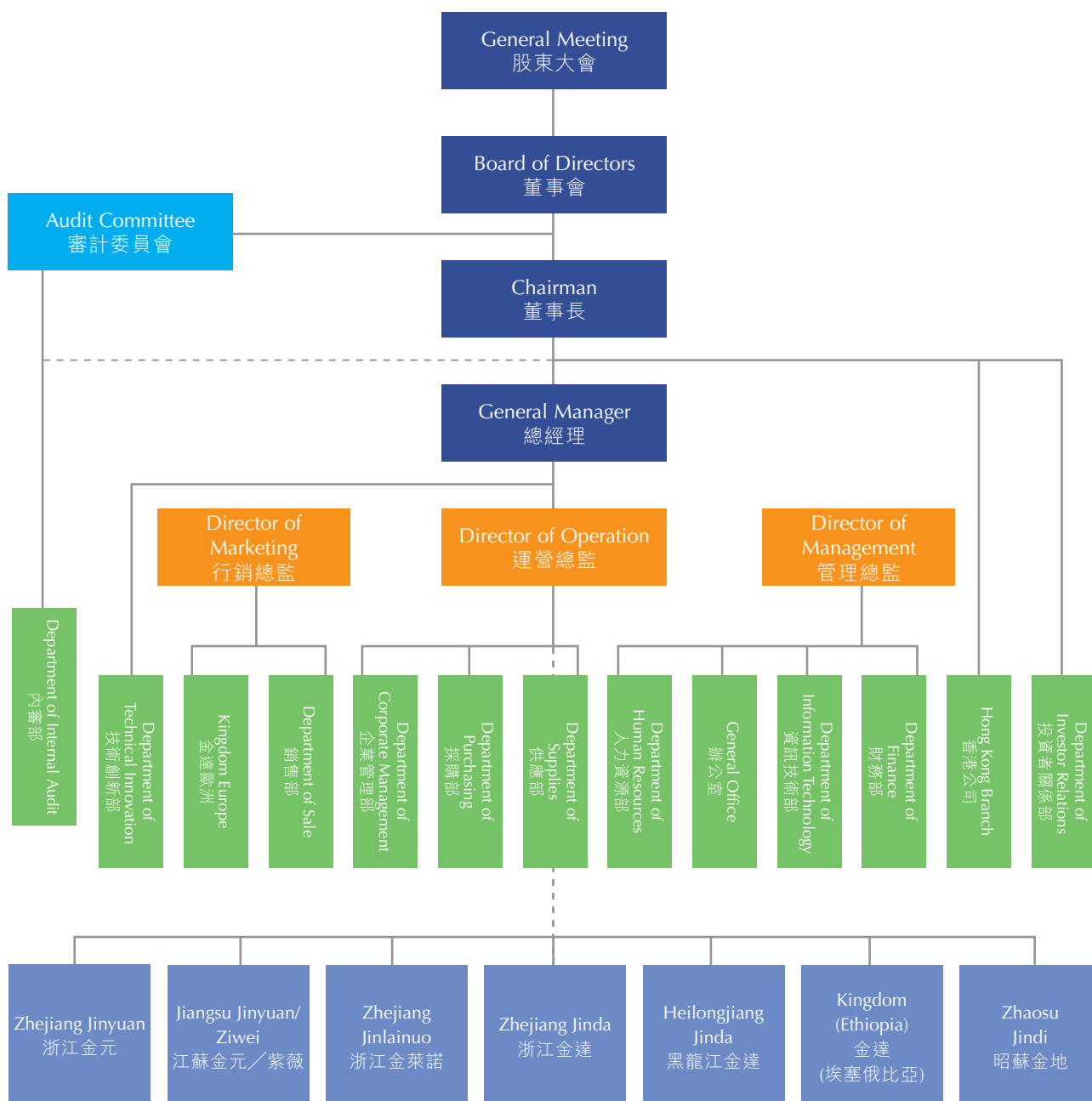


GROUP STRUCTURE

Kingdom's Group Structure (2016)

集團組織架構

金達控股組織架構(2016)



STAKEHOLDER ENGAGEMENT

Kingdom places great importance on communication with stakeholders. Stakeholders are those internal or external entities or individuals that affect or are affected by Kingdom. Five major groups of stakeholders have been identified, namely shareholders/investors, customers, employees, suppliers and governments. The suggestions and concerns of the stakeholders are referred to the respective business unit according to their scope and nature through the following diversified communication channels for the Company to address in a timely manner. Kingdom believes that good interaction with the stakeholders not only allows the Company to keep abreast of the latest economic, social and environmental information, but also maximise its value.

利益相關者溝通

金達重視與利益相關者的溝通，定義利益相關者是對金達產生影響或受金達影響之內、外部團體或個人，並鑑別出五類金達主要利益相關者，包括股東／投資者、客戶、員工、供應商及政府。下表的多元溝通渠道，若利益相關者提出意見和關注事項，會依照該內容的範疇與性質，轉介各相關業務單位負責並予以即時回應。金達相信，與利益相關人建立良好的互動，不僅能協助本公司更加掌握經濟、社會及環境的最新資訊，同時也能創造更大的價值。

Stakeholders 利益相關者	Communication Channels 溝通渠道
Shareholders/Investors 股東／投資者	<ul style="list-style-type: none"> Annual General Meeting 股東週年大會 Telephone, email and the Contact Form in the Investor Relations section of the company website, with which questions and suggestions are answered or collected 透過電話及電子郵件、公司網站的投資者關係專區設有聯絡窗口，回答提問並收集意見回饋 Important announcements and news published on the websites of the Stock Exchange of Hong Kong and the Company from time to time 不定期於聯交所及本公司網站發布重大訊息及各項新聞 Invitations for site visits 工廠調研邀請
Customers 客戶	<ul style="list-style-type: none"> Annual customer satisfaction survey 客戶滿意度調查（一年一次） Occasional business review conference 不定時業務檢討會議
Employees 員工	<ul style="list-style-type: none"> Email or internal suggestion box 電子郵件或內部意見箱 Ad hoc special conferences and monthly production and sale conferences 不定期專題諮詢會、每月產銷會議 Internal newsletter (Kingdom Post) 內部刊物（金達報）
Suppliers 供應商	<ul style="list-style-type: none"> On-site audits 現場稽核 Business conferences 業務研討會
Governments 政府	<ul style="list-style-type: none"> Administrative correspondences 行政公文往來 Communications through competent authorities such as the China Bast and Leaf Fibers Textile Association 透過中國麻紡行業協會等主管機關溝通 Invitations for site visits 工廠調研邀請

TESTING AND CERTIFICATION

Kingdom attaches great importance to scientific management. It leads the industry by obtaining not only the ISO9001 Quality Management Systems and ISO14001 Environmental Management System certifications, but also the OEKO-TEX Standard 100 Confidence in Textiles certification, an organic linen yarn certification and Global Organic Textile Standard (GOTS) certification for its linen yarn products.

Aiming to minimise the impact on the environment and provide different labels for consumers to identify textiles, the scope of the tests and certifications under GOTS addresses the plantation and acquisition of fibre, use of water and chemicals in the processing of fibre products as well as the sale and recycling processes. The GOTS certification covers a wide array of products and provides a credible assurance.

檢測認證

金達十分注重管理科學性，不僅通過了ISO9001質量管理體系和ISO14001環境管理體系認證，生產的亞麻紗產品獲得OEKO-TEX Standard 100信心紡織品檢測認證、有機亞麻紗線認證和GOTS全球有機紡織品認證，讓金達處於行業領先地位。

其中「全球有機紡織品標準(Global Organic Textile Standard, GOTS)」所規範之檢測與認證標準，GOTS相關項目包含：纖維種植與取得方式、產品加工鏈之用水、化學物質管制，以及管制銷售、回收程序，以期降低對環境的衝擊，並提供不同的標籤等級供消費者識別。目前GOTS認證之產品範圍極為廣泛且極具公信力。



INNOVATIVE DEVELOPMENTS

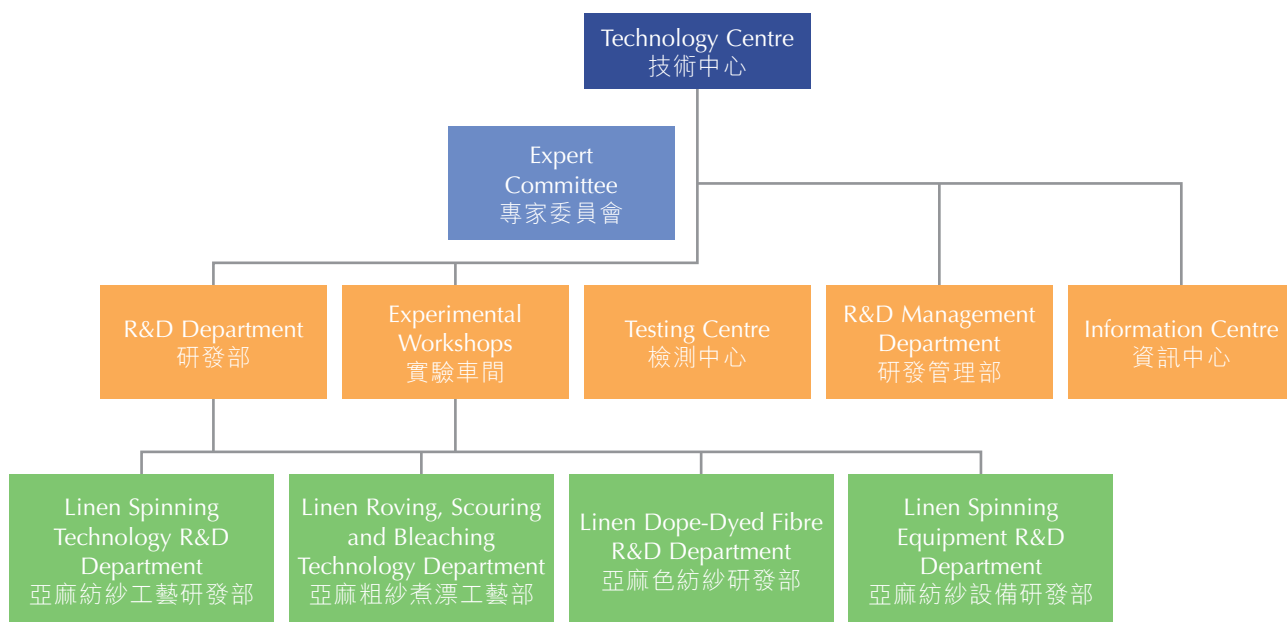
Kingdom proudly takes on the responsibility to foster structural reform and upgrade of the linen yarn industry. It actively researches and develops key spinning technologies and new products and has established a national linen yarn research institute.

This institute is a technological research and development organisation under Kingdom. It mainly offers product and market information, develops new products, technologies and techniques, as well as improves product quality and other systems.

創新發展

金達以促進亞麻紗行業的產品結構調整和升級為己任，加快紡紗關鍵技術和新產品的研究與開發，最終建立國家級的亞麻紡紗研究中心。

本技術中心是隸屬於金達的技術研發機構，主要提供產品市場訊息、開發新產品、應用新技術新工藝、提高產品品質及其他制度的完善等。



PATENTS

Kingdom emphasizes technological research in relation to the linen yarn industry and steers the industry towards an innovative development. It also treasures and protects its intellectual properties. In 2016, Kingdom was granted 4 invention patents, bringing the aggregate number of patents to 55, of which 14 were invention patents, 33 were utility model patents and 8 were design patents.

專利

金達重視亞麻紗產業相關領域技術研究，帶動行業創新發展，並積極開展知識產權保護工作。2016年金達獲得4項發明專利。所有累計獲得專利授權總數為55項，其中發明專利14項、實用新型專利33項和外觀設計專利8項。



- Production method of wet-spun shaded yarn
- Wet-spun hollow linen yarn production device
- Technique of soda boiling and high-temperature bleaching with sodium chlorite
- Auto-stop device for linen combining machine
- 麻纖維濕紡色紗線的生產方法
- 用於生產亞麻濕紡中空紗的裝置
- 亞麻城煮高溫亞漂工藝
- 亞麻並條機用斷條自停裝置

Benefits of Certain Patents

部份專利專案應用效益

Patents 專利名稱	Benefits 效益
Low-temperature oxygen-bleaching technology for flax 亞麻低溫氧漂工藝	Low-temperature oxygen-bleaching can reduce fibre damage and enhance production rate, as well as improve yarn flexibility. 低溫氧漂可減少對纖維的損傷，製成率提高外，還增加紗線柔軟性品質。
Anti-microwave/radiation linen yarn and its production technique 防微波輻射的亞麻紗線及其生產工藝	This blended linen yarn has excellent magnetic radiation protection and lasting fabric shielding effectiveness, and can be washed repeatedly without basically affecting the shielding effectiveness; and the production technique has the advantages of convenience, rapidness, simplicity and low cost. 亞麻混紡紗磁輻射防護功能優良，織物遮罩效能長久，可多次洗滌而基本不影響遮罩效能，其生產工藝具有方便、快捷、簡單和節約成本的優勢。
Production technique of composite materials using woven linen fabrics 麻機織物增強複合材料板材的製造工藝	The manufactured composite material plate has good strength and excellent resistance. Its strength can be programmed, and the material can be recycled. It is an environment-friendly material. 使用複合材料板材，耐衝擊性能優，各向強度可設計且可回收利用，屬環保型材料。
Automatic device for collecting and packing short fibre flax for hackling machine 一種櫛梳機短麻自動收集打包裝置	Arranged on hackling machines which are connected in parallel to enhance air suction effect and efficiency of collecting packaging material, so as to integrate the automatic hackling and combing processes, and reduce labour input. 設置在並聯的櫛梳機上，提高吸風效果及收集打包效率，實現櫛梳成條自動一體化，節省勞動力。

SUPPLY CHAIN MANAGEMENT

Kingdom operates in the middle of the value chain of the textile industry. It procures fibre flax from upstream flax farmers' co-operatives and trading suppliers, produces linen yarn with different metric counts at its own factories, and then sells its products to downstream customers for production of textile products.

供應鏈管理

金達位居紡織產業價值鏈的中游位置，向上游亞麻農民合作社及貿易供應商購買生產所需的亞麻纖維，透過金達工廠生產製造不同公支的亞麻紗線，再經由下游客戶生產製造為各種紡織品出售。



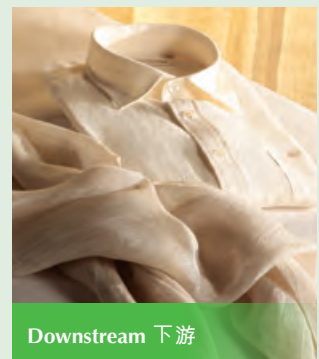
Upstream 上游

Flax Cultivation
種植亞麻



Midstream 中游

Yarn Production
製造紗線



Downstream 下游

Garment Applications
應用成衣

PROCUREMENT OF RAW MATERIALS

The raw materials of Kingdom's products are 100% imported from Europe, while other auxiliary materials, such as additives, are mainly supplied by domestic suppliers. The Company procures its materials according to its Supplier Selection and Evaluation Procedures. It collects and evaluates the information on product, price and technology of suppliers, and regularly assesses the product and delivery quality and after-sale services, of the suppliers so as to compile a List of Qualified Supplier, strengthens its supplier management and ensures its production quality. Certificates of, among other matters, origin and plant quarantine are required from the suppliers at the time of importation. If the quality, amount or other aspects of the material received turns out to be inconsistent with contractual requirements, the supplier will be notified and required to rectify in a stipulated period of time. In 2016, Kingdom did not receive any report from its key suppliers about any event that had or might have any material adverse impact on the environment.

採購原材料

金達產品的原物料100%由歐洲進口，而其他輔料（助劑等）主要由國內供應商提供。採購方式是根據本公司的「供方選擇和評價程序」制度進行，收集供應商的產品、價格、技術等資料進行各項審批後才得以錄入「合格供方名錄」，並定期對供應商的產品及交貨質量、售後服務等項目進行更新評核，加強對其管理控制，有效保障生產質量，也會在原物料進口時要求供應商提供原產地證、植物檢疫證等，如收貨後發現品質與數量等不合合約時規定，立即通知供應商限期內改善。2016年金達並無接收到任何主要供應商對環境有重大和潛在負面影響的事件通報。

PRODUCTS AND SERVICES

Kingdom focuses on the production and sale of linen fibre and linen yarn. Its linen yarn includes half-bleached yarn, fully-bleached yarn and grey yarn. To align with the sustainable industrial movement and produce safe, quality and environmental-friendly linen yarn, Kingdom persistently develops low energy-consuming, low pollutant-emission and high-efficiency production technique.

All products of Kingdom comply with all relevant health and safety laws and regulations.

Kingdom obtained the certification of ISO9001 Quality Management Systems and the ISO14001 Environmental Management System certifications, which involve managing, reviewing and improving raw material procurement, production, quality control and storage, and utilises the Manufacturing Execution System (MES), which controls the entire product life cycle and optimise product control process, in order to demonstrate its enhanced commitment to offer high quality products to its customers.



With certifications of “organic linen yarn” and “Confidence in Textiles”, Kingdom ensures that its products meet the requirements of national regulations as well as that of the customers. The standard of Kingdom’s internal control exceeds national standards in order to ensure that customers will receive products with better quality. In 2016, no product was recalled due to safety or health reasons.

產品與服務

金達主要從事亞麻纖維、亞麻紗線專業化生產與銷售，亞麻紗主要為半漂紗、全漂紗和原色紗。在永續產業的推動下，金達不斷積極研發減低耗能、減少污染排放和高效的生產技術，確保亞麻紗的安全品質，成為環境友善的紡織產物。

金達所有產品已遵守所有相關健康與安全的法律及規例。

金達通過了ISO9001品質管制體系和ISO14001環境管理體系的認證，從控制原料採購和生產過程、成品檢測與儲存、管理審查與改善等，同時，運用「MES生產製造執行系統」對產品的全生命週期進行控制，以實現優化產品管理流程，才能提供客戶更高品質的產品保障。



通過有機亞麻紗線和信心紡織品的認證，保證金達的產品符合國家法規的要求和客戶的需求，技術水準世界領先。金達堅持執行高於國家的產品內控標準，確保為客戶提供更為優質的產品。2016年並無任何因安全與健康理由而回收的產品。

Sales Breakdown by Key Products in 2016
2016年主要產品銷售比重

24Nm or below 24公支或以下	25-35Nm 25-35公支	36Nm or above 36公支或以上
46%	33%	21%

INDUSTRY 4.0

Industry 4.0 means the “fourth industrial revolution” advocated by Germany for the intelligent development of industries. It aims not only at plant automation, but also at better interaction, higher efficiency and lower costs along the value chain spanning from producers and suppliers to end-customers. In short, it targets at enhancing productivity and quality of the value chain by human-machine collaborations, such as the massive use of automatic robots, sensor-based Internet of Things, Internet of supply chain and analysis of sale and production big data. It is a revolution of product life cycle management and services that will provide the foundation for future competitiveness.

Evolution and Objectives of the Industrial Revolutions:

工業4.0

「工業4.0」是德國為了產業的智能化水平而提出的第四次工業革命，並非只是工廠內的自動化，而是終端客戶與生產者、供應商之間，整條價值鏈的雙向互動，效率提升，成本下降。簡單的說，就是大量運用自動化機器人、感測器物聯網、供應鏈互聯網、銷售及生產大數據分析，以人機協作方式提升全製造價值鏈之生產力及品質，是一個「產品生命週期管理和服務」的革命，這也將成為未來競爭力的基礎。

工業革命的演化目標：



The “Made in China 2025” initiative announced in 2015 represents the Chinese version of Industry 4.0, laying out the first 10-year blueprint for making China a leading manufacturing country. It advocates smart transformation, aids technical reform of traditional industries and promotes the integration of industrialisation and informatisation.

The applications of Industry 4.0 in different industries have different objectives. For the relatively high energy-consuming manufacturing industry, the core objective is to save energy. Through reforms under the industrial revolution, the plant of Zhejiang Jinyuan installed and launched the MES in 2016 to collect and analyse data on material use, production progress, equipment status and so on through its data collection and monitoring terminals. Through such revamp and digitalisation of its production facilities and the introduction of smart system, Zhejiang Jinyuan successfully transformed itself into a truly digitised enterprise that saves energy and reduces carbon emissions.

In 2015, Zhejiang Jinyuan’s smart linen factory was selected as the only model project from Haiyan County among the In-depth Information and Industry Integration Projects of Zhejiang Province. This smart factory represents the second pilot digitised factory of Siemens in China. It was built according to a “comprehensive framework of smart factory”, which covers automatic production, data integration, environmental protection, reduction of energy consumption and emissions, safety, staff protection and other aspects. With the implementation of this project, Kingdom demonstrated a good model to realise smart manufacturing for the Industry 4.0 generation to domestic enterprises. Details of this project are as follows:

- In collaboration with a business partner, Kingdom developed the first microwave dryer for linen yarn in China, which is now widely used in the industry. As compared with the relatively energy-consuming steaming process in the past, the microwave dryer is estimated to reduce carbon dioxide (CO₂) emissions by around 10,000 tonnes based on Kingdom’s annual output.

「中國製造2025」計劃於2015年公布，是中國版的「工業4.0」，也是中國實施製造強國戰略的第一個十年行動綱領，特定堅持智能轉型、推動傳統產業技術改造、促進工業化和信息化深度融合的方向。

工業4.0應用在不同產業有不同的意義，對於製造業，是一個能源耗用較大的產業，所以首要目的是節能。透過工業革命的改造，2016年，浙江金元的工廠車間正式進入MES設備階段，將物料的消耗、生產進度、設備狀態等信息串聯，所以數據集成到終端監控系統進行分析，為了成為真正的數位化企業，除了生產設備汰舊換新，更引進一系列智能化系統，提升節能減碳效益。

繼2015年浙江省兩化深度融合智慧製造專項計劃公佈，「浙江金元亞麻智慧工廠項目」成功入選為海鹽縣唯一一個示範項目。該項目是國內第二家西門子數位工廠試點項目，根據「智慧工廠整體框架」展開建設，囊括了自動化生產、資訊化建設、綠色環保、節能減排、安全和員工保障等多個方面。通過項目建設，金達將為工業4.0時代我國企業實現智慧製造提供良好範本。主要項目介紹如下：

- 與一商業夥伴合作，研發了國內第一台亞麻紗微波烘乾設備，目前被全行業廣泛使用。以前採用的蒸汽烘乾方式能源消耗較大，現採用微波烘乾法按年產量計算，估計能減少碳排放約10,000噸。



- Kingdom collaborated with companies in Germany and Italy to develop and promote the auto-winding technology. Kingdom was the pioneer of this technology, which is now widely applied in the industry.

- Kingdom collaborated with a supplier to develop and improve the integrated hackling and spreading machine, which is also widely used in the industry nowadays.



- Kingdom collaborated with a business partner to produce the first square boiling and bleaching equipment in China, which is widely used in the industry nowadays.
- Kingdom worked with an Italian company and only used organic chemical additives to ensure environmental friendliness.
- Kingdom collaborated with a German company and some domestic research institutes to greatly reduce its industrial water consumption.

- 金達與德國、意大利公司合作，推廣自動絡筒技術，在金達全面成熟使用後，也為行業普遍使用。



- 金達與一供應商合作，共同研發，共同完善製造了技術較成熟的櫛成一體機，目前也為行業廣泛使用。

- 金達與一商業夥伴合作，生產了國內第一台方形煮漂設備，目前在行業內廣泛使用。

- 金達與意大利公司合作全面使用有機化學助劑，以保證我們對環境的友好保護。

- 金達與德國公司和國內一些研究院合作，大幅下降工業用水量。

VISITS TO KINGDOM

Kingdom advocates innovation, implements various policies and establishes smart factories in order to emerge as a leading linen yarn producer in the world. Being a model enterprise in the Creating Beautiful Factories campaign launched by the government of Haiyan County, Zhejiang Province, Kingdom attracted the representatives from many other enterprises and labour unions to come to visit and study.

On 14 February 2016, which was the first working day after the Chinese New Year, Li Qiang (Provincial Minister of Zhejiang Province), Shen Xiaohong (Secretary of the Party Committee of Haiyan County), Zhang Jian (minister of Haiyan County), Lu Jun (municipal secretary of Jiaxing City) and Lin Jiandong (mayor of Jiaxing City) paid a visit to the Company and learned about the production and operation of the Company under the guidance of Chairman Ren Weiming.



各界來訪參觀

金達積極創新、推動各項政策、建立智慧型工廠，希望能成為世界一流的亞麻紗製造商。浙江省海鹽縣正積極推進「創美麗廠區」的專項行動，金達又作為海鹽縣的典範，因此引來大批企業、工會的來訪參觀學習。

2016年2月14日，在農曆新年第一個工作日，浙江省省長李強、海鹽縣委書記沈曉紅、縣長章劍、嘉興市委書記魯俊及市長林建東來我司進行調研，在任維明董事長的帶領下詳細了解企業的生產經營情況。



On 21 April 2016, representatives from the production department of Uniqlo visited the Company and exchanged business news with Chairman Ren Weiming.

2016年4月21日，優衣庫生產部代表來我司參觀及回訪，與任維明董事長進行了業務上的交流。



On 8 June 2016, Ye Guoliang, Chairman of the General Chamber of Commerce of Haiyan County, and the Vice Chairman organised and led the staff of enterprise and working committees of the townships in a site visit to the Company and experienced Kingdome's corporate culture.

2016年6月8日，在海鹽縣總工會葉國良主席的組織和帶領下，各鎮（街道）、企工委專職副主席及工作人員一同到訪我司實地參觀，體會金達的企業文化。

On 16 July 2016, Lou Jianming, Executive Vice Mayor of Jiaxing City, visited the Company, during which Shen Yueming, General Manager of the Company, explained how Kingdome replaces labour with robots as well as the Company's advanced facilities in detail.

2016年7月16日，嘉興市常務副市長樓建明來訪我司，沈躍明總經理向他詳細介紹金達在生產中如何機器換人及本公司的先進設備。



On 13 October 2016, Li Jianfei, Deputy Head of the United Front Work Department of the provincial party committee and Party Secretary of the provincial chamber of commerce and industry, led a group of representatives from the provincial chamber in a site visit to the Company and understood Kingdome's linen production and development presented by Shen Yueming, General Manager of the Company.

2016年10月13日，省委統戰部副部長、省工商聯黨組書記李劍飛率領省工商聯一行人來我司進行實地考察，在沈躍明總經理的介紹下了解金達亞麻的生產及發展情況。



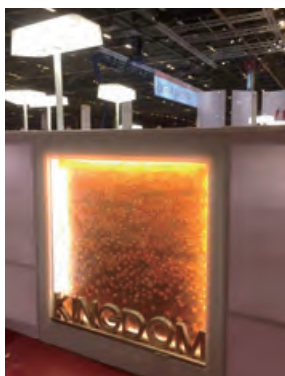
EXHIBITIONS AND CONFERENCES 參展及交流大會

Kingdom participated in and organised various exhibitions and conferences in 2016 to introduce Kingdom's linen yarn quality, innovation and development to the customers. Kingdom also attracted and had in-depth discussions with several new customers in these exhibitions and conferences in order to build up new connections and reinforce its position in the linen yarn market.

Following the success of Istanbul Day last year, the Company organised Kingdom Linen – Mumbai Day in Mumbai, India on 7 January 2016, thereby promoting linen products from China to India. Mumbai Day was also graced by Jean Claude Lambert, President of Teillage De Lin Du Vert Galant, which is an excellent flax enterprise in France, who spoke about 'The Growth of Flax in Europe'.

金達2016年參加及自辦了許多展覽會，透過展覽介紹金達亞麻紗的品質、創新與未來發展，讓客戶對金達亞麻有更深入了解，還開發了多個新客戶，廣泛的交流使之聯繫更加密切，進一步鞏固亞麻紗市場地位。

2016年1月7日，本公司於印度孟買舉辦一場「金達亞麻•孟買日」，是繼去年伊斯坦布爾日之後，再一次將中國亞麻文化帶到印度。會上還特別邀請法國優秀的聯合體打麻企業Teillage De Lin Du Vert Galant的主席Jean Claude Lambert先生作了名為「亞麻在歐洲的成長」的主題演講。



On 15 February 2016, Kingdom attended the PV exhibition in Paris for the first time. It was also the first time a linen yarn manufacturer from China entered the door of this exhibition. The PV exhibition in Paris is a world-renowned premium textile and fabric exhibition organised by European weavers for professionals around the globe. Some insiders once said that it is similar for an enterprise to succeed in entering the PV exhibition to that a man gets into the final round of 100-metre swimming contest in the Olympic Games.

2016年2月15日，金達第一次參展「法國巴黎PV展」，也是中國第一家亞麻紡紗企業進入PV展。「法國巴黎PV展」是全球業界最具有公認權威地位的博覽會，以歐洲紡織企業為實體，面向全球紡織專業人士開放的頂級紡織面料博覽會，有業內人士曾經比喻：「能躋身巴黎PV展的企業，相當於進入奧運會男子100米決賽的選手。」

On 7 April 2016, Kingdom attended the Yarn Expo in Mumbai after several years of participation. India ranks the second, after China, in Asia in terms of textile export. It is also the second largest export market of Kingdom's linen yarn.

2016年4月7日，金達已經連續多年參加印度紗線展。印度是亞洲排名第二紡織服裝出口國，僅次於中國，也是金達亞麻紗線第二外銷市場。

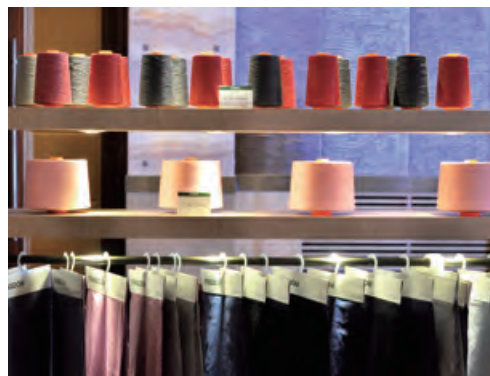


**CORPORATE
GOVERNANCE**
企業管治



On 29 April 2016, Kingdom Linen – Seoul Day was held in Korea, where around 130 guests were received for this linen gala. Introduction of Kingdom’s development, the current and future development of linen in Korea and flax plantation and production in Europe were made during the gala.

2016年4月29日，在韓國舉辦「金達亞麻•首爾日」，約有130位客人共赴亞麻之約。會上介紹了金達的發展、韓國亞麻的現在與未來、歐洲亞麻的種植情況。



Kingdom Linen – Suzhou Day was launched at Jinji Lake on 4 June 2016. Mr. Ren Weiming, Chairman of the Board, introduced the development of Kingdom and analyzed other linen markets at the meeting. He pointed out that exchange and communication can help Kingdom to deliver useful information to the customers so as to make customers understand what Kingdom is thinking and doing.

2016年6月4日，「金達亞麻•蘇州日」在金雞湖畔舉行，董事長任維明先生於會上介紹了金達的發展與分析了其他亞麻市場的概況，並表示通過溝通與交流，才能為客戶提供更多實用的信息，對金達有更深刻的了解。



On 23 June 2016, over 100 guests were invited to attend Kingdom Linen – Tuscany Day held in the famously scenic Italian city. Participants were introduced to the development of Kingdom and the linen market, and enjoyed a banquet in a beautiful garden after the conference.

2016年6月23日，在以美麗景色聞名的意大利城市舉辦「金達亞麻•托斯卡納日」，有100多名客人受邀光臨，會議上除了介紹金達的發展和亞麻市場的概況之外，還安排在會議後邀請客人們在花園共進晚宴。

CORPORATE INVESTMENT AND EXPANSION 企業投資擴產

To safeguard the interests of the Company and its investors, Kingdom conducts careful due diligence and understands the operation and benefits of each investment project before approving any investment and expansion plan.

In view of the current growth of the hemp and linen industry as well as the enthusiastic support of the government of Heilongjiang Province in China, Kingdom established an 80%-owned joint venture and commenced the construction of a plant in Heilongjiang in April 2016 to satisfy the market demand for hemp and linen yarn. This plant with an area of 100,000 square metres is being constructed in the Jingnan Textile Park in Qinggang County, Heilongjiang Province with a total investment of approximately RMB300 million. It will engage in the production and sale of worsted hemp and linen yarn. It is expected that this plant will drive the development of the textile industry, create job opportunities and promote the use of linen textile in Heilongjiang upon its completion.

金達對於投資擴產計劃須經過事前縝密嚴謹的評估程序，掌握投資擴產的營運狀況及投資效益，以確保本公司及投資者權益。

鑑於目前工業大麻及亞麻行業的增長趨勢，加上中國黑龍江省政府全力支持本集團產業發展，為迎合市場對工業大麻紗及亞麻紗的需求，二零一六年四月，金達於黑龍江成立了一家擁有80%股權的合營公司，並於同年動工興建廠房。其廠房位於黑龍江青岡縣靖南新區輕紡園，佔地面積10萬平方米，總投資約人民幣3億元，從事製造及銷售工業大麻及亞麻精紡產品。預計項目落成後，將帶動黑龍江紡織產業的發展、增加社會就業崗位及宣揚麻紡文化。

RISK MANAGEMENT

Kingdom conducts its operation in a cautious manner, and puts the whole operation under the surveillance of the risk management system to mitigate potential risks and enhance its corporate value. All major business proposals regarding financial investment and so on are evaluated by the competent departments and approved by the Board before they can be implemented.

Risk control measures:

- Supply risks: Data about market prices are collected regularly. Internal production and sale conferences are conducted from time to time to determine procurement items and amount. Suppliers (including raw material, auxiliary material and service suppliers) are assessed annually. The main suppliers of the raw material from Europe are contacted regularly to make sure that they comply with local environmental policies.
- Financial risks: It closely monitors changes in custom duty rates around the world and exports to duty-free countries will be increased accordingly. A foreign exchange risk that utilises foreign exchange forward contracts, derivative financial instruments and hedging prudently has been adopted.
- Climate change risks: Back-up power and water supplies are well maintained to minimise impact of typhoons and other natural disasters on the operation. It keeps 6-month raw material stocks to mitigate cost hikes due to sudden surge in raw material prices in times of poor harvest.
- Occupational safety risks: Occupational safety seminars, fire response training and monitoring and guidance on machinery operation are provided regularly.

風險管理

金達在經營過程中一貫採取審慎態度，將整體營運狀況納入風險管理範圍，預防潛在的風險，追求提升公司的整體價值。所有關於營運之財務投資等重大議案皆經適當權責部門分析評估，並經董事會決議通過才能執行。

風險的因應措施：

- 供應風險：定期蒐集市場價格情報；內部產銷會議掌握採購類別與數量；每年進行供應商評價程序（包括原材料、輔料及服務）；由於原材料主要由歐洲供應商提供，雙方保持緊密聯繫，以確保供應商符合當地的環保政策。
- 財務風險：緊貼關稅市場變動，加大免關稅國的出口份額；對外匯風險堅持保守原則，採用遠期外匯合約及衍生金融工具套期保值。
- 氣候變化風險：確保工廠後備供電及水資源系統有效運作，降低可能因颱風等自然災害而受到營運的影響；儲備六個月的原材料庫存量，以減低原材料價格因收成影響突然上漲而造成成本增加。
- 職業安全風險：定期舉辦職業安全輔導講座、消防應對訓練、機械操作監督與指導。

CUSTOMER SATISFACTION SURVEY

Each year, Kingdom conducts a customer satisfaction survey which targets at key existing domestic and overseas customers and is conducted through questionnaires by mail. Apart from that, the Company's sales team also conducts commercial and technical discussions and meetings with customers to understand their needs. Through the questionnaires and active interaction with customers, Kingdom can comprehend customers' needs in order to improve its service and product quality.

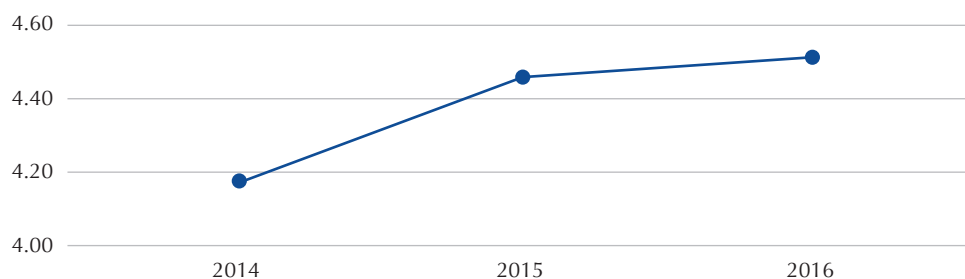
Customers can rate the 12 issues set by Kingdom from 5 (very satisfied) to 1 (very dissatisfied). SV (Satisfaction Value) will then be rated with a weighed formula. A SV that equals to or exceeds indicates satisfaction with a particular issue, while that below 3 implies dissatisfaction. In 2016, Kingdom conducted the survey with 32 major customers and the overall satisfactory rate was 4.52, slightly up from 4.45 for last year.

客戶滿意度調查

金達定期進行年度客戶滿意度調查，此調查由本公司針對現有國內和國外主要客戶，透過郵件寄發問卷來進行。配合年度客戶滿意度調查，本公司的銷售服務團隊亦與客戶進行各項商業及技術討論會議，以更進一步瞭解客戶的需求。透過問卷及與客戶的深入互動，金達更能密切貼近客戶的需求以提升服務與產品質量。

金達擬定十二大評核項目，以「非常滿意」、「滿意」、「尚可」、「不滿意」、「非常不滿意」分別賦予5、4、3、2、1相對分數，經加權公式計算滿意度SV(Satisfaction Value)。當SV值大或等於3可認定對該受測項目滿意，若SV值小於3，表示客戶對該受測項目不滿意。2016年金達向32家主要客戶做滿意度調查，調查結果整體滿意度為4.52，較去年4.45稍有提升。

SV of Key Customers
主要客戶滿意度



Numbers of answers and average rates of each issue in question given by the customers are as follows: 以下為每項服務評分的客戶數量及平均值：

		5 5分	4 4分	3 3分	2 2分	1 1分	Value 滿意度
Product 產品	Quality 品質	11	14	7	0	0	4.13
	Packaging 包裝	22	10	0	0	0	4.69
	Offerings 品種	20	11	1	0	0	4.59
Handling of Complaints 投訴處理	Reaction time 反應及時性	19	9	4	0	0	4.47
	Response time 回覆及時性	18	12	2	0	0	4.50
	Effectiveness 措施有效性	19	8	5	0	0	4.44
Delivery 交貨	Timeliness 及時性	16	15	1	0	0	4.47
	Amount reliability 數量可靠性	21	10	1	0	0	4.63
	Speed of invoicing 單據及時性	21	8	3	0	0	4.56
Services 服務	Order follow-up and communication 訂單跟進及溝通	21	10	1	0	0	4.63
	After-sale services 售後跟進	21	8	3	0	0	4.56
	Other services 其他服務	21	8	3	0	0	4.56
Weighted average SV 加權平均滿意度		4.53					

HANDLING CUSTOMER COMPLAINTS

In relation to product liability, Kingdom has developed specific procedures to handle customer complaints and initiate product recall or take remedial actions. In the event of a quality issue, customers can reach the customer service team of Kingdom through the hotline (+86-573-86781000) and give feedbacks on Kingdom's products and services. Kingdom's customer service officer will arrange product return or exchange and delivery, and the issue will be handled by the related department within a set timeframe. Records of feedbacks/complaints are kept in the computer system in order to keep track of the progress and resolution.

CUSTOMER INFORMATION SECURITY AND PRIVACY POLICY

Due to the increasing breach of privacy and disputes over data leakage in the society, Kingdom undertakes to ensure the proper use of personal data by observing the requirements under the Personal Data (Privacy) Ordinance and relevant regulations. It also promotes the awareness and education of personal data protection within the corporation by:

- setting the management authority of personal data and separating the management authority of the hardcopy and softcopy of data, so as to prevent any unauthorised viewing of or access to personal data of customers or co-workers.
- destroying data after a prescribed retention period.
- conducting periodical campaigns on corporate confidential information protection for all staff; providing training courses and conducting internal audit.
- treating suppliers as important partners and entering into non-disclosure agreements with every supplier.
- employing IT security technologies and installing information protection system.
- monitoring and managing personnel and vehicle access to the Company on an ongoing basis using door security and monitoring systems.

客戶投訴處理

金達對於產品責任方面制訂了特殊投訴處理辦法、制訂召回改正作業規範。若有關品質不良等相關問題，顧客可利用客戶服務專線(+86-573-86781000)對產品及服務提出意見，金達的客戶服務人員會安排產品退換貨及運送等事宜，並即時交由責任歸屬單位在期限內解決，本公司會將處理過程與結果紀錄於電腦系統，隨時掌握處理進度。

客戶資料保障及私隱政策

隨着社會上私隱權遭受侵犯和個人資料外洩的爭議不斷發生，金達除了依循《個人資料(私隱)條例》相關法令規範外，為了確保個人資料的合理利用，更加强推動公司內部個人資料保護的相關工作與教育，包括：

- 設定個人資料管理權限，無論書面資料或系統資料均設有管理權限，確保非經授權人員無法瀏覽或存取客戶或同事個人資料。
- 銷毀超過規定存放期限的資料。
- 定期對公司所有員工進行公司機密資訊保護相關宣導。提供培訓課程，並進行內部稽核。
- 金達視供應商為公司重要合作夥伴，更與每位供應商簽訂保密協議。
- 善用IT安全技術能力，部署資訊保護方案。
- 利用門禁和監控系統，持續監控和管控人員及車輛進出本公司。

CORPORATE GOVERNANCE 企業管治

The Company deals with infringements of its corporate secrets in a strict and appropriate manner, such as terminating the employment of and even suing serious offenders. In 2016, there was no circumstance of personal data being stolen, altered, damaged or leaked.

COMPLIANCE

In addition to the Corporate Governance Code of the Listing Rules, Kingdom also advocates the principles of integrity, honesty, equity and compliance in the communication and conduct of its entire staff. It strictly requires its staff to:

- reject any bribe, unfair competition, malpractice and embezzlement of corporate assets;
- refuse to do anything harmful to the Company, the environment and the society; and
- refrain from receiving or offering bribes, illegal political contributions or improper donations, events, gift or services.

Kingdom maintains detailed operating procedures, codes of conduct and reward and punishment systems, and makes sure all its employees understand the importance of and uphold integrity and ethics. There was no litigation in relation to corruption, bribery, blackmail, fraud and money-laundering in the year 2016. Kingdom will adhere to its corporate ethics and uphold its reputation to prevent corruption. There were also no illegal activities or relevant fine or punishment in respect of products, human rights or the society.

Staff can report to their immediate superiors or the head of human resources with respect to any non-compliance such as breach or dereliction of duty, abuse of power, receiving bribes or embezzlement of corporate property by means of mail, electronic mail or phone. The issue will then be reported to the audit committee for investigation, collection of evidence, verification and resolution.

對於嚴重違反公司機密資訊保護的行為，本公司將會作適當且嚴格處理，嚴重違規者，將面臨解僱，甚至面臨法律訴訟。2016年金達並未發生個人資料被竊取、竄改、毀損或洩漏之事情。

法規遵循

金達除了遵守上市規則企業管治守則外，並積極宣導所有金達員工在日常的言、行中具體落實正直、誠實、公平和遵守法令的理念。嚴謹要求全集團員工應做到：

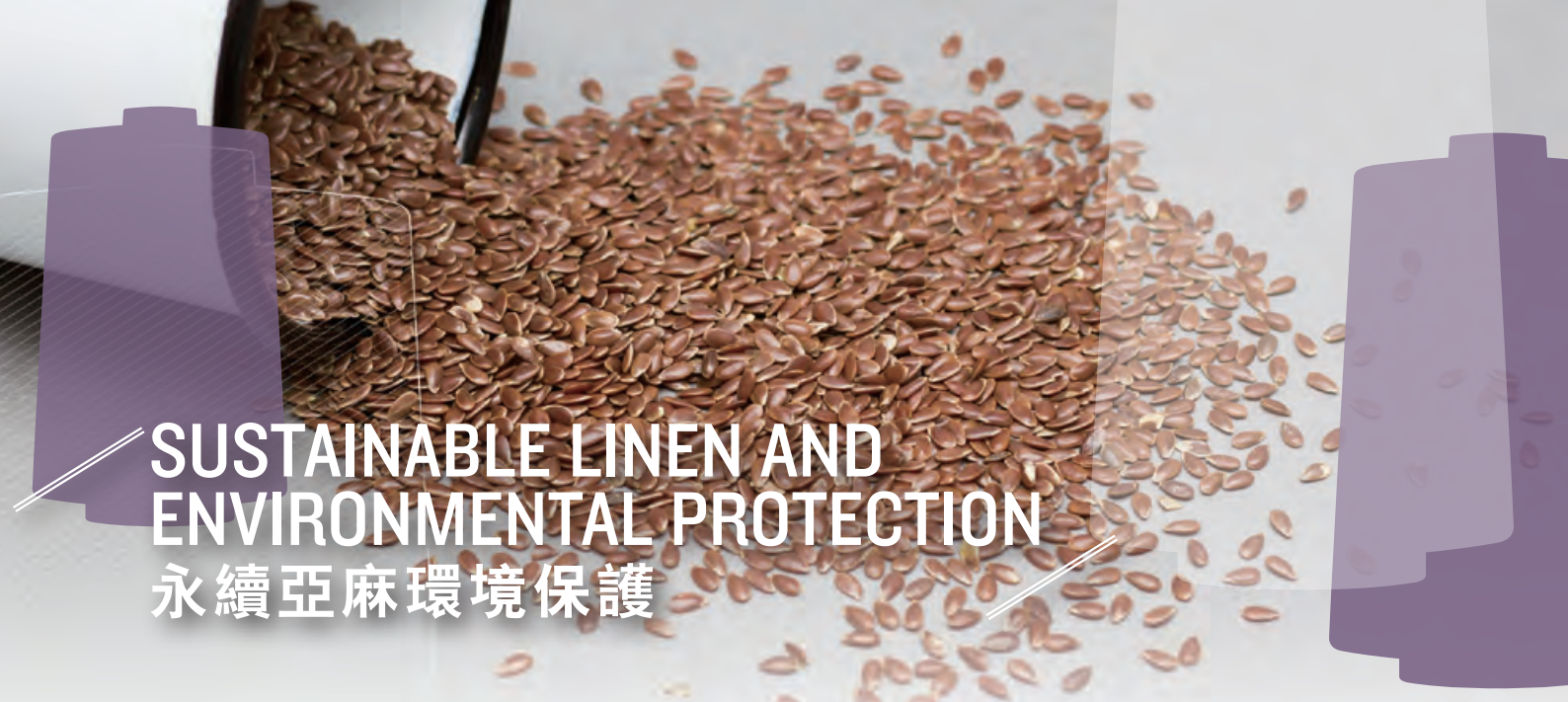
- 拒絕任何貪腐、不公平競爭、舞弊及濫用公司資產的行為；
- 不從事任何有害本公司、環境及社會的行為；
- 禁止行賄與收賄、提供非法政治獻金、不當慈善捐贈或活動、不當禮物或款待的收受等。

金達訂定詳細的作業程式、行為指南與獎懲制度，確保所有員工皆理解及落實誠信及道德行為的重要性。2016年度，沒有任何貪污、賄賂、勒索、欺詐及洗黑錢相關訴訟案件發生，未來金達仍會繼續堅守公司道德規範，秉持優良信譽，預防任何貪瀆事件發生。而在產品、人權、社會方面均無違法事件發生，亦無相關罰款及罰則。

員工可以通過信函、電子郵件、電話等方式向金達直屬主管、人力資源最高主管舉報公司任何員工的各類失職、瀆職、以權謀私、收受賄賂、侵佔公司財物等違規行為，經審核委員會調查、取證、核實、得出結論後予以處理。

**SUSTAINABLE LINEN
AND ENVIRONMENTAL
PROTECTION**

永續亞麻環境保護



SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

At the 2015 United Nations Climate Change Conference, an agreement on climate change was passed to set a goal of limiting global warming to less than 2 degrees Celsius ($^{\circ}\text{C}$), strengthen climate resistance and promote low greenhouse gas (GHG) and carbon emission development. China has also signed the agreement and is formulating and implementing GHG emission reduction plans. According to the Low Carbon Economy Index 2016 issued by PwC, not only did the major economies achieved the 2.8% target in carbon reduction, but China also recorded the highest carbon reduction rate of 6.4% across the globe, and became the model amongst the major economies. The satisfactory result of China was mainly attributable to an increase in solar power output of 70% and the reduction in coal consumption due to economic restructuring.

At Kingdom, environmental considerations are central to our decision-making and management processes. The threat posed by climate change, environmental degradation and the depletion of natural resources means we have to commit to reducing the environmental footprint of our business. While supporting innovation and investing in technology and businesses that lessen our environmental impact, we stimulate long-term growth to maximise operational efficiency.

Save as disclosed below, Kingdom complies fully with all applicable environmental laws and regulations. During 2016, no material non-compliance in respect of environmental issue occurred.

2015年聯合國氣候峰會中通過氣候協議，目標是希望各國把全球平均氣溫升幅控制在 2°C 之內，增強氣候抗禦力和溫室氣體低碳排放的發展，中國也已簽署並開始按協議制定和執行溫室氣體減排計劃。根據資誠聯合會計師事務(PwC)所發佈的「2016低碳經濟指數報告」顯示，不僅主要經濟國家的脫碳率進展符合期望之2.8%的預期，中國更首次成為主要經濟體碳強度的標竿，脫碳率高達6.4%，創下全球最佳紀錄，主因太陽能發電量增加70%及經濟活動結構改變，因而使煤炭需求量減少。

在決策和管理過程中，金達堅持以環保為本。氣候變化、環境污染和自然資源短缺等問題為地球帶來威脅，因此我們必須積極從源頭減少我們業務對環境的影響。金達支持發展創新科技，投資開發技術和業務，藉此減少環境傷害，同時帶動公司業務長遠增長，達至最佳營運效益。

除以下披露外，金達全面遵守所有適用的環保條例和規定。於2016年，金達並無涉及任何環保方面的重大違規事件。

NATURAL GAS STEAM BOILERS

Complete transfer to natural gas steam boilers by Zhejiang Jinyuan

Fossil fuel power stations dominate the Chinese power market. They burn fossil fuels (such as coal and petroleum) to generate heat and electricity. China is now boosting the use of natural gas in order to shuffle its energy sources. In the meantime, Kingdom has adopted clean energy by gradually replacing the coal-fired steam boilers of Zhejiang Jinyuan with gas-fired ones since September 2016. The use of natural gas can significantly reduce the emission of acidic pollutants and, therefore, air pollution. The gas-fired boilers can provide stable steam supply with high efficiency. They are also easy to operate and can greatly lessen the operating and maintenance burden on operators.

Coal-fired boilers require enormous demand for coal transportation, create an extremely hot working environment and emit nitrogen oxides (NOX), sulphur oxides (SOX) and other GHG when they are boiling. They also require dust collection, ash collection and other auxiliary equipment with higher operating and maintenance costs. The main substance of natural gas is methane (CH₄), which disperse quickly and will not concentrate on the ground after emission due to its low density. It will not produce ash, smog or dust. As natural gas is transmitted to factories through pipelines of the gas suppliers, factories do not need to invest in any transportation and storage facilities and can therefore save lots of construction and operating costs. In spite of an increase in fuel costs of approximately RMB4 million per year, the use of natural gas steam boilers can yield significant environmental benefits and help fulfill corporate social responsibility by effectively reducing the emission of air pollutants.

天然氣蒸汽鍋爐

浙江金元廠全面改用天然氣蒸汽鍋爐

中國是以火力發電為主的國家，火力發電廠是利用燃燒燃料（煤、石油等）所得到的熱能發電。而現今中國逐步調整能源結構，大力推動發展天然氣，同時，金達已實現使用清潔能源，將浙江金元廠使用燃煤的蒸汽鍋爐，而且於2016年9月完工並開始逐漸替換使用。使用天然氣能減少酸性物質的排放，空氣污染值大幅下降，燃氣鍋爐效率高，容易操作，可穩定提供熱能，大幅減輕人員操作維護的壓力。

燃煤鍋爐煤運輸量大，沸騰燃燒後造成工作環境溫度高，排放氮氧化物(NO_x)、硫化物(SO_x)等溫室氣體，而且需要除塵、除灰等輔助設施，運行維護費用較高。天然氣主要成分是甲烷，由於其密度較輕，釋出後會迅速逸散，不會聚集於地表，也不會產生飛灰和煙塵污染。由於天然氣是由燃氣公司管輸到工廠，工廠本身無需投入大量運輸和儲存設備，節省較大的建設和運行費用。天然氣蒸汽鍋爐投入服務後，雖然每年燃料成本將會增加約人民幣四百萬元，但項目可以有效減少空氣污染物的排放，帶來顯著的環保效益，並履行企業的社會責任。



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On a comparable base¹, it can save approximately 390,000kWh² of electricity and electricity fee of approximately RMB312,000 per year³. According to the research of Intergovernmental Panel on Climate Change (IPCC), for the same amount of heat, burning natural gas produces 36% less CO₂ as compared with coal.

Only Zhejiang Jinyuan currently uses steam boilers and has replaced all of them with natural gas ones that are less polluting by the end of 2016. Both Jiangsu Jinyuan and Zhejiang Jinda purchase their steam and therefore have no boilers.

Efficiency of Different Boiler Fuels

Types of Fuel 燃料類型	Coal 煤	Natural Gas 天然氣
Heating value of the fuel ⁴ (TJ/Gg) 燃料熱值 ⁴ (太焦/千兆克) Source: IPCC Guidelines for National Greenhouse Gas Inventories 資料來源：<<IPCC國家溫室氣體清單指南>>	28.2	44.2
Electricity consumption of boiler (kWh/day) 鍋爐耗電量 (kWh/日)	1,800	500
Electricity cost per annum of boiler (RMB) 鍋爐年耗電費用 (人民幣) (Based on operating 30 days per month, 10 months per year at an electricity rate of RMB0.8/kWh) (以每月30天，每年運行10個月，電費人民幣0.8元/kWh)	432,000	120,000
Unit price of the fuel 燃料單價	RMB700/tonne 人民幣700元/噸	RMB3.4/Sm ³ 人民幣3.4元/標準立方米
Number of operators needed 司爐工人數	7	2

¹ Based on operating 12 hours a day, 30 days per month, 10 months per year

² Daily electricity consumption of steam boilers: coal-fired - 1,800kWh, gas-fired - 500kWh. (1,800-500)kWh*300 days = 390,000 kWh

³ Electricity rate: RMB0.8/kWh

⁴ Heating value of the fuel means the amount of heat released by the fuel once it is combusted and then returned to a non-combusting temperature (usually the room temperature).

以比較標準¹計算，每年可減少用電約390,000kWh²，節省電費約人民幣312,000元³。根據聯合國政府間氣候變化專門委員會(Intergovernmental Panel on Climate Change, IPCC)的研究資料，要獲得同樣的熱量，燃燒天然氣產生的二氧化碳較燃燒煤減少36%。

目前，只有浙江金元廠房使用蒸汽鍋爐設備，二零一六年底已全面改用低污染性的天然氣燃汽鍋爐。江蘇金元和浙江金達是外購蒸汽，故沒有鍋爐設備。

鍋爐燃料效益對比

¹ 比較標準：每年運行10個月，每月30天，每日12小時。

² 蒸汽鍋爐每日耗電量：燃煤1,800kWh，天然氣500kWh。(1,800-500)kWh*300天=390,000kWh。

³ 電費人民幣0.8元/kWh。

⁴ 燃料熱值：是指燃燒產物冷卻到燃燒前的溫度(一般為環境溫度)所釋放出來的熱量。

SOLAR GENERATORS

New solar generators installed by Zhejiang Jinda

As the Chinese economy grows rapidly, the country is consuming more energy and emitting more GHG. Led by a scientific development approach, a sustainable energy development strategy has been rising. Kingdom is also persistently exploring environmental initiatives such as the use of clean and renewable energies. In particular, photovoltaic (PV) solar energy (i.e. the direct conversion of solar energy into electricity) is the star of renewable energy generation techniques being developed and advocated around the world.

The PV electricity generation project of Zhejiang Jinda commenced construction in 2016. Zhejiang Jinda is located in a region that enjoys favourable conditions for the use of solar energy. It has installed PV energy-saving equipment on the roof top. Not only can the PV panels generate electricity, but it can also effectively block sun light, lower indoor temperature and reduce energy consumption of the building. The main benefit of the PV technology is that it does not require the burning of any non-renewable energy sources such as coal, petroleum or natural gas in its operation. It can save approximately 744 tonnes of standard coal equivalent (SCE) per annum as compared with fossil fuel-powered electricity generation. Furthermore, PV power plants do not produce any emissions, effluents, smog and other pollutants from its power generation. According to recent assessment, solar energy accounts for approximately 15% of all of the electricity consumed by Zhejiang Jinda.

太陽能發電設備

浙江金達廠增設太陽能發電設備

在中國經濟高速發展的同時，能源消耗和溫室排放量也相對增加，在科學發展觀的指導下，能源可持續發展的戰略思路已經逐漸明朗，金達也在環保議題上，不斷實踐利用清潔能源和可再生能源。然而，太陽能的光伏發電技術（即太陽能直接轉換為電能的技術）是全球着力開發、着力推動的重點可再生能源技術。

浙江金達廠的光伏發電項目於2016年建設，該廠位於太陽能資源可利用區，具有利用太陽能的良好條件，在該廠房屋頂安裝了光伏節能設備，貯存太陽能的電池板不僅可產生電力，還能達到隔熱的作用，有效降低建築物內部的溫度，降低建築能源消耗；光伏節能效益主要體現在運行時不需要消耗煤、石油和天然氣等不可再生能源；與火力發電相比，每年可節約標煤約744噸，此外，光伏發電站發電的過程不會產生工業廢氣、廢水、煙塵等污染物。據目前統計，該廠太陽能發電量佔全廠用電約15%。



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GREEN ENVIRONMENT

Kingdom attaches great importance to environmental protection and strives to maintain a balance between innovation and harmony with the nature so as to achieve sustainable growth. The Group has taken action to boost its investment in environmental protection and has proactively established a green production environment in order to foster comprehensive sustainable corporate growth.

To create a beautiful, refreshing and harmonious green workplace, Kingdom has planted suitable local plants in factory areas to keep dust down and create good landscaping effects. Walking inside Kingdom's production bases, you can see green trees, green lawn and red flowers everywhere between neatly arranged office buildings and factory workshops. This green environment genuinely signifies Kingdom's efforts to promote environmental protection and green operation, which demonstrates the comprehensive corporate strengths of the Group. Advocating the slogan of "Plant ten thousand trees in return for a green space", Kingdom has launched the "Forest Campaign" since 2009, under which Kingdom organises tree planting events every year and has planted over 10,000 trees.



USE OF MATERIALS

Kingdom mainly produces linen yarn of 3 Nm to 75 Nm. Scutched flax is the key raw material, and those used in the production process is 100% sustainable material.

During production, a certain amount of linen ash is collected from the dust removal equipment used in the pre-spinning process. Kingdom uses compressors to compress flax ash into ash chunks. Flax ash is a combustible bio-fuel and its mixture with coal can be used as fuel, fertiliser and filling. This has not only reduced coal consumption to a significant extent, lowered solid waste and hence production costs, but also achieved equilibrium between economic growth and protection of the ecosystem and environment.

Dyes and chemicals used by Kingdom are approved chemical additives produced by renowned chemical companies at home and abroad. The use of chemical additives which contain banned chemicals in the European Union, the United States and China is strictly prohibited.

環境綠化

金達高度重視環境保護，一直致力在創造與自然和諧中取得平衡，實現永續增長。切實加大環境保護投資力度，積極營造綠色的廠區環境，以全面推動企業永續發展。

為營造優美、清新、安寧的綠色工作環境，金達按照「本地適生、淨化吸塵、景觀效果好」的要求，實施廠區內綠化。走進金達廠區，辦公樓和廠房整齊地排列著，處處可見綠樹、青草、紅花。優美的綠化環境展現着金達以實際行動為環保綠化所做的努力，體現出企業的綜合實力。金達自2009年即提出「森林計劃」，以「植萬棵樹，換一片綠」為口號，每年舉辦植樹活動，目前金達已經種超過了1萬餘棵樹。

物料使用

金達主要生產3公支至75公支不等的亞麻紗線，主原料為打成麻。生產使用的打成麻100%屬於再生原料。

在製造過程中，前紡工序的除塵設備會收集定量的亞麻灰，將亞麻灰通過壓製機壓成餅狀，由於麻灰是生物燃料（可燃燒），將其混入煤中燃燒，當作生物燃料、肥料和填充料，不僅大大減少煤的耗用，也減少製造固體廢物，降低生產成本，更實現了經濟發展與生態環境保護「雙贏」的目的。

金達使用的染化料全部採用國內、外著名化學品公司生產的合規化學助劑，並嚴禁使用含歐盟、美國及中國規定的禁用化學成分的化學助劑。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

Packaging materials used by Kingdom in its delivery process include cones, plastic bags and cardboard boxes, which are all recyclable and degradable. Used cones are collected and reused by Kingdom in the next delivery to minimise packaging materials. All linen yarn products are wrapped in plastic bags and then put in cardboard boxes for protection from dampness during delivery.

金達產品出貨所使用的包裝材料均為可回收及可降解物質，包括寶塔管、塑膠袋、紙箱。其中出貨後的寶塔管，則努力回收至金達公司重覆用於產品出貨，盡量減少產品包裝材料的使用量；為了避免產品在運送過程中遇潮，所有亞麻紗產品會使用塑膠袋包好，再裝到外包裝紙箱裡。

Use of recyclable materials in 2016

2016年可回收物料使用情況

Types of materials 物料類別	Materials 物料名稱	Amounts used (tonnes) 使用量 (噸)	Amounts used per tonne of linen yarn (kg) 每噸亞麻紗 使用量 (公斤)	Recycling rates after sale (%) 出售後 回收 (%)	Descriptions 說明
Raw materials 原料	Scutched flax 打成麻	24,000	-	-	0.58% of the flax ash is collected 收集了0.58%麻灰
Packaging materials 產品包裝材料	Cones 寶塔管	382	23	32%	Recyclable and degradable 可重用及可降解
	Plastic bags 塑膠袋	33	2	-	Degradable 可降解
	Cardboard boxes 紙箱	341	21	-	Recyclable and reusable by customers 客戶自行回收再利用

BIODIVERSITY AND PRODUCT LIFE CYCLE

Biodiversity means all living organisms on the Earth, such as plants, animals and micro-organisms, as well as their living environments. It covers both the diversity of the ecosystem and the diversity of species and genes. They are the foundation of human life and development. As protecting biodiversity has become a paramount global mission, flax has attracted extensive attention due to its sustainable and natural characteristics.

Biodiversity is affected by the whole production process of the textile industry spanning from raw material procurement, processing and manufacturing to waste disposal. Flax, the raw material of Kingdom's linen, can be grown using the nutrient cycle within the ecosystem of the farmland and does not require gathering in the wild. It is a sustainable plant-based fibre, and almost no irrigation or use of herbicides is needed during its cultivation. In addition, being regarded as the "Queen of Natural Fibre", fibre flax is characterised by a unique physical structure of pectin hypotenuse hole. The capillary action between these holes and the skin allows quick adjustment of skin temperature and delivers excellent temperature adjustment, moisture absorbing and breathing capacities.

生物多樣性及產品的生命週期

生物多樣性是指地球上所有的生物 – 植物、動物和微生物及其生存環境，既包括生態系統的多樣性，也包括物種和遺傳基因的多樣性，這都是人類賴以生存和發展的物質基礎。在保護生物多樣性已成全球性緊迫任務的當下，亞麻以其永續和自然的特性受到廣泛關注。

紡織產品在原料獲取、加工製造到及使用後棄置的過程中，對生物多樣性也會造成一定影響，而金達的亞麻原料取得是由人為栽培，推動農田生態的物質循環，不需要野外採集，是一種可永續生長的植物纖維，栽培過程幾乎不需要灌溉和使用除草劑。此外，亞麻纖維號稱「天然纖維皇后」，具有其他纖維沒有的特殊結構 – 果膠斜邊孔。這些斜邊孔與皮膚接觸時會產生毛細孔現象，能及時調節人體皮膚表面的生態溫度環境，因而具有很強的調溫功能和吸濕透氣性能。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

The flax used for dew-retted fibre flax, the raw material used by Kingdom in its production, mainly grows in the cold region in Normandy, France with unique soil and climate, and such fabric manufactured from dew-retted fibre flax has a unique colour from the even distribution of flax stem and does not need to be dyed. Dew-retted fibre flax is fermented and retted with rain, dew and mould by laying the flax stems on flax fields. The dew-retting process can eliminate unpleasant smell and water pollution. What is more, it produces high yield, high quality and more refined and soft fibre.

CIPALIN, the French Interprofessional Committee for Agricultural Production of Flax issued the Linen Shirt Eco-Profile report regarding the ecological features of a linen shirt. This report compared the life cycles of a linen shirt and a pure cotton shirt based on the requirements of ISO14040 and ISO14044 standards. It has passed stringent third-party scrutiny conducted by independent experts in accordance with contemporary international standards. Some extracts from this study report is as follows:

金達的生產原料使用的雨露麻，主要生長在法國諾曼第的寒冷地帶，因為土壤氣候不一樣，雨露麻生產而成的布料，其布面麻殼分佈呈現如下雨般均勻，會呈現出不一樣的麻色，所以一般不需要染色；收穫後的雨露麻，將麻莖平鋪在亞麻地上，經雨淋、露浸，利用黴菌發酵漚製，在加工中能省略漚麻的過程，不僅避免了氣味和水資源環境污染，而且成品出麻率高、質量好，纖維更加細緻柔軟。

CIPALIN – 法國亞麻農業生產專業委員會發佈過一份「亞麻襯衫的生態概況」的環保研究報告，內容按照ISO14040和ISO14044標準要求制定基礎上，對一件亞麻襯衫和一件純棉襯衫的生命週期作比較評估，根據現行國際標準要求，此份發表宣言通過獨立專家組成的第三方嚴格審查。以下為摘錄該研究報告的部份內容：



SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

With the aim of simplifying and enhancing the readability of the environmental impacts of linen and cotton shirts during their life cycles, this assessment selected five out of twelve most important indicators. The final results are as follows:

為了簡化及提高亞麻和棉襯衫在其生命週期的環境影響可讀性，此評估選取十二個環境影響指標中最重要五個指標。最後評估結果如下：

Indicators 指標	Descriptions 指標描述	Results 結果	Factors 因素
Primary energy consumption 主要能源消耗	Refers to the use of crude energy, that is, energy that has not been subjected to any conversion or transformation process. 指使用原油能源，即未經過任何轉換或轉化過程的能源。	The linen shirt consumes 14% more energy than the cotton shirt (6 MJ vs 5 MJ). 亞麻襯衫比棉襯衫的能源消耗高14% (6兆焦耳相比5兆焦耳)。	Mainly due to 2 extra minutes required for ironing the linen shirt. 主要由於熨燙階段，亞麻襯衫需要額外多兩分鐘。
Water consumption 水消耗	Reflects the water consumption associated with the life cycle of the shirt (potential irrigation during the cultivation stage, water consumption in the shirt manufacture, water consumption in washing). 從耕種灌溉、襯衫製造到家庭洗滌用水階段。	The linen shirt consumes only 6.4 litres of water, while the cotton shirt consumes 26 litres. 亞麻襯衫只需要6.4公升的水，而棉襯衫則需要26公升。	Mainly because the cultivation of cotton requires intensive irrigation, while the water needs of flax are satisfied by natural precipitation. 主要種植棉花階段需要密集灌溉，而種植亞麻經自然降雨已經足夠。
Global warming potential 全球暖化影響	Reflects the global warming effect resulting from the emission of GHG from the burning of fossil fuels (coal, fuel and natural gas) to generate electricity and heat. Expressed in grams of CO ₂ equivalent. 反映為了生產電力和熱量而消耗的化石資源(煤、燃料和天然氣)所產生的溫室氣體排放導致氣候變化的影響。以二氧化碳當量克表示。	The difference between the linen shirt and the cotton shirt is insignificant (130 grams vs 128 grams). 亞麻襯衫和棉襯衫之間的差異不顯著。(130克相比128克)	The emissions mainly come from the manufacturing process. Both the linen and cotton shirts are made in Asia. 排放量主要由襯衫製造商產生，而兩者襯衫都在亞洲製造。
Eutrophication 水體富營養化	Reflect how the fertilisers used, the sewage generated, and the laundry detergent used in every stage cause the algae to proliferate in and affect the ecosystem of the water body. Expressed in milligrams of phosphates. 反映各階段使用肥料、生產廢水及使用洗衣粉所引起水中的藻類增生，影響水生生態系統。以毫克磷酸鹽表示。	The effect of the cotton shirt exceeds normal level by 18%, while that of the linen shirt is normal (125 mg vs 105 mg). 棉襯衫比一般水平高出18%，亞麻襯衫則屬標準水平。(125毫克相比105毫克)	The difference comes mainly from the cultivation stage. The fertilisers used for linen cultivation cause lower emissions from the use of chemical fertilisers than the cotton cultivation. 其之間的差異主要來自於耕作階段，用於亞麻種植的化肥引起的排放比種植棉花較低。
Freshwater aquatic ecotoxicity potential 淡水生態毒性影響	Reflects the risks due to the emission of toxic substances that threaten water plants and creatures and affect aquatic ecosystems. Expressed in grams of 1,4-dichlorobenzene equivalent. 反映潛在威脅水生植物和動物的有毒物質，排放到水中影響生態系統的風險。以化學品1,4-二氯苯當量克表示。	The amount for the cotton shirt is 90 grams while that for the linen shirt is only 11 grams. 棉襯衫為90克，而亞麻襯衫僅僅只有11克。	This 1:7 difference comes from the cultivation stage as the amount of pesticides used in the cotton production more than 2 times of the amount of pesticides for linen. In addition, toxic chemicals such as defoliant are used for cultivating cotton but not for linen. 這1:7的差異來自於栽種階段，因為棉花在生產中使用超過雙倍劑量的農藥，而種植亞麻則有限度地使用殺蟲劑。此外，用於種植棉花的有毒化學品如落葉劑，卻不用於亞麻。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

These assessment results highlighted that the environmental impacts in terms of water consumption and freshwater aquatic toxicity potential associated with the life cycle of a linen shirt are much lower (which is 1/7) than that of a cotton shirt.

During the early production process of linen yarn, a certain amount of linen ash and dust are produced as by-products. Kingdom maintains the air quality of its plants by collecting the dust and controlling the temperature and humidity of the plants with dust collectors and air-conditioning systems. The Company also strictly complies with and meets the chemical usage code of the ISO14001 environmental management system in respect of the chemicals it uses during the production process. Effluents resulting from the production process are treated with biological and chemical processes to remove pollutants. The quality and quantity of discharged water are constantly monitored and recorded to ensure compliance with national and local standards.

Flax is a renewable resource, the production of which is ecological and sustainable and consumes very little energy. Furthermore, all by-products of flax can be recycled and reused. Such "Zero Waste" represents the most significant benefit of flax to the ecosystem. During the corporate development process, under its environmental and natural resource policies, Kingdom actively advocates the recyclable economy and insists on developing sustainable industries so as to fully utilise its resources with high economic efficiency, low resource consumption and less pollution.

ENERGY MANAGEMENT

Kingdom complies with relevant national environmental protection laws and regulations as well as environmental impact assessment system, and co-operates with local governments in their environmental surveillance. Internally, the Group has developed a stringent environmental management system, under which various environmental requirements and measures promulgated in recent years have been successfully applied.

這個評估結果突顯了亞麻襯衫的生命週期在對水消耗和淡水生態毒性影響較小，其環境影響只是棉襯衫的七分之一。

在亞麻紗製造階段中，前段工序會產生麻屑的副產品及塵粒，金達利用除塵器及恆溫恆濕系統，收集飛散的塵粒及控制廠房內的溫度及濕度，以確保良好的空氣品質。另外，在生產工藝中所使用的化學品，本公司嚴格遵守及符合ISO14001環境管理體系中的化學品使用守則。生產工序最後產生的廢水，本公司採用生物和化學處理廢水中的污染物質，隨時監測及記錄水質與水量的變化，符合國家和地方標準排放。

亞麻是可再生資源，其生態可持續生產需要的能源消耗很少。此外，亞麻所有的副產品都是可以循環再利用的。這種「零浪費」成為亞麻最顯著的生態利益。在企業發展過程中，金達對環境及天然資源的政策，是為大力宣導循環經濟，堅持發展經濟效益好，資源消耗低，環境污染少，資源優勢能得到充分發揮的「永續工業」。

能源管理

金達已遵守國家相關環境保護的法律法規及環境影響評價制度，配合當地政府的環境監測。本集團內部更嚴格訂立環境管理制度，近年所提出的環保要求和措施都得到了落實。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

Kingdom constantly improves its energy management and monitoring system to effectively keep track of its energy use efficiency, report abnormalities, and in turn optimise energy efficiency. The total energy consumption and intensity of Kingdom's three factories in 2016 remained at similar levels as compared with those in 2015. In particular, coal consumption of Zhejiang Jinyuan decreased by 22% and 21% in total and per tonne of yarn, respectively, thanks to the replacement of coal-fired steam boilers used in the production process by the cleaner gas-fired (natural gas) steam boilers since September 2016. Water-saving projects also yielded significant results of further reducing water consumption by 8% and 4.5% in total and per tonne of yarn, respectively, as compared with 2015. On the other hand, the revamp of the scouring and bleaching processes as well as the drop in production volume during the year slightly raised the consumption of electricity and steam per tonne of yarn.

金達持續優化能源管理監測系統，有效檢測能源使用效率及即時回報異常，充分發揮能源最大效益。2016年金達三間工廠使用的能源總量及密度與2015年相對持平，其中浙江金元用煤總量相對減少22%及每噸紗減少21%，原因是2016年9月份開始，淘汰生產工序中的燃煤蒸汽鍋爐，逐漸改用低污染性的燃氣（天然氣）蒸汽鍋爐；水資源方面的節水項目也得到明顯效益，相比2015年用水總量再度減少8%及每噸紗減少4.5%。另外，因年內的煮漂工藝改造項目及年產量減少，造成每噸紗用電及蒸汽的耗用稍微上升。

Total annual consumption 年度總耗量	2016	2015	2014
Electricity (kWh) 電 (千瓦時)	95,800,000	95,140,000 ⁵	76,980,000
Water ('0,000 tonnes) 水 (萬噸)	173	188	234
Coal (tonnes) 煤 (噸)	3,731	4,812	5,135
Purchased Steam (tonnes) 外購蒸汽 (噸)	48,528	46,368 ⁵	40,021
Natural Gas (cubic metres) 天然氣 (立方米)	902,959	N/A 不適用	N/A 不適用

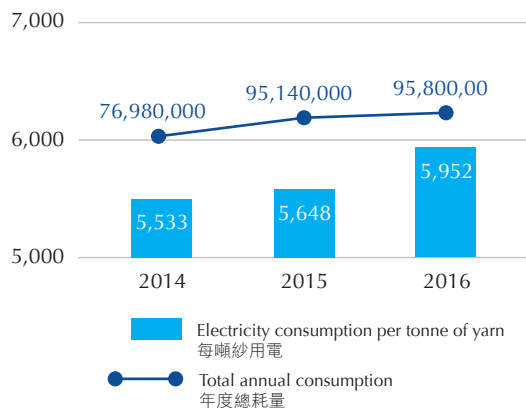
⁵ The total energy consumption increased due to the increase in production capacity after the third factory, Zhejiang Jinda, commenced operation in 2015.

⁵ 因第三間工廠浙江金達於2015年正式投產，產能增加，故總耗能相對增加。

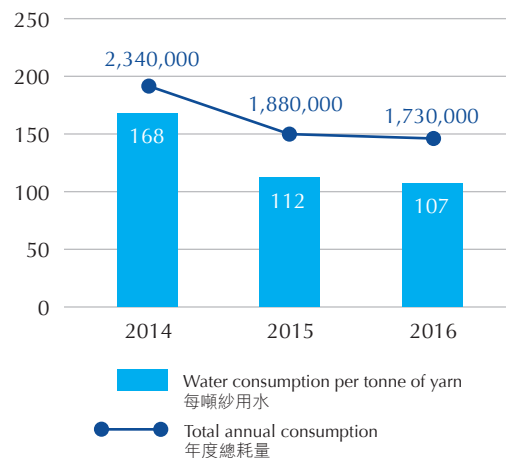
SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

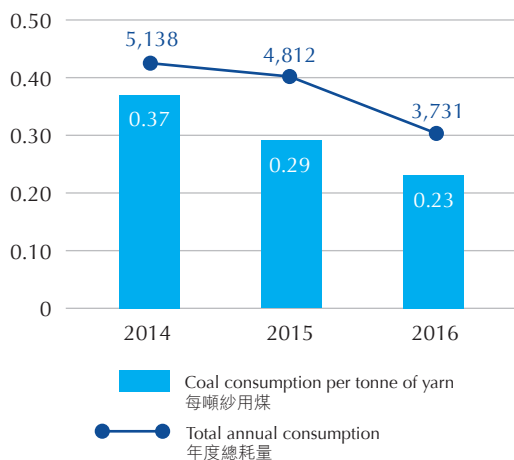
Electricity Consumption (kWh)
用電量 (千瓦時)



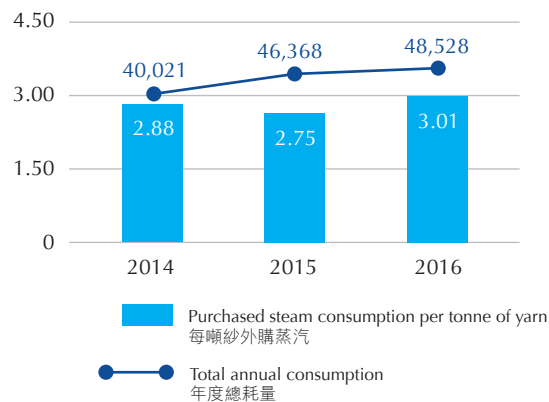
Water Consumption (tonnes)
用水量 (噸)



Coal Consumption (tonnes)
用煤量 (噸)



Steam Consumption (tonnes)
用汽量 (噸)



WATER MANAGEMENT

Water saving and discharge reduction require long-term efforts. To facilitate the implementation of water saving and discharge reduction, Kingdom has refined its energy saving and discharge reduction technologies, and employed new water-saving and environmental protection equipment and techniques so as to promote water saving through technical reform. For example, the Group realised the reuse of scouring water, collection of condensation water, use of backwash

水資源管理

節水減排是一項長期的任務，為更好開展工作，金達堅持進行節水減排的技術改造，採用節水環保新設備、新工藝，切實通過技術改革大力推進節水工作。以亞麻的煮練水回用為例、回收冷凝水、反沖水的利用及煮漂水的循環使用等系列節水措施；在各廠的廢水排放口設置水質與水量的連續監測

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

water and recycling of bleaching water of linen yarn. Monitors were also set up at the discharge outlets of the factories to continuously monitor and record changes in water quality and level. Contingency plans have been formulated for unusual events. Such measures have significantly reduced water consumption per tonne of yarn.

Apart from general domestic sewage, effluents also come from the production process, which involves scouring using solutions such as surfactants to remove the grease, pectin and other impurities from linen fibre, as well as bleaching using oxidisers such as dioxidane to remove the coloured impurities on the surface and inside linen fibre.

Kingdom uses both biological and chemical processes to treat the pollutants in its effluents. Organic pollutants such as suspending colloid are converted into stable and unharmed substances using the metabolism of microbes. The pollutants are then removed for the water through precipitation with additives. This method can reduce the colour of the effluents and remove various types of macromolecules and certain kinds of heavy metals and other toxic substances.

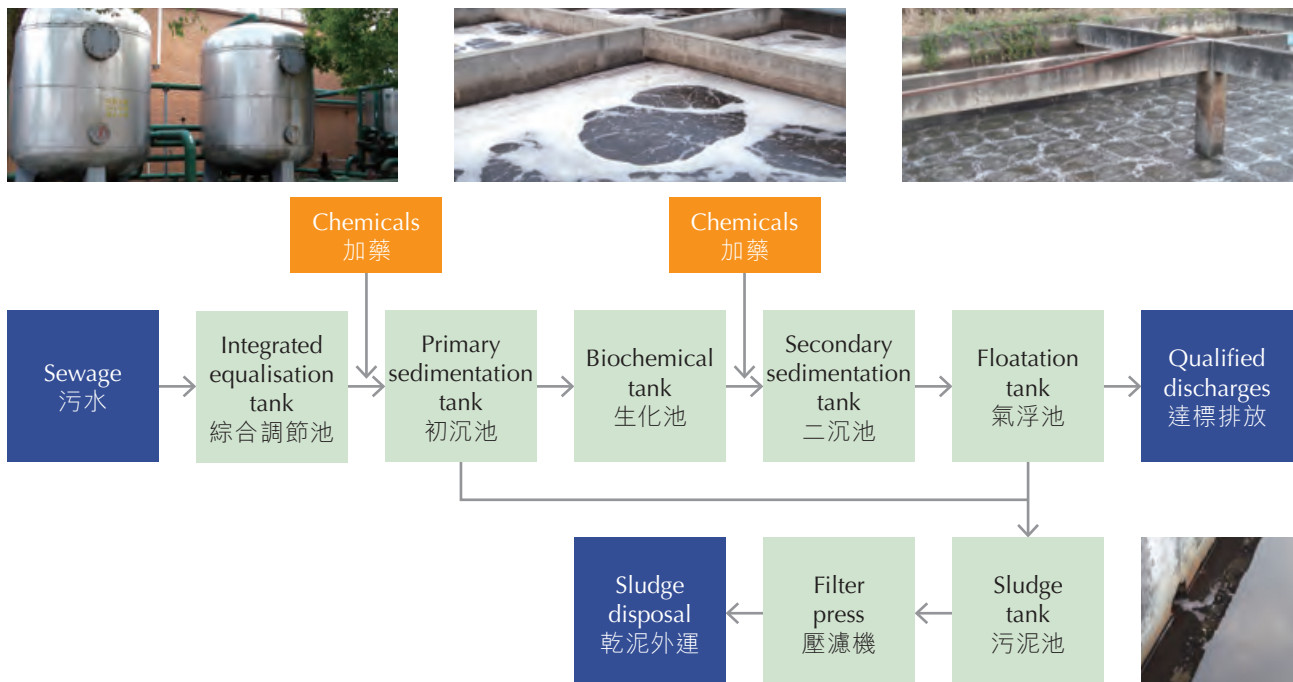
設施，監測及記錄水質與水量的變化，提供相關人員在發現異常狀況時進行適當的應變處理，大大降低了噸紗耗水量。

除了一般生活廢水，在生產工序中所產生的廢水，主要是為了去除亞麻纖維所含的油脂、果膠等雜質，必須經過使用活性劑等水溶液的煮練工序；以及使用雙氧水等氧化劑去除亞麻纖維表面和內部的有色雜質的漂白工序。

金達採用生物和化學處理廢水中的污染物質，利用微生物的代謝作用，使污水中呈溶解膠體狀態的有機污染物化為穩定的無害物質，加助劑讓污染物質沉澱後與水分離，使污水得到淨化作用。此種方法可降低廢水中的色度，去除多種高分子物質，以及某些重金屬的有毒物質。

SEWAGE TREATMENT

廢水處理



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永續亞麻環境保護

The Environmental Protection Bureaus of Zhejiang and Jiangsu Provinces of China conduct random supervisory checks at Zhejiang Jinyuan, Zhejiang Jinda and Jiangsu Jinyuan from time to time every year and publish their data on government websites to ensure that the quality of the sewage discharged meets provincial standards. They mainly check the potential of hydrogen (pH), chemical oxygen demand (COD), biological oxygen demand (BOD), suspension substance (SS), colour and total phosphorus of the sewage discharged. The monthly check in respect of Zhejiang Jinyuan in January 2016 revealed that the total phosphorus of its sewage exceeded the relevant limit by 1.4 times. Kingdom has forthwith investigated the cause and implemented improvements. The results of all subsequent checks have met required standards. Other than the above, all the results of the checks in respect of Jiangsu Jinyuan and Zhejiang Jinda during the year met required standards.

The amounts of sewage discharged by the factories of Kingdom are as follows:

中國浙江省環保廳和江蘇省環保廳每年不定期對浙江金元廠、浙江金達廠和江蘇金元廠進行監督性抽查監測並將數據公佈在政府網站，確保排放廢水的水質符合省控標準，其主要對排放廢水水質之酸鹼值(PH)、化學需氧量(COD)、生化需氧量(BOD)、懸浮物(SS)、色度、總磷等做檢驗。2016年，除了浙江金元的2016年一月份檢測報告中，總磷稍微超標1.4倍，金達已立即調查原因並執行改善方案，其後的監測數據也都達標排放，此外，江蘇金元和浙江金達的年內監測數據結果均達標排放。

以下是金達各工廠的廢水排放量：

Year 年度	Sewage discharged ('0,000 tonnes) 廢水排放量 (萬噸)			Discharge destination 受納水體
	2014	2015	2016	
Zhejiang Jinyuan 浙江金元	81.08	67.4	71.8	Public sewage drainage system 政府污水管網
Jiangsu Jinyuan 江蘇金元	57.19 (Since June 2014) (2014年6月始統計)	60	42.5	Rugao Hengfa Water Treatment Company Limited 如皋恒發水處理有限公司
Zhejiang Jinda 浙江金達	15.4 (Production commenced in May 2014) (2014年5月投產)	30.9	34	Public sewage drainage system 政府污水管網

* The figures for Jiangsu Jinyuan and Zhejiang Jinda appear to be smaller in 2014 as the data for Jiangsu Jinyuan was from June 2014 while the data for Zhejiang Jinda was from May 2014 when it commenced production. Total amount of sewage discharged in 2015 was, in fact, less than that in 2014.

* Zhejiang Jinyuan and Zhejiang Jinda discharged slightly more sewage in 2016 as compared with last year mainly due to the upgrade project of their sewage treatment plants to improve their treatment technique and total phosphorus concentration during the year.

* 江蘇金元於2014年6月開始統計，以及浙江金達廠2014年5月才投產，所以2014年排放量呈現較少。實際上，2015年總廢水排放量相比2014年減少。

* 浙江金元和浙江金達於2016年的廢水排放較去年稍多，主要由於年內優化廢水中的總磷濃度及工藝改造所致。

Environmental fine for 2016

2016年環保相關罰款

Cause 事由	Improvement status 改善情形	Amount of fine (RMB) 罰款金額 (人民幣)
Jiangsu Jinyuan was imposed 1 environmental fine mainly due to an abnormal total phosphorus concentration in the quarterly sewage check in 2015 conducted by the Environmental Protection Bureau of Jiangsu Province. 江蘇金元廠發生1件環保相關罰款，主要原因由於2015年江蘇環保局季度檢測廢水排放中的總磷濃度異常。	Communication with the relevant Environmental Protection Bureau and internal review has been conducted. It has committed to improve the situation and pay the fine within the allowed time, and to forthwith study on how to improve its sewage treatment process. 已與相關環保部門溝通及內部檢討，承諾限期內改善及繳納罰款，並立即研究優化其廢水處理流程。	24,617.70

Save as disclosed above, there was no significant spill occurred in any production bases of Kingdom in 2016.

除上文所披露者外，2016年金達所有廠區並未發生嚴重洩漏事件。

WASTE MANAGEMENT

Kingdom has formulated strategies to cut back on waste and to reduce the consumption and manage the recycling of waste resulting from the production process, such as coal cinder from coal-fired boilers and sludge from boiler equipment. In upholding its environmental commitment, Kingdom engages qualified collection companies to dispose of its waste and convert them into bricks and other recycled products so as to minimise the impact on the nature and protect the Earth. Furthermore, it has started to phase out coal-fired boilers so as to significantly reduce the amount of coal cinder. On the other hand, non-hazardous waste of Kingdom is mainly household waste, which does not have material impacts on the environment. As a result, no data thereof has been collected in view of the related costs.

廢棄物管理

在生產過程中，燃煤鍋爐產生的煤渣及鍋爐設備產生的污泥等廢棄物，為加強廢棄物減量，金達針對資源減少使用和再利用作出管理策略。基於愛護地球、保護環境免受污染破壞，對於廢棄物清運回收，均委託合格的回收公司處理後製成環保磚等，以減輕地球負擔。2016年底已經開始停用燃煤鍋爐，使以後產生的煤渣廢棄物將會大大減少；無害廢棄物為一般生活垃圾，由於公司的無害廢棄物對環境影響不大，以及考慮到成本效益，故不作出相關統計。

Types of Waste 廢棄物種類	2015	2016	Collection and disposal method 回收及處理方式
	Weight (tonnes) 重量 (噸)	Weight (tonnes) 重量 (噸)	
Sludge 污泥	828	810	Disposed of by collecting companies 由廢棄物回收公司清理
Coal cinder 煤渣	980	670	

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

Waste Discharge Intensity

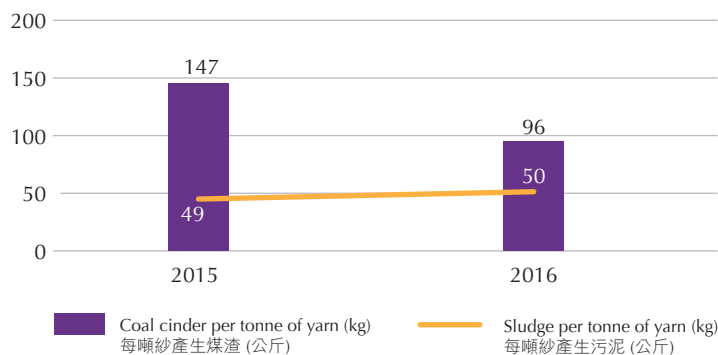
Kingdom has calculated the amount of major solid waste per unit of production volume based on its annual linen yarn production of 16,096 tonnes in 2016. The amount of coal cinder generated per tonne of yarn in 2016 decreased significantly by approximately 35% as compared with 2015, mainly attributable to the reduction resulting from the replacement of coal-fired boilers during the year.

廢棄物排放密集度

2016年，金達亞麻紗產量16,096噸，以此為基礎計算每單位產量的主要固體廢棄物排放量。2016年每噸紗煤渣排放量較2015年大幅減少約35%，主要由於公司年內實行更換所有燃煤鍋爐的減排效益。

Solid Waste Intensity

固體廢棄物密集度



GREENHOUSE GAS

Kingdom believes that reducing GHG is one of the major concerns for the fight against global warming. In this regard, individuals' contribution is not enough. As such, Kingdom takes on its corporate responsibility as the leader in the industry to reduce GHG emissions. To do so, it has implemented water recycling system with advanced monitoring system to curb unnecessary waste of resource. It has also been improving its production techniques and upgrading its equipment. As a result, it has made significant progress in cutting GHG emissions.

溫室氣體

金達認為溫室氣體減量是對抗全球暖化的重要議題之一，而單靠個人節能減碳也不足以應付，所以金達作為行業領先的企業，在溫室氣體減量為目標下，實施水資源回收再利用，設置先進能源監測系統，減少不必要的資源浪費，且不斷改善生產工藝和設備汰舊換新，實行在溫室氣體排放減量上有顯著成績。

GHG emissions from the factories of Kingdom fall within two scopes. Scope 1 is the direct emission from the use of coal and natural gas during the production process. Scope 2 is the indirect emission from the use of purchased electricity and steam. The globally accepted GHG Protocol Tool for Energy Consumption in China under A Corporate Accounting and Reporting Standard (Corporate Standard) of the GHG Protocol and the Global Warming Potential report by the IPCC in its second assessment report in 1995 are used for calculation.

金達各廠區的溫室氣體排放主要分為兩個範疇，範疇一為包括製程所使用的煤及天然氣的直接排放源；範疇二為外購電力和蒸汽的間接排放源。計算工具是根據國際通用的《溫室氣體核算體系：企業核算與報告標準》中所提供的《能源消耗引起的溫室氣體排放計算工具》，並使用了1995年IPCC第二次報告的全球增溫潛勢值計算得出。

SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護

Types of emissions 排放種類	2014	2015	2016
CO2 (tonnes) 二氧化碳 (噸)	85,118	101,250	102,436
CH4 (kg) 甲烷 (千克)	1,796	1,917	1,760
Nitrous oxide (kg) 氧化亞氮 (千克)	1,321	1,570	1,564

CO2 Equivalent (in tonnes) (二氧化碳當量, 以噸計)	2014	2015	2016
Scope 1: Direct emissions 範疇一: 直接排放	9,251	8,669	8,485
Scope 2: Indirect emissions 範疇二: 間接排放	76,305	93,097	94,461
Total 總計	85,556	101,766	102,946

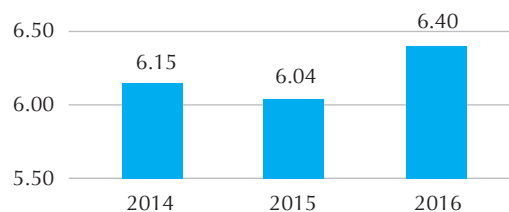
GHG Emission Intensity

Kingdom has calculated the amount of GHG emissions per unit of unit production volume based on its annual linen yarn production of 16,096 tonnes in 2016. The amount of GHG emissions per tonne of yarn for 2016 increased slightly by 6% as compared with 2015, mainly due to the increases in energy intensity per unit of yarn came from the reduction in production volume and the research on production techniques.

溫室氣體排放密集度

2016年，金達亞麻紗產量16,096噸，以此為基礎計算每單位產量的溫室氣體排放量。2016年每噸紗溫室氣體排放量較2015年稍微增加約6%，主要由於年產量減少及工藝改造的研究，導致每噸紗單位能源密集度增加。

GHG Emission Intensity (tonnes of CO2 equivalent) 溫室氣體排放密集度 (二氧化碳當量、噸)



SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION

永續亞麻環境保護

ENVIRONMENTAL INVESTMENT

To duly fulfill its environmental responsibilities, Kingdom makes significant investment in various green projects such as pollution prevention and control, energy-saving plans, waste disposal and recycling. In 2016, the central air-conditioning integration project ensured stable air quality in the workshops and raised production efficiency. The solar power generation project of Zhejiang Jinda also commenced operation and generated 15% of the electricity consumed by the production base. Furthermore, all coal-fired boilers of Zhejiang Jinyuan have been replaced by cleaner gas-fired (natural gas) boilers as at the end of the year, which significantly reduced the emission of CO₂. As of the date hereof, the cumulative investment in environmental protection amounted to RMB30.20 million.

環境保護投資

為善盡對環境責任，金達積極投入相關環保項目，包括污染防治、節省資源成本、廢棄物清理及回收等。2016年於車間通過整合中央空調控制系統的改造項目，工作區空氣狀態得到穩定，提高了生產效率；浙江金達廠的太陽能發電項目也開始運作，發電效能佔全廠用電約15%；最值得關注的是，浙江金元廠使用的燃煤鍋爐，於年底已經全面改造為燃氣（天然氣）鍋爐，這一清潔能源改造項目，大大減少二氧化碳的排放。到目前為止，投資在各類環境保護支出累計達人民幣3,020萬元。

Types 類別	Expenses for 2016 (RMB'0,000) 2016年支出 (萬元人民幣)	Descriptions 說明
Costs of pollution prevention and control 污染整治成本	1,809	Sewage treatment and discharge expenses, integrating plant air-conditioning systems, revamping steam pipe networks and sewage treatment facilities, replacement of coal-fired boilers with gas-fired ones, etc. 污水引入管網治理費用、整合車間空調系統、蒸汽管網及污水處理設施改造、燃煤改造為燃氣鍋爐項目等
Costs of energy reduction 節省資源耗用成本	147	Solar (PV) power generation project 太陽能（光伏）發電項目
Expenses on industrial waste and office waste treatment and recycling 事業廢棄物和辦公室一般廢棄物處理及回收費用	27	Engaging qualified companies to collect solid waste (industrial and household) 委託資質廠商處理固體廢棄物（包括生產和生活）
Other environmental costs 其他環保相關成本	182	Production base greenery and other environmental project expenses 廠區綠化和其他環保項目支出
Total 總計	2,165	

A woman wearing a red jacket and a grey cap is working in a textile factory. She is looking down at her work. The background shows industrial machinery and other workers. The text is overlaid on the left side of the image.

**WORKPLACE
AND SAFETY,
OCCUPATIONAL
HEALTH AND
TRAINING**

**工作環境及安全、
員工健康及培訓**



WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、 員工健康及培訓

Kingdom strives to offer a safe and unharmed workplace to its employees. In addition to the establishment of labour safety and hygiene management regulations, Kingdom has also implemented stringent hardware and equipment standards, as well as safe and hygienic operation procedures in order to give Kingdom's staff a safe and healthy workplace. All employees are required to attend relevant training before reporting duty, and follow-up training is provided to staff so as to prevent any work-related accident from happening during their work. Employees are given necessary authority and responsibility to ensure their own safety and look out for the safety of their co-workers

WORKPLACE AND SAFETY MANAGEMENT

To effectively ensure a consistently safe and hygienic environment, suitable precautionary or necessary control measures have been undertaken. For areas with potential risks after evaluation, the existing protective measures have to be reviewed forthwith to facilitate a timely improvement on works or management or strengthen the responsiveness. Kingdom confirmed that the safety and hygiene conditions of the workplace met national standards in 2016.

Kingdom considers the safety of its workplace a matter of the utmost importance, and has conducted frequent work safety checks, including routine patrols by supervisors, frequency checks and improvement procedure checks. Kingdom also requires officers of different ranks under each department to participate in safety training and industrial safety campaigns, and to promote safety awareness, safety monitoring procedures and projects to staff of each level. All machinery and equipment are subject to regular inspections by professionals. Defects are rectified through tracking

金達致力於為僱員提供一個安全、無危害的工作環境，除了制定勞工安全衛生管理規章，亦透過推動嚴謹的硬體設施標準、安全衛生作業程式等以達到安全與健康的工作環境給員工。所有僱員在履行職務之前，均須接受過有關培訓，並會持續提供後期培訓，避免僱員於工作中發生職業意外。我們也賦予僱員權力及責任，以確保自己及身邊其他人的安全。

工作環境及安全管理

為有效執行持續性的環境安全衛生，採取適當的預防措施或執行必要之控制方法，經評估後將有風險的項目必須立即檢討現有保護措施，且儘速進行工程、管理改善方案或加強應變能力，金達確認2016年內工作環境的安全與衛生條件符合國家標準。

金達對員工之工作安全環境非常重視，積極推動工業安全查核，包括主管之走動管理、查核頻率、查核改善程式等，也要求各單位辦理主管人員分級查核訓練及工業安全宣導活動，向各級人員倡導安全理念行為、觀察安全程式及項目。對所有使用之機械設備，皆經過指定專業人員定期實施檢查合格方可使用。並透過資訊系統追蹤，改善缺失。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

the information system which allows early identification of potential risks and dangerous behaviours so as to prevent accident from happening, promote safe practices at work and enhance work safety performance.

這一系統可提前發現潛在風險與不安全行為，以防範事故之發生，全力推動建立安全行為工作，以提升工安績效。

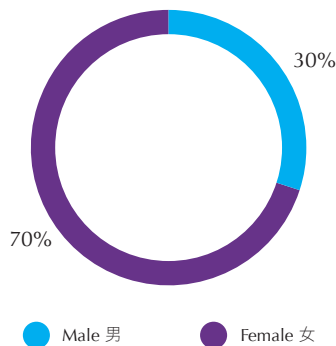
STAFF STRUCTURE

As at 31 December 2016, Kingdom had 2,502 employees, including those from the production, research and development and management teams. Female staff accounted for 70% of the workforce as the production of linen yarn calls for a relative high degree of attentiveness and deftness which is more common with women, and the majority of them are between the ages of 31 and 50. Talents are recruited according to the operational requirements of Kingdom and in compliance with labour laws and regulations, irrespective of ethnic origin, gender, age, religion, region and nationality.

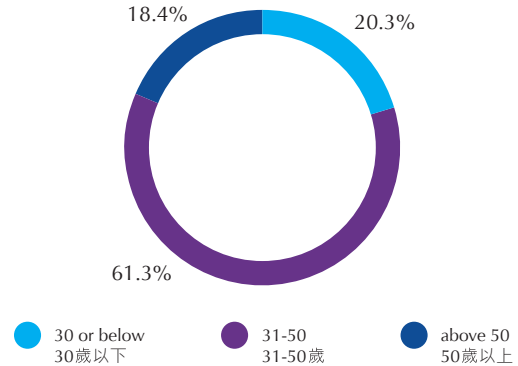
員工結構

截至2016年12月31日，金達員工總人數為2,502人，包括生產、研發、管理團隊；女性員工佔70%，因生產亞麻過程需要較細心及手指靈巧，則以女性員工居多，年齡層大多分佈在31-50歲。依據營運策略，金達遵守政府勞動法規聘僱員工，不會因種族、性別、年齡、宗教、地區及國籍等因素予以歧視。

Percentage of staff by gender
員工百分比(按性別)



Percentage of staff by age group
員工百分比(按年齡層)



WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Categories 類別		Male 男性	Female 女性	Total 總計
By age 按年齡	30 or below 30歲或以下	152	356	2,502
	31-50 31-50歲	460	1,073	
	above 50 50歲或以上	138	323	
By working location 按工作地區	China – Zhejiang Jinyuan 中國 – 浙江金元	436	738	2,502
	China – Zhejiang Jinda 中國 – 浙江金達	115	330	
	China – Jiangsu Jinyuan 中國 – 江蘇金元	226	652	
	Others (Hong Kong and Italy) 其他地區 (香港及意大利)	2	3	

REMUNERATION SYSTEM

Kingdom attaches great importance to the consistency and fairness of its remuneration management. Staff are reasonably remunerated according to their academic qualifications, expertise and professional experience, and with reference to relevant factors including consumer prices, remuneration benchmarks in the industry and government regulations. Ethnic origin, religion, gender and marriage status of individual employees will not be taken into account. In order to maintain the competitiveness of its team, Kingdom conducts performance appraisal and adjusts the remuneration package of every employee based on the appraisal results on an annual basis. All staff members are paid above local minimum wages. Remuneration of frontline staff and management personnel are adjusted in January and April each year, respectively.

薪酬制度

金達着重薪資管理的一致性及公平性，根據員工其學歷、專長及專業經驗，並依據物價水準、同業薪資標準與政府法規等相關因素提供合理的薪酬，不因個人之種族、宗教、性別、婚姻等差異而不同。為保持團隊競爭力，金達每年會為每一位員工評估其工作表現調整薪酬福利，所有員工薪酬均高於當地最低工資標準，並在每年1月及4月，分別為一線員工及管理層人員作薪酬調整。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

STAFF HEALTH

Kingdom principally engages in linen yarn production which requires the use of chemicals and utilities such as water and electricity. It acknowledges the importance of staff safety and health in the production process and strives to improve personal protection during operations. Operation staff are required to wear protection gears such as safety hats, dust masks and waterproof aprons. Protection reminders are shown at each work zone, and first-aid kits are available at every workshop. Any employee who gets ill or is injured at work will be taken to designated hospitals in the locality for treatment within 30 minutes. In order to promote health awareness, pre-employment health assessment is provided for new employees, and free regular check-up and healthcare seminars are organised for all staff.

員工健康

金達主要從事亞麻紡紗生產，製造過程中會接觸到化學品及水電等。公司確保人員安全健康是生產運作重要的一環，為加強作業中的個人防護，規定各作業的員工戴上工作帽、防塵口罩、防水圍裙等勞保用品，同時在各區域設置防護提醒標示，廠內每車間都設有緊急醫療箱，如員工在工作時間內發生疾病或傷害，30分鐘內立即送市內定點醫院救治。除外，本公司更提供定期免費員工身體健康檢查、新進員工入職健康評估及不定期舉辦健康醫療講座，以加強員工健康觀念。



Number of participants in 2016

2016年活動參與人數

Activities 活動名稱	Male 男性	Female 女性	Total 合計
Free consultation with traditional Chinese medical doctors hired by the Company 聘請中醫來公司義務診療	52	83	135
Seminars given by traditional Chinese medical doctors 中醫養生宣講	320	723	1,043
Pre-employment health assessment 新進員工入職健康體檢	151	332	483

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

MATERNITY LEAVE

To comply with the latest version of the Population and Family Planning Law implemented in China, Kingdom offers maternity leave without pay, leave for maternity check-up and maternity leave with pay to its female employees during pregnancy and delivery pursuant to the law. In particular, the length of maternity leave increased from 98 days to 128 days. They can also return to their pre-leave position of the same department after their leave without pay as an incentive to return to the workplace. In 2016, Kingdom's return rate of employees who took maternity leave without pay during pregnancy was 100%.

產假

為配合中國實施<<人口與計劃生育法>>政策的最新修訂，金達依法規定公司女性員工於妊娠期間及分娩時享有懷孕留職停薪、產檢假、產假，其中產假從98天增加至128天，並於員工留職停薪期滿後，安排回任原單位與職務，積極協助員工重新融入職場，本公司2016年因產假留職停薪回任率為100%。



	Number of applicants 申請人數	Number of employees who should return to work 應復職	Number of employees who have returned to work 已復職	Return rate 回任率%
2015	14	13 (including 4 for 2014) (包括2014年4人)	13 (including 4 for 2014) (包括2014年4人)	100%
2016	12	11 (including 5 for 2015) (包括2015年5人)	11 (including 5 for 2015) (包括2015年5人)	100%

TRAINING AND DEVELOPMENT

To achieve continuous innovation and maintain competitive edges, Kingdom is keen on promoting diversified staff training and development programmes which aim to enhance employees' expertise, skills and management competence and improve their problem-solving ability. Comprehensive training materials and a suitable learning environment are available to employees to facilitate learning.

Kingdom's training programmes cover topics on staff orientation, vocational skills and safety, business ethics as well as equipment operation. Full subsidies will be provided for employees who attend internal and external trainings. Total training expenses amounted to approximately RMB1,757,000 in 2016.

培訓和發展

金達致力推動員工多元化培訓和發展課程，故不斷增進員工專業知識與技能，提升管理技巧，培養其解決問題的能力，完善的訓練資源與學習環境，員工的學習更具效率，使金達人才能不斷創新，保持競爭優勢。

金達培訓包含：新工入職培訓、職業技能及安全、職業素養培訓、設備操作等。金達全額補助員工內、外訓練課程之費用，2016年總訓練費用支出約為人民幣1,757,000元。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Training courses for junior/new management personnel 基層管理者／新上任管理者培訓課程	
Topics 課程主題	Course descriptions 課程主要內容
Management training 管理培訓	Introduction to QCC (Quality Control Circle) QCC品管圈知識(QCC, Quality Control Circle)
	Spinning machine installation and management training 細紗機安裝管理培訓
	Training for level three internal trainers 三級企業內訓師培訓
	1-day special training for team leaders 班組長一日特訓
Professional skills 職業技能培訓	Winding machine maintenance and management 絡筒保養管理技能
	Information about electrical cleaning of worsted yarn 烏斯特電子清紗知識

Training courses for middle management personnel 中層幹部的培訓課程	
Topics 課程主題	Course descriptions 課程主要內容
Management training 管理培訓	Kingdee EAS BOS developer training 金蝶EAS BOS開發者訓練
	Training for level two internal trainers 二級企業內訓師培訓
	Special training for outstanding middle management members 優秀中層主管系列特訓
Environment, occupational health and safety 環境、職業健康及安全	Noise and dust 噪音與粉塵

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

General training 通用培訓	
Topics 課程主題	Course descriptions 課程主要內容
Induction training 新進員工培訓	General systems of the Company and specific systems of individual departments 公司整體通用制度與部門具體的制度流程
	Introduction to corporate history and business 公司展歷史與業務介紹
	Development of the linen yarn industry and technologies possessed by the Company 亞麻紡紗的發展與公司技術
	Kingdom's rules and codes of safe production and training on work-related injury issues 金達安全生產規範與守則、企業工傷培訓
Corporate culture 企業文化	Introduction to Kingdom's corporate culture 金達企業文化介紹
	Kingdom's rules of business ethics 金達職業道德規範
Training on professionalism 職業素養培訓	Training on computer-related operations 電腦相關操作知識培訓
	How to be an employee who is self-motivated, responsible, loyal, professional and dedicated 如何做一個五心員工
	How to communicate effectively 如何高效溝通
	Training on etiquette 禮貌禮儀培訓
	How to develop a professional team 如何打造職業化員工隊伍
	10 ways to develop staff quality (incentive for action) 提升員工素養(執行原動力)的十項修煉
	Mind-set and attitude of a supervisor 幹部觀念與心態塑造
	Bench work theories and skills 鉗工理論及操作技術

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Number of hours of training received by employees in 2016
(by gender and location)

2016年員工接受訓練時數(按性別及地區)

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Jinda 浙江金達		Other locations (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount 員工人數	436	738	115	330	226	652	2	3	2,502
Total training hours 總訓練時數(小時)	7,063	14,243	1,552	5,775	3,119	9,454	32	38	41,276
Average training hours of each staff 每位員工平均受訓時數 (小時)	16	19	13	18	14	15	16	13	16

Number of hours of training received by employees in 2016
(by rank)

2016年員工接受訓練時數(按級別)

	Management 管理層	Non-management 非管理層
Number of employees who received training 受訓總人數	183	2,319
Percentage of employees who received training 受訓人數百分比	7%	93%
Total training hours 受訓總時數(小時)	3,747	37,529
Average training hours of each staff 每人平均受訓時數(小時)	20	16



Total training expenses for 2016:
approximately RMB**1.75** million
2016年培訓總費用支出約人民幣**175**萬元

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

STAFF TURNOVER MANAGEMENT BY AGE AND LOCATION

(As at 31 December 2016)

In 2016, 313 employees were hired by, and 409 employees departed from, the Group, which accounted for 12.27% and 16.0% of the average total number of staff, respectively. The Company's staff turnover is stable and an exit rate of 16% represents normal staff turnover based on the current corporate development.

員工流動管理 – 按年齡及地區劃分

(截至2016年12月31日)

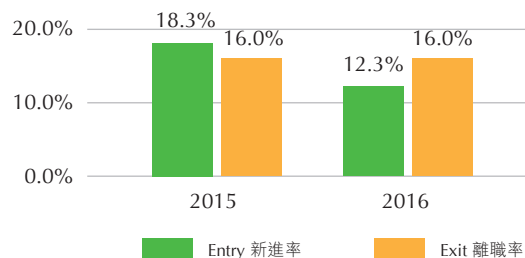
2016年本集團新進人數共313人(佔平均總人數12.27%)，離職人數共409人(佔平均總人數16.0%)，以現階段公司整體發展而言，員工流動穩定，16%的離職率是正常之人員汰換。

Country/Region 國別/地區	China 中國						Others (Hong Kong and Italy) 其他地區 (香港及意大利)		Total 總計
	Zhejiang Jinyuan 浙江金元廠		Zhejiang Jinda 浙江金達廠		Jiangsu Jinyuan 江蘇金元廠		Office 辦公室		
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Headcount at the beginning of the year 年初人數	455	801	98	334	244	661	2	3	2,598
Number of hirings 新進人數	42	83	46	45	39	58	0	0	313
Number of exits 離職人數	61	146	29	49	57	67	0	0	409
Headcount at the end of the year 年末人數	436	738	115	330	226	652	2	3	2,502

Remark: Excluding exits within six months from the date of entry

備註：以上數據不含入職未滿六個月的離職員工

Staff Turnover 員工流動圖



WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING

工作環境及安全、員工健康及培訓

WORK-RELATED INJURIES

The rate of work-related injuries is an industry benchmark for safety performance. For the purpose of this report, the number of work-related injuries for every 1 million working hours was used. In 2016, Kingdom had 9 cases of work-related injuries, representing a work-related injury rate⁶ of 1.4 cases for every 1 million working hours. There was no cases occupational disease or work-related fatality during the year.

工傷

工傷事故發生率是業界釐定安全表現的參考基準，本報告以每一百萬工時工傷率作匯報。2016年，金達員工定級受傷件數有9件，工傷發生率⁶為每一百萬工時發生1.4次。年內並無任何職業病和因工傷死亡件數。

	Zhejiang Jinyuan 浙江金元		Jiangsu Jinyuan 江蘇金元		Zhejiang Jinda 浙江金達		Total 合計
	Male 男	Female 女	Male 男	Female 女	Male 男	Female 女	
Accidents inside the production bases 廠內事故件數	1	2	1	0	1	1	6
Number of traffic accidents outside the production bases 廠外交通事故件數	1	0	0	2	0	0	3
Number of confirmed cases of occupational disease 確診職業病件數	0	0	0	0	0	0	0
Number of work-related fatality 工傷死亡件數	0	0	0	0	0	0	0

LABOUR RELATIONS

In 2016, no issues relating to work, rights and human rights were raised by any staff. Appeal channels for staff include the board of staff representatives of Kingdom, labour security offices of the respective development zones (township industrial offices) and arbitration division for labour issues under the respective municipal (county) human resources and social security bureaus.

勞資關係

2016年度未發生員工因工作、權益及人權問題申訴事件，員工申訴管道：職代會、開發區（鎮工辦）勞動保障所、市（縣）人社局勞動仲裁部門。

⁶ The work-related injury rate (every 1 million working hours) = (number of work-related injuries/total number of working hours) x 1,000,000

⁶ 工傷發生率（每百萬工時）=（工傷件數／總工時）x 1,000,000

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Labour Policies

To protect the human rights and interests of the staff, Kingdom offers remuneration packages, rest periods and benefits according to the laws, and handles recruitment, promotion and dismissal in an equitable manner. An 8-hour work schedule is established. Overtime is on a voluntary basis and employees will receive overtime pay at the rate of 2 to 3 times their normal wage. Employee's overtime work shall be no more than four hours per day, and free meals and appropriate break time are provided. Kingdom verifies the ages of all job applicants in order to prohibit forced labour and untrained staff from performing dangerous work.

In 2016, Kingdom strictly abided by all local laws and regulations in relations to remuneration and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity and other welfare, and prohibits the employment of children under 16 and forced labour.

Actions to be Taken

In the event of any possible violation of labour standards, the following actions will be taken: 1) launch an investigation and report to local labour authorities; 2) if the investigation substantiates a violation of labour standards due to negligence, Kingdom will immediately terminate the employment contract with the concerned staff, and compensate him/her/them for any loss and harm caused by the incident, including sending him/her/them back to his/her/their place(s) of residence. For incidents involving fraud, Kingdom will take necessary legal actions to ensure that the offender(s) will be sanctioned.

STAFF BENEFITS

Comprehensive insurance coverage

In compliance with the relevant policies and regulations of the local governments, Kingdom makes requisite contributions for the staff on a monthly basis to fund their basic pension insurance, medical insurance, unemployment insurance, maternity insurance and industrial injury insurance. Housing fund allowance is also offered to all level 3 or above management personnel, frontline staff in the Jiangsu subsidiary and staff from other provinces according to regulations.

勞工政策

為保障員工的人權和權益，給予符合有關的薪酬待遇、假期及福利，公平對待受招聘、晉升及解僱的員工；遵守8小時工作制，員工自願加班時，公司給付2至3倍的加班工資，員工每天允許加班不超過四小時，並提供免費膳食及適當休息時間。招聘時確實查核應徵員工的年齡，以及嚴禁強迫勞動或未經培訓的員工從事危險性工作。

於二零一六年，金達遵守當地所有有關薪酬和解僱、招聘和晉升、員工工作時數、假期、平等機會、多元化及其他福利的法律及規例，嚴禁僱用未滿16周歲之童工及強迫勞動。

採取措施

如金達發現有違規情況時，會採取以下措施：1) 調查事件及向當地勞動部門報告；2) 若調查發現確實因疏忽而導致事件發生，金達將立即與當事人解除僱用合同，並向當事人就事件而造成的損失及傷害作出補償，包括將當事人送回原居住地等處理措施。然而，若該事件屬於欺詐行為，金達將採取必要的法律措施，對欺騙行為作出制裁。

員工福利

完善的保險計劃

金達按當地政府的有關政策和規定，每月為員工繳付規定比例的基本養老保險、醫療保險、失業保險、生育保險、工傷保險，以及為所有三級以上管理人員、江蘇子公司一線員工及新居民員工按規定繳納住房公積金補貼。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Seasonal benefits to boost employees' well-being

Kingdom has special arrangements every year to improve employees' well-being during hot and cold seasons. In summer, cold drink coupons are distributed and hot weather allowance is offered to frontline staff. During winter months, bath coupons are given to, or hot shower facilities are available for use by, all employees.



Bath and shower facilities management office and shower room
金達澡堂管理處及浴室

溫馨的季節福利

特別為員工提供高溫降暑及冬季洗浴補助：每年高溫季節發放冷飲票及對一線員工發放高溫補助，而每年冬季發放浴票或提供熱水洗浴。



Distribution of cold drinks to the staff by the management
管理層向員工發放高溫補給飲料

Service allowance

- Year-of-service bonus
工齡獎勵

Kingdom's caring corporate culture emphasizes staff motivation. In order to develop greater sense of belonging and recognition, staff will be entitled to a respective service bonus of different amounts after 1, 3, 5 and 8 year(s) of service.

為了展現企業文化精神，調動員工的積極性，增強員工的歸屬感和對公司的認同感，公司依各級員工工齡滿1、3、5、8年，每月可享受不同的工齡獎勵。

- Year-of-service trips
工齡旅遊

In order to foster corporate cohesion and staff loyalty and promote the work/life balance and well-being of employees, employees who have been working for 3, 5 and 8 consecutive years will be entitled to a holiday trip at the expense of Kingdom.

增強企業的凝聚力 and 向心力，特制定員工連續服務期滿3、5、8年可享受公費旅遊一次，更希望員工能平衡生活與工作，促進身心健康。

長短工齡享受計劃

Skill improvement programme and education allowance

- Skill improvement
技能提升

Professional allowance will be given to staff who hold professional qualifications of middle and high levels or above and possess technical skills required by Kingdom, so as to encourage skill development by self-learning or other means of learning.

為鼓勵員工通過自學或以其他方式提升自我技能，對持有及獲得中高級以上專業技術職稱、以及符合金達規定的職業技能人才，可享受專業技術職稱補助。

- Education enhancement
學歷提升

Employees will get full or partial reimbursement for tuitions and other education related expenses for a recognised academic programme and training subject to approval prior to commencement.

員工參加學歷提升課程，在學習前獲得公司批准後，均可給予全額或部份學雜費報銷並承認其教育和培訓後學歷。

提升技能和學歷補貼計劃

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Festive allowance and benefits

節日的補助津貼福利

Apart from statutory holidays, staff are entitled to annual allowance for certain holidays such as Chinese New Year, Women's Day, Labour Day, Dragon Boat Festival, Mid-autumn Festival and National Day to reward their hard work and dedications.

金達除依法給予各種假別，更在每年春節、三八節、勞動節、端午節、中秋節、國慶日等法定假日均發放節日津貼，以慰勞員工之辛勞。



Staff quarters 宿舍服務

To offer satisfactory working and living conditions to employees, staff quarters are available for single female employees and rent allowance are given to eligible working couples.

金達公司提供單身女性員工宿舍和夫妻員工的租房津貼等制度，努力為員工創造安心的工作條件。

Commuter service

交通服務

Shuttle buses are arranged to provide employees with safe and efficient transportation between Kingdom's factory sites. This is also a part of Kingdom's green initiatives to save energy and lower carbon emissions by reducing employees' needs for driving.

為協助員工安全且有效率的往返各廠區，金達公司提供交通車服務，此舉能降低員工須自行開車的需求，也同時實現節能減碳的效益。



Catering service 餐飲服務

Kingdom offers a relaxing catering area where staff can enjoy free and safe food.

金達公司為員工提供舒適的用餐環境及免費安全的食物。



Leisure facilities 多元的福利設施

Kingdom cares about the staff's physical and mental health. Leisure facilities such as snooker, table tennis, libraries and basketball courts are available for use by all employees.

金達公司為兼顧員工身心健康，在廠區內設置桌球室、乒乓球室、圖書室、籃球場等多項設施。



WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Kingdom emergency relief fund 金達特困職工基金會

Set up in 2007, the fund collects donations from Kingdom's staff of various ranks from the front line to the management. Kingdom has maintained a designated bank account solely for the fund. The application of the fund shall be approved by the board of staff representatives and will be reported to the entire staff in the newsletter, Kingdom Post, every year.

As a way for Kingdom to show its love and support, one-off emergency subsidies are available to employees suffering from economic hardship due to exceptional circumstances. Application may be made by relevant staff, and the division in which he/she serves shall verify the situation and report it to the human resources department of the Company. Appropriate subsidies will be released from the fund upon approval of the application by the board of staff representatives.

本會於2007年成立，基金的來源是每位員工平時的募集，從基層員工到各級職能、管理人員按不同級別向基金會募捐。基金在銀行開設專戶，專款專用，每年通過職代會，並在員工通訊《金達報》上向全體員工報告基金的使用情況。

本着互助互愛原則，凡因特殊狀況導致家庭陷入困境的員工，均可由員工本人提出申請，經部門負責核實後上報控股公司人力資源部，由職代會討論通過後，可在基金中提取適當金額並給予一次性補助。

CORPORATE ACTIVITIES 公司活動

Kingdom supports the wellness of its employees and promotes a work-life balance. It aims to create a healthy workplace where staff can improve their physical fitness by making exercise a habit, as well as their mental health through diverse choices of leisure activities. The activities that Kingdom organises every year include Chinese New Year celebration and lucky draw, welcome party for new employees, supervisory training and sports day.

以促進員工身心健康、工作與生活均衡為理念，提供員工豐富且多元化娛樂休閒活動，本公司提倡健康職場，希望員工都有健康身體與固定之運動習慣。金達每年舉辦新春團拜及抽獎活動、新工聯誼活動、幹部培訓教育活動及參加全民運動會。



2016 Chinese New Year celebration 新春大團拜2016

The Company celebrated the Chinese New Year with 217 tables of staff. The event was jazzed up by the highlight of the night, the lucky draw, which included the traditional onstage lucky draw and the newly added lucky draw on the WeChat interactive platform.

公司席設217桌與員工同迎新春，當中最令人期待的抽獎環節，除了現場抽獎之外，今年還別具特色增加在「微信互動平台」抽取參與獎，讓現場氣氛加倍興奮。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Festive Activities

To enliven the leisure time of the staff, strengthen their bond and promote corporate culture, the Company held competitions, lessons and celebrations before various festivals. Such activities included the tug of war on the International Women's Day, the cooking contest during the Dragon Boat Festival and the moon cake lessons during the Mid-Autumn Festival. These activities served as interactive platforms for the staff to learn team work and for the Company to nurture a lively, harmonious and healthy atmosphere.

節慶活動

為了豐富員工們的業餘生活，公司在節日前都舉辦一些比賽、教學、慶祝活動，以增進同事們的感情，也體會特有的企業文化內涵。三八婦女節的拔河比賽、端午節的廚藝賽、中秋節的月餅教學等，通過活動這個交流平台，弘揚了員工團結拼搏的精神，也為企業營造了活潑、和諧和健康的良好氛圍。



DIY Family Pizza Activity

Kingdom organized a special DIY family pizza activity for the staff and their children to make pizzas together under the guidance of a tutor. This activity encouraged family interaction and became a memorable event.

親子披薩DIY活動

金達特別舉辦一場披薩DIY的親子活動，讓員工和小孩子們在導師的講解下共同完成披薩，增進員工親子互動和難忘的經歷。

WORKPLACE AND SAFETY, OCCUPATIONAL HEALTH AND TRAINING 工作環境及安全、員工健康及培訓

Fire Drill

Kingdom conducts a fire drill each year to enhance the management capability and emergency handling ability of the staff during times of fire. Participants formed a concerted and harmonious group to combat fire. The fire drill for the year was mainly comprised of response and escape training in times of fire and other extremities in the workshops. Each fire drill reinforced the fire-safety awareness of the staff, and also identified new safety problems in the surrounding environment for improvement.

2016 Kingdom Graduate Exchange

Kingdom invited 15 newly-joined university graduates to participate in a face-to-face interaction activity with the senior management. Under the guidance of the project manager, the university graduates viewed the whole production process, and expressed their suggestions on how to streamline Kingdom's corporate management and their personal career development plans in a seminar. They were all confident about the future development of the Company and thanked the Company for its courtesy and care. Ren Weiming, Chairman of the Board, highly praised the positive attitude and realistic suggestions of the graduates, and reiterated that the Company will continue to provide opportunities for the junior staff to express their talent.

消防演習

金達每年舉辦消防演習，為提高員工對消防安全管理積極性，提高消防事故應急處理能力，讓大家形成一個團結協作和諧的團隊。今年消防演習主要部份是車間初起火災及極端情況下的應對及逃生演練。每次消防演習不僅進一步增強員工消防意識，當中也能發現周圍環境存在的安全問題以待改進。

2016年金達大學生交流活動

金達邀請了15名新進大學生代表進行與高層及管理層面對面的交流活動，在項目經理的帶領下參觀了整個生產工序，大學生代表們在座談會上表達了對企業管理合理化建議、個人職業生涯規劃，他們對公司的發展前景充滿了信心，更感謝公司對他們的關心與愛護。任維明董事長對大學生員工們積極的態度及提出的合理化建議表示肯定，公司也會繼續為青年人提供廣闊的平台展示自身才華。



An aerial photograph of a vast agricultural field, likely a rice paddy, showing a grid-like pattern of green and brown furrows. A small tractor is visible in the upper left quadrant. The image is overlaid with a white outline of a map of Hong Kong and several semi-transparent colored shapes (grey, green, and yellow) in the lower half.

**COMMUNITY INVOLVEMENT,
SERVICES AND
RESPONSIBILITIES**
社會參與、貢獻及責任



COMMUNITY INVOLVEMENT, SERVICES AND RESPONSIBILITIES

社會參與、貢獻及責任

Being a corporate citizen, Kingdom is committed to corporate responsibilities by proactively participating in community and charity works. The philosophy of bringing the corporate value into play and giving back to the society is realised through, among other ways, donations to underprivileged families and continuous supports to national education. For years, Kingdom has spent around RMB25 million so far on various community works.

COMMUNITY EDUCATION

Kingdom made donations to build Kingdom Hope Primary School in Yongning Town, Cangxi County, Sichuan in 2006. It also funded the construction of a teaching building, a computer room, a multimedia room and a library. Tables, chairs, blackboards and other teaching equipment amounting to RMB250,000 were also donated to Kingdom Primary School in Sichuan. In addition to infrastructure, Kingdom also set up a RMB5 million Hope Foundation to subsidise students living in mountain areas and donated RMB52,000 again in 2016 as awards for teachers and student scholarship.

身為企業公民的金達，視企業社會責任為己任，致力於社會公益事業，努力發揮企業本身價值，透過愛心捐獻幫助弱勢家庭，持續關心國民教育，以實際行動落實回饋社會的理念。金達多年來累計出資人民幣2,500多萬元於社會貢獻上。

社會教育

金達2006年在四川蒼溪縣永寧鎮援建了「金達希望小學」。為了改善教學環境，金達出資援建教學樓，微電腦室、多媒體教室、圖書室一應俱全，並捐贈四川金達希望小學人民幣25萬元的桌椅、黑板等一批教學設備。除硬體設備外，金達設立了人民幣500萬元愛心基金，用以幫助山區孩子學習。2016年持續出資人民幣5.2萬元作為老師獎勵及學生獎學金。



COMMUNITY INVOLVEMENT, SERVICES AND RESPONSIBILITIES 社會參與、貢獻及責任

COMMUNITY CARE

Kingdom advocates social responsibility and supports its staff to serve the community with actions. The Company arranged a team of volunteers to visit and organise birthday parties for local elderly homes with warm greetings and gifts during the year, thereby caring about the elderly.

社會關懷

金達推廣社會責任，支持員工透過行動回饋社會，今年公司組成義工隊帶著滿滿的心意和禮物去探訪當地老人院舍，幫他們辦生日會，讓長者們感到關懷與溫暖。





APPENDIX
附錄

APPENDIX I GRI G4 CONTENT INDEX 附錄一全球永續性報告指標G4內容索引

Categories/aspects 類別/考量面	Indices 編號	GRI Content GRI指標內容	Corresponding Sections 對應章節	Page No. 頁碼
Strategy and Analysis 策略與分析				
Core 核心	G4-1	Statement from the most senior decision-maker of the organisation about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability 公司最高決策者對其公司與策略的永續性之相關聲明	CHAIRMAN'S STATEMENT 主席的話	6
Comprehensive 全面	G4-2	Description of key impacts, risks, and opportunities 公司對關鍵衝擊、風險及機會之簡單陳述	CHAIRMAN'S STATEMENT 主席的話	6
Organisational Profile 組織概況				
Core 核心	G4-3	Name of the organisation 公司名稱	CORPORATE PROFILE 公司簡介	8
Core 核心	G4-4	Primary brands, products, and services 主要品牌、產品與服務	CORPORATE PROFILE Products and Services 公司簡介 產品與服務	8,28
Core 核心	G4-5	Location of the organisation's headquarters 公司總部所在位置	CORPORATE PROFILE 公司簡介	8
Core 核心	G4-6	Number and names of countries where the organisation operates 公司營運所在的國家數量及國家名稱	CORPORATE PROFILE 公司簡介	4
Core 核心	G4-7	Nature of ownership and legal form 所有權的性質與法律形式	CORPORATE PROFILE (Please refer to the 2016 Annual Report of the Company for details) 公司簡介(詳細請閱本公司2016年年報)	8
Core 核心	G4-8	Markets served 公司所提供服務的市場	Business Coverage 營業版圖	10
Core 核心	G4-9	Scale of the organisation 公司規模	CORPORATE PROFILE 公司簡介	8-10
Core 核心	G4-10	Employee statistics 員工組成簡介	Staff Structure 員工結構	61
Core 核心	G4-11	Percentage of total employees covered by collective bargaining agreements 受勞資雙方共同協議保障之員工比例	Not applicable 不適用	
Core 核心	G4-12	Organisation's supply chain 公司的供應鏈	Supply Chain Management 供應鏈管理	27
Core 核心	G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain 報告期間有關組織規模、架構、所有權或供應鏈之任何重要改變	Corporate Investment and Expansion 企業投資擴產	35
Core 核心	G4-14	Whether and how the precautionary approach or principle is addressed by the organisation 說明組織是否具有因應之預警方針或原則	Risk Management 風險管理	36
Core 核心	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or endorses 公司參與或支持的外界發起的經濟、環境、社會公約、原則或其他倡儀	Not applicable 不適用	
Core 核心	G4-16	Memberships of associations (such as industry associations) and national or international advocacy organisations in which the organisation participates 組織參與的公協會(如產業公協會)和國家或國際性倡議組的會員資格	CORPORATE PROFILE 公司簡介	9

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附錄一 全球永續性報告指標 G4 內容索引

Categories/aspects 類別／考量面	Indices 編號	GRI Content GRI指標內容	Corresponding Sections 對應章節	Page No. 頁碼
Identified Material Aspects and Boundaries 可辨別的重大考量面及邊界				
Core 核心	G4-17	Entities included in the organisation's consolidated financial statements 公司合併財務報表包含的所有實體	Group Structure 集團組織架構	21
Core 核心	G4-18	Process for defining the report content and the aspect boundaries 界定報告內容和考量面邊界的流程	Will be implemented in the future 將會實施	
Core 核心	G4-19	Material aspects identified in the process for defining report content 列出所有在界定報告內容過程中所鑑別出的重大考量面	Will be implemented in the future 將會實施	
Core 核心	G4-20	Aspect boundary within the organisation for each material aspect 針對每個重大考量面，說明組織內部在考量面上的邊界	Will be implemented in the future 將會實施	
Core 核心	G4-21	Aspect boundary outside the organisation for each material aspect 針對每個重大考量面，說明組織外部在考量面上的邊界	Will be implemented in the future 將會實施	
Core 核心	G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements 說明對先前報告書中所提供之任何資訊有進行重編的影響及原因	No restatement 無重編	
Core 核心	G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries 說明和前份報告期間相比，在範疇與考量面邊界上的顯著改變	No change 沒有變化	
Core 核心	G4-24	List of stakeholder groups engaged by the organisation 列出組織的利益相關人	Stakeholder Engagement 利益相關者溝通	22
Core 核心	G4-25	Basis for identification and selection of stakeholders with whom to engage 鑑別和選擇利益相關人的基礎	Stakeholder Engagement 利益相關者溝通	22
Core 核心	G4-26	Report on the organisation's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group 引入利益相關人的方針，包括按不同形式及組別引入利益相關人的頻密程度	Stakeholder Engagement 利益相關者溝通	22
Core 核心	G4-27	Key topics and concerns that have been raised by stakeholder groups through stakeholder engagement, and how the organisation has responded to those key topics and concerns 利益相關人參與所提出之關鍵議題和關注事項，及公司如何回應這些關鍵議題和關注事項	Will be implemented in the future 將會實施	
Core 核心	G4-28	Reporting period (such as fiscal or calendar year) for information provided 所提供資訊的報告期間（如會計年度或日曆年度）	ABOUT THIS REPORT 關於報告	4
Core 核心	G4-29	Date of most recent previous report (if any) 上一次報告的日期（如果有）	ABOUT THIS REPORT 關於報告	4
Core 核心	G4-30	Reporting cycle (such as annual, biennial) 報告週期（如每年一次、兩年一次）	ABOUT THIS REPORT 關於報告	4
Core 核心	G4-31	Contact point for questions regarding the report or its contents 提供可回答報告或內容相關問題的聯絡人	ABOUT THIS REPORT 關於報告	4
Core 核心	G4-32	'In accordance' option of the report and external assurance 報告之「依循選項」及外部查證	No external assurance has been sought for this report, and the Company will consider seeking external assurance in the future 本報告未有尋求外部 認證，本公司將慮在 未來尋求外部認證	
Core 核心	G4-33	Policy and current practice with regard to seeking external assurance for the report 對本報告尋求外部保證的政策和現行作法	Not applicable 不適用	

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GOVERNANCE 公司治理				
Core 核心	G4-34	Governance structure of the organisation, including committees of the highest governance body. Committees responsible for decision-making on economic, environmental and social impacts 報告公司的治理架構，包括最高治理單位的委員會。鑑別任何對經濟、環境和社會衝擊負有決策責任之委員會	CORPORATE GOVERNANCE 企業管治	20
ETHICS AND INTEGRITY 道德與誠信				
Core 核心	G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics 描述組織的價值觀、原則、標準和行為規範，如行為準則與道德守則	CORPORATE PROFILE Compliance 公司簡介 法規遵循	9,40
ECONOMIC 經濟				
Economic Performance 經濟績效	G4-EC1	Direct economic value generated and distributed 產生和分配的直接經濟價值	Summary of Financial Performance Community Education 財務表現摘要 社會教育	16,77
	G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change 氣候變遷導致組織活動對財務之影響及其他風險與機會	Risk Management 風險管理	36
	G4-EC3	Coverage of the organisation's defined benefit plan obligations 組織界定福利計劃義務的範圍	Staff Benefits 員工福利	70-73
	G4-EC4	Financial assistance received from government 自政府取得之財務補助	Summary of Financial Performance 財務表現摘要	16
Market Presence 市場形象	G4-EC5	Standard entry level wage by gender compared to local minimum wage 依性別報告組織的新進人員薪資與當地最低薪資的比例	Remuneration System 薪酬制度	62
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation 機構在重要運營地點聘用的當地高層管理人員所佔比例	Not applicable 不適用	
Indirect Economic Impacts 間接經濟衝擊	G4-EC7	Development and impact of infrastructure investments and services supported 基礎設施的投資與服務所產生之發展和衝擊	Corporate Investment and Expansion COMMUNITY INVOLVEMENT, SERVICE AND RESPONSIBILITIES 企業投資擴產 社會參與、貢獻及責任	35, 77
	G4-EC8	Significant indirect economic impacts, including the extent of impacts 重要間接經濟影響，包括影響的程度	Corporate Investment and Expansion 企業投資擴產	35
Procurement Practices 採購政策	G4-EC9	Proportion of spending on local suppliers at significant locations of operation 對於重要營運據點當地供應商之支出比例	Supply Chain Management Use of Materials 供應鏈管理 物料使用	27, 46

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ENVIRONMENTAL 環境				
Materials 原物料	G4-EN1	Materials used by weight or volume 所用原物料的重量或體積	Use of Materials 物料使用	47
	G4-EN2	Percentage of materials used that are recycled input materials 使用再生原料作為生產原料之比例	Use of Materials 物料使用	47
Energy 能源	G4-EN3	Energy consumption within the organisation 公司內部之能源消耗量	Energy Management 能源管理	50-51
	G4-EN4	Energy consumption outside of the organisation 公司外部之能源消耗量	Biodiversity and Product Life Cycle 生物多樣性及產品的生命週期	47-50
	G4-EN5	Energy intensity 能源密集度	Energy Management 能源管理	52
	G4-EN6	Reduction of energy consumption 減少能源消耗量	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	42-45
	G4-EN7	Reductions in energy requirements of products and services 降低產品和服務的能源需求	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	42-45
	G4-DMA	Disclosures on water management approach 水資源管理方針	Water Management 水資源管理	52-53
Water sources 水資源	G4-EN8	Total water withdrawal by source 依來源劃分的總取水量	Water Management 水資源管理	54
	G4-EN9	Water sources significantly affected by withdrawal of water 因取水而受顯著影響的水源	Not applicable 不適用	
	G4-EN10	Percentage and total volume of water recycled and reused 水資源回收及再利用的百分比及總量	Statistics is expected to be disclosed next year 預計明年統計披露	
	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 組織在環境保護區或其他具有重要生物多樣性價值的地區或其毗鄰地區·擁有、租賃或管理的運營點	Not applicable 不適用	
Biodiversity 生物多樣性	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas 組織的活動、產品及服務在生物多樣性方面·對保護區或其他具有重要生物多樣性價值的地區的重大影響	Not applicable 不適用	
	G4-EN13	Habitats protected or restored 受保護或經修復的棲息地	Not applicable 不適用	
	G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk 按瀕危風險水準·說明棲息地受機構運營影響的列入國際自然保護聯盟(IUCN)紅色名錄及國家保護名冊的物種總數	Not applicable 不適用	

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Emissions 排放	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1) 直接溫室氣體排放 (範疇1)	Greenhouse Gas 溫室氣體	56-57
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2) 能源間接溫室氣體排放 (範疇2)	Greenhouse Gas 溫室氣體	56-57
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3) 其他間接溫室氣體排放 (範疇3)	Expected to be compiled in the next few years 預計近年內完成	
	G4-EN18	Greenhouse gas (GHG) emissions intensity 溫室氣體排放強度	Greenhouse Gas 溫室氣體	56-57
	G4-EN19	Reduction of greenhouse gas (GHG) emissions 溫室氣體減排量	Greenhouse Gas 溫室氣體	56-57
	G4-EN20	Emissions of ozone-depleting substances (ODS) 破壞臭氧層之物質排放	Greenhouse Gas 溫室氣體	56-57
	G4-EN21	NOX, SOX, and other significant air emissions 氮氧化物(NOx)、硫化物(SOx)、及其它重要氣體排放	Greenhouse Gas 溫室氣體	56-57
Effluents and Waste 廢污水及廢棄物	G4-EN22	Total water discharge by quality and destination 按水質及排放目的地分類的污水排放總量	Sewage Treatment 廢水處理	53
	G4-EN23	Total weight of waste by type and disposal method 按類別及處理方法分類的廢棄物總重量	Waste Management 廢棄物管理	55
	G4-EN24	Total number and volume of significant spills 嚴重洩漏的總次數及總量	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	55
	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally 按照《巴塞爾公約》附錄I、II、III、VIII的條款視為有害廢棄物經運輸、輸入、輸出或處理的重量，以及運往境外的百分比	No hazardous waste under the Basel Convention has been transported, imported or exported by Kingdom in 2016 2016年金達無運輸、輸入或輸出「巴塞爾公約」的有害廢棄物	
	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organisation's discharges of water and runoff 受機構污水及其他(地表)徑流排放嚴重影響的水體及相關棲息地的位置、面積、保護狀態及生物多樣性價值	Sewage Treatment 廢水處理	54

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Products and Services 產品及服務	G4-EN27	Extent of impact mitigation of environmental impacts of products and services 降低產品和服務對環境影響的程度	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	42-50
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category 按類別說明，回收售出產品及其包裝物料的百分比	Use of Materials 物料使用	46-47
Compliance 法規遵循	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations 違反環境法律和法規被處巨額罰款的金額，以及所受罰款以外之制裁的次數	Water Management 水資源管理	55
Transport 交通運輸	G4-EN30	Significant environmental impacts of transporting products, materials and members of the workforce 商品、原料或人員的運輸所造成的重大環境衝擊	No significant environmental impact was noted in 2016 2016年無重大環境衝擊	
Overall 整體情況	G4-EN31	Total environmental protection expenditures and investments by type 按種類揭露環境保護的總費用與投資	Environmental Investment 環境保護的投資	58
Supplier Environmental Assessment 供應商環境衝擊評估	G4-EN32	Percentage of new suppliers that were screened using environmental criteria 使用環境準則篩選之新供應商比例	Not applicable 不適用	
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken 供應鏈對環境的重大實際和潛在負面影響，以及採取的措施	Supply Chain Management 供應鏈管理	27
Environmental Grievance Mechanisms 環境問題申訴機制	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms 經由正式申訴機制提交、處理和解決的環境影響申訴的數量	No such grievance was reported in 2016 2016年無相關申訴	
SOCIAL – LABOUR PRACTICES 社會 – 勞工實務				
Employment 勞僱關係	G4-LA1	Total number and rate of new employee hires and employee turnover by age group, gender and region 按年齡組別、性別及地區劃分新進員工和離職員工的總數及比例	Staff Turnover Management 員工流動管理	68
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part time employees, by significant locations of operation 按重要營運據點劃分，只提供給全職員工（不包括臨時或兼職員工）的福利	Staff Benefits 員工福利	70-73
	G4-LA3	Return to work and retention rates after parental leave, by gender 按性別劃分，產假/待產假後返回工作崗位及留職比率	Staff Health 員工健康	64
Labour/Management Relations 勞資關係	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements 有關重大營運轉變的最短通知期，包括該通知期是否於集體協議內具體說明	Kingdom did not have any such agreement 金達無相關協議	

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Categories/aspects 類別/考量面	Indices 編號	GRI Content GRI指標內容	Corresponding Sections 對應章節	Page No. 頁碼
Occupational Health and Safety 職業健康與安全	G4-LA5	Percentage of total workforce represented in formal joint management – worker health and safety committees that help monitor and advise on occupational health and safety programs 在正式的勞工健康與安全管理委員會中，協助監督和建議職業健康與安全相關規劃的勞方代表比例	Not applicable 不適用	
	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work related fatalities, by region and by gender 按地區和性別劃分的工傷類別、工傷頻率、職業病、損失日數比例及缺勤率，以及因公死亡事故總數	Work-related Injuries 工傷	69
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation 與其職業有關之疾病高發生率與高風險的勞工	Staff Health 員工健康	63
	G4-LA8	Health and safety topics covered in formal agreements with trade unions 工會正式協約中納入健康與安全相關議題	Not applicable 不適用	
Training and Education 訓練與教育	G4-LA9	Average hours of training per year per employee by gender, and by employee category 按性別和員工類別劃分，每名員工每年接受訓練的平均時數	Training and Development 培訓和發展	67
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings 員工職能管理和終生學習計劃以協助員工持續受僱之能力及其退休計劃	Not applicable 不適用	
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by employee category and by gender 依員工類別與性別接受定期績效及生涯發展審查的員工比例	Not applicable 不適用	
Diversity and Equal Opportunity 多元化與工作機會平等	G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity 依性別、年齡層、少數族群和其它多樣性指標報告公司高階管理層和按員工類別的員工組成	Staff Structure 員工結構	61-62
Equal Remuneration for Women and Men 男女同酬	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation 依員工類別與重要營運據點的女性與男性之基本薪資和薪酬比率	Not applicable 不適用	
Supplier Assessment for Labour Practices 供應勞務工責務評估	G4-LA14	Percentage of new suppliers that were screened using labour practices criteria 使用勞動條件準則篩選之新供應商比例	Not applicable 不適用	
	G4-LA15	Significant actual and potential negative impacts for labour practices in the supply chain and actions taken 在供應鏈具顯著實際和潛在之負面勞動條件衝擊和採取的行動	No such incident has been identified 無發現任何相關事件	
Labour Practices Grievance Mechanisms 勞務工責務問題申訴機制	G4-LA16	Number of grievances about labour practices filed, addressed, and resolved through formal grievance mechanisms 藉由正式的申訴機制提出對勞動條件的立案、處理、並解決之數量	No such grievance was reported 無相關申訴	

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Categories/aspects 類別/考量面	Indices 編號	GRI Content GRI指標內容	Corresponding Sections 對應章節	Page No. 頁碼
SOCIAL – HUMAN RIGHTS 社會-人權				
Investment 投資	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening 載有人權條款或經過人權篩選之重大投資協議與合約的總件數和比例	Not applicable 不適用	
	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained 報告員工接受與營運相關人權考量面之人權政策或程序訓練的總時數及接受訓練的員工比例	Training and Development 培訓和發展	67
Non-discrimination 不歧視	G4-HR3	Total number of incidents of discrimination and corrective actions taken 歧視事件的總數，以及組織採取的改善行動	No such incident of discrimination has occurred 無相關歧視事件	
Freedom of Association and Collective Bargaining 結社自由與集體協商	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights 已發現可能違反或嚴重危及結社自由及集體協商的營運據點或供應商，以及保障這些權利所採取的行動	No such incident has been identified 無發現任何相關事件	
Child Labour 童工	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour 已發現具有嚴重使用童工風險的營運據點和供應商，以及採取有助於杜絕使用童工的行動	No such incident has been identified; Labour Relations 無發現任何相關事件： 勞資關係	70
Forced or Compulsory Labour 強迫與強制勞動	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour 已鑑別為具嚴重強迫或強制勞動事件風險的營運據點和供應商，以及有助於減少任何形式的強迫或強制勞動的行動	No such incident has been identified 無發現任何相關事件	
Security Practices 保全實務	G4-HR7	Percentage of security personnel trained in the organisation's human rights policies or procedures that are relevant to operations 保全人員在營運相關的人權政策及程序方面接受訓練的百分比	Not applicable 不適用	
Indigenous Rights 原住民權利	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken 侵犯當地居民人權事件之總數量和已採取之行動	No such incident has been identified 無發現任何相關事件	
Assessment 評估	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments 接受人權檢視或衝擊評估的營運據點之總數和百分比	No such incident has been identified 無發現任何相關事件	
Supplier Human Rights Assessment 供應商人權評估	G4-HR10	Percentage of new suppliers that were screened using human rights criteria 針對新供應商使用人權準則篩選的比例	Not applicable 不適用	
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken 供應鏈對人權有顯著實際或潛在負面的衝擊以及所採取的行動	No such incident has been identified 無發現任何相關事件	
Human Rights Grievance Mechanisms 人權問題申訴機制	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms 經由正式申訴機制立案、處理和解決的人權問題申訴的數量	No such incident has been identified 無發現任何相關事件	

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Categories/aspects 類別／考量面	Indices 編號	GRI Content GRI指標內容	Corresponding Sections 對應章節	Page No. 頁碼
SOCIAL – SOCIETY 社會 – 社會				
Local Communities 當地社會	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs 營運據點中·已執行當地社區議合·衝擊評估和發展計劃的據點之百分比	Not applicable 不適用	
	G4-SO2	Operations with significant actual and potential negative impacts on local communities 對當地社區具有顯著實際或潛在負面衝擊的營運據點	No such incident has been identified 無發現任何相關事件	
Anti-corruption 反貪腐	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified 已進行貪腐風險評估的營運據點總數及百分比·以及所鑑別出的顯著風險	No such incident has been identified 無發現任何相關事件	
	G4-SO4	Communication and training on anti-corruption policies and procedures 反貪腐政策和程序的溝通及訓練	Compliance Training and Development 法規遵循 培訓和發展	40,66
	G4-SO5	Confirmed incidents of corruption and actions taken 已確認的貪腐事件及採取的行動	No such incident has been identified 無發現任何相關事件	
Public Policy 公共政策	G4-SO6	Total value of political contributions by country and recipient/beneficiary 按國家和接受者／受益者分類的政治獻金總值	Not applicable 不適用	
Anti-competitive Behaviour 反競爭行為	G4-SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes 涉及反競爭行為、反托拉斯和壟斷行的法律訴訟之總數及其結果	No such incident has been identified 無發現任何相關事件	
Compliance 法規遵循	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations 違反法規被處巨額罰款的金額·以及所受罰款以外之制裁的次數	No such incident has been identified 無發現任何相關事件	
Supplier Assessment for Impacts on Society 供應商社會衝擊評估	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society 針對新供應商使用社會衝擊標準篩選的比例	Not applicable 不適用	
	G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken 供應鏈對社會的顯著實際或潛在負面衝擊以及所採取的行動	Not applicable 不適用	
Grievance Mechanisms for Impacts on Society 社會問題申訴機制	G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms 經由正式申訴機制立案·處理和解決的社會衝擊申訴之數量	No such incident has been identified 無發現任何相關事件	

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SOCIAL – PRODUCT RESPONSIBILITY 社會－產品責任				
Customer Health and Safety 顧客健康與安全	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement 為改善健康和 safety 而進行衝擊評估的主要產品和服務類別之百分比	Not applicable 不適用	
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes 依結果分類，違反有關產品和服務在其生命週期內之健康與安全性衝擊的法規和自願性準則的事件總數	No such incident has been identified 無發現任何相關事件	
Product and Service Labelling 產品及服務標示	G4-PR3	Type of product and service information required by the organisation's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements 依組織資訊與標示程序所劃分的產品與服務資訊種類，以及需要符合此種資訊規定的重要產品及服務類別的百分比	Not applicable 不適用	
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes 依結果類別劃分，違反商品與服務資訊標示的法規及自願性規範之事件數量	No such incident has been identified 無發現任何相關事件	
	G4-PR5	Results of surveys measuring customer satisfaction 客戶滿意度調查的結果	Customer Satisfaction Survey 客戶滿意度調查	37
Marketing Communication 行銷溝通	G4-PR6	Sale of banned or disputed products 禁止或有爭議產品的銷售	Not applicable 不適用	
	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes 按結果類別劃分，違反有關行銷推廣（包括廣告、推銷及贊助）的法規及自願性準則的事件總數	No such incident has been identified 無發現任何相關事件	
Customer Privacy 顧客隱私	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data 經證實與侵犯顧客隱私權或遺失顧客資料有關的投訴次數	No such incident has been identified 無發現任何相關事件	
Compliance 法規遵循	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services 因產品與服務的提供與使用而違反法律和規定被處巨額罰款的金額	No such incident has been identified 無發現任何相關事件	

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附錄二 港交所的環境、社會及管治報告指引內容索引

Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及主要表現指標		Corresponding Sections 對應章節	Page No. 頁碼
A. Environmental A.環境			
Aspect A1 層面A1	Emissions 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	42
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Water Management Waste Management Greenhouse Gas 水資源管理 廢棄物管理 溫室氣體	52-57
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Greenhouse Gas 溫室氣體	56-57
KPI A1.3 關鍵績效指標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	55-56
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理	55
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved. 描述減低排放量的措施及所得成果。	Natural Gas Steam Boilers Solar Generators 天然氣蒸汽鍋爐 太陽能發電設備	43-45
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved. 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	Waste Management 廢棄物管理	55-56
Aspect A2 層面A2	Use of Resources 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	SUSTAINABLE LINEN AND ENVIRONMENTAL PROTECTION 永續亞麻環境保護	42
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity. 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量及密度。	Energy Management 能源管理	51-52
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity. 總耗水量及密度。	Water Management 水資源管理	51-52
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果。	Key Projects for 2017 Progress of Key Projects in 2016 2017年關鍵計劃 2016年關鍵計劃實施進度	17-18
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Energy Management Water Management 能源管理 水資源管理	50-53
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Use of Materials 物料使用	47
Aspect A3 層面A3	The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impact 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。	Biodiversity and Product Life Cycle 生物多樣性及產品的生命週期	50
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Progress of Key Projects in 2016 Biodiversity and Product Life Cycle 2016年關鍵計劃實施進度 生物多樣性及產品的生命週期	17 47-50

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B. Social – Employment and Labour Practices B. 社會－僱傭及勞工常規		
Aspect B1 層面B1	Employment 僱傭	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例	Labour Relations 勞資關係 70
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region. 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Staff Structure 員工結構 61-62
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Staff Turnover Management by Age and Location 員工流動管理－按年齡及地區劃分 68
Aspect B2 層面B2	Health and Safety 健康與安全	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Workplace and Safety Management 工作環境及安全管理 60
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率。	Work-related Injuries 工傷 69
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury. 因工傷損失工作日數。	Statistics is expected to be disclosed next year 預計明年統計披露
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Staff Health 員工健康 63
Aspect B3 層面B3	Development and Training 發展及培訓	
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。	Training and Development 培訓和發展 64-66
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Training and Development 培訓和發展 67
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Training and Development 培訓和發展 67
Aspect B4 層面B4	Labour Standards 勞工準則	
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Relations 勞資關係 70
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