



2016

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



天德化工控股有限公司

Tiande Chemical Holdings Limited

(於開曼群島註冊成立之有限公司) (股份代號：609)
(incorporated in the Cayman Islands with limited liability) (Stock code: 609)

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簡介

天德化工控股有限公司（「本公司」，連同其附屬公司統稱為「本集團」）之主要業務為研發、生產和銷售精細化工產品。

根據香港聯合交易所有限公司證券上市規則附錄二十七闡述的《環境、社會及管治報告指引》（「ESG 指引」），本公司董事（「董事」）組成之董事會（「董事會」）欣然發佈其依循 ESG 指引編製之第一份環境、社會及管治報告（「本報告」），本報告已遵守 ESG 指引內有關「不遵守就解釋」的規定。除另有說明外，本報告涵蓋本公司兩家主要全資附屬公司濰坊柏立化學有限公司（「濰坊柏立」）及濰坊濱海石化有限公司（「濰坊濱海」）之重大環境和社會議題的政策、措施及表現。

本報告作為本公司二零一六年年報（「年報」）之補充，披露本集團自二零一六年一月一日至二零一六年十二月三十一日止於環境和社會事宜方面的進程。有關管治部分，請參閱年報內第 36 至 51 頁。本報告已獲董事會審議通過。

作為盡責的企業，本集團嚴格履行環境、僱傭、人權、勞工權益、供應鏈管理、產品責任及反貪污等相關監管規定。本

INTRODUCTION

Tiande Chemical Holdings Limited (hereinafter referred to as the “**Company**”) and its subsidiaries (collectively, the “**Group**”) mainly engage in the businesses of research and development, manufacture and sales of fine chemical products.

Pursuant to the requirements of the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, the board (the “**Board**”) of directors (the “**Directors**”) of the Company is pleased to present its first “Environmental, Social and Governance Report” (this “**Report**”) compiled based on the ESG Guide, which satisfied the “comply or explain” provisions of the ESG Guide and covered the policies, initiatives and performance in relation to the material environmental and social issues of the two core wholly-owned subsidiaries of the Company, which are Weifang Parasia Chem Co., Ltd., (“**Weifang Parasia**”) and Weifang Binhai Petro-Chem Co., Ltd. (“**Weifang Binhai**”), unless otherwise stated.

This Report supplements the 2016 annual report of the Company (the “**Annual Report**”), and discloses progress on environmental and social issues from 1 January 2016 to 31 December 2016 of the Group. In respect of governance section, please refer to pages 36 to 51 of the Annual Report. This Report has been reviewed and approved by the Board.

As a responsible enterprise, the Group strictly complies with relevant regulatory requirements on environment, employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption.

集團不僅致力達致理想的財務業績，更力求推動環境保護、社會責任及有效企業管治。董事會認為，良好的環境、社會和管治績效對本集團的可持續發展具有決定性的影響。因此，本集團繼續加強環境、產品責任、供應鏈、人力資源和資源利用等方面的改善，旨在為其主要持份者（包括股東、僱員、客戶、供應商及整體社區）創造長遠價值。本集團亦持續與以上各方溝通，全面評估和確定與環境、社會和管治的相關事項。

The Group is committed, not only to achieving strong financial results, but also to promoting environmental protection, social responsibility and effective corporate governance. The Board believes that sound environmental, social and governance performance has a decisive influence on the sustainable development of the Group. Hence, the Group continues to strengthen the improvement in the aspects of its environment, products responsibility, the supply chains, human resources, and the utilisation of resources etc. aiming to create long-term value for its key stakeholders, including shareholders, employees, customers, suppliers and the community as a whole. The Group also keeps communicating with them on an on-going basis and comprehensively evaluates and identifies the relevant matters relating to the environmental, social and governance.

環境

本公司將環境保護視作企業責任之一部份，且本公司充份認識到環境可持續發展對實現業務可持續發展的重要性。本集團致力節省能源和資源和發展循環經濟。本集團所有生產場所均實施清潔生產。「綠色、清潔、低碳和循環經濟」的理念均於本集團所有業務全面實踐。

安全環保委員會早於二零零六年成立，旨在領導本集團的安全及環保工作，並負責本集團安全及環保等方面的重大決策。環境、健康及安全部（「環境、健康及安全部」）制定本集團整體的環境、健康及安全政策，並負責：(i) 監察本集團營運是否符合有關地方當局之要求及相關環保法律法規及執行有關工作；(ii) 審閱環境、健康和 safety 計劃；(iii) 參與討論重大的環境、健康和 safety 措施；(iv) 檢查和監督環境、健康和 safety 計劃的實施；及 (v) 審閱及處理環保工作獎懲意見。各附屬公司承擔環境、健康及 safety 措施的具體執行，並對合規性負責。

本集團一直通過技術改造，積極推動先進的節能技術、工藝和裝備以及淘汰落後產能，以提高規模生產效益，不僅提高經濟表現，而且顯著提升了環

ENVIRONMENT

The Company undertakes environmental protection as part of its corporate responsibilities, and the Company is fully aware of the importance of sustainable environmental development in achieving sustainability in its operations. The Group is committed to the conservation of energy and resource and the development of circular economy. The Group implements clean production in all production sites. The philosophy of "green, clean, low-carbon and circular economy" has been applied thoroughly in all operations of the Group.

The Safety and Environmental Protection Committee, which has been established since 2006, aims to lead the safety and environmental works of the Group and is responsible for major decisions relating to safety and environmental concerns of the Group. The Environment, Health and Safety department (the "EHS") formulates the general policies for environment, health and safety, and is responsible for (i) monitoring and implementing the Group's operational compliance with relevant local authorities requirements and relevant laws and regulations on environmental protection; (ii) reviewing the environment, health and safety plan; (iii) participating in discussion of major environment, health and safety measures; (iv) inspecting and supervising the implementation of environment, health and safety plans; and (v) reviewing and handling the opinions on reward and disciplinary action on environmental protection works. Each of the subsidiaries is in charge of the practical implementation of environment, health and safety measures and is responsible for the compliance thereof.

The Group consistently promotes the use of advanced energy-saving technology, processes and equipment through technological upgrades as well as phasing out outdated production capacity in order to enhance the efficiency of the scale productivity which not only strengthens economic

境效益。本集團在此方面對可持續發展的貢獻感到自豪。

本集團已建立一套環境管理體系，通過「計劃 - 執行 - 檢查 - 行動」不斷改進環境管理體系，盡量減少對環境的損害。濰坊柏立及濰坊濱海均已取得 ISO14000 環境管理體系認證。

環保工作貫穿從產品設計到成品過程，同時並定期及持續地進行清潔生產的審核。於二零一六年，據本公司所知，並無任何不遵守有關本報告所述環保層面的適用標準、規定及規管之任何重大事宜。

排放物

本集團採取全面的環境管理體系，旨在符合或甚至達到低於有關地方當局廢氣、廢水和固體廢物排放標準。本集團堅持採用先進技術，提高運作效率，同時降低對環境的影響。

本集團嚴格執行「三同時制度」綠色措施，以控制鍋爐煙氣排放及確保鍋爐安裝符合有關地區之環保規定。

於二零一六年，並無發生任何違例違規情況。

performance but also improves environmental effectiveness significantly. The Group takes pride in achieving sustainable development in this aspect.

The Group has established an environmental management system and has been improving the environmental management system through "plan - do - check - act" to minimise damage to the environment. Both Weifang Parasia and Weifang Binhai have obtained the ISO14000 Environmental Management System certification.

Environmental work runs through the process from product design to finished product, while clean production audit is performed regularly and continuously. In 2016, the Company is not aware of any material non-compliance with applicable standards, rules and regulations relating to the environmental protection aspects discussed in this Report.

Emission

The Group adopts a comprehensive environmental management system which aims to meet or achieve a level further below the relevant local authorities' emission standards for exhaust gas, wastewater and solid waste. The Group insistently applies advanced technologies to enhance operational efficiency while reducing the environmental impact.

The Group strictly complies with "Three Simultaneous System" green measures to control the flue gas emission from boilers and ensure that the installation of boilers meet the relevant local environmental requirements.

During the year of 2016, there were no non-compliances with relevant rules or regulations.

廢氣和溫室氣體減排

Exhaust gas and reduction of greenhouse gases

本集團竭盡全力減少其在開展業務時對環境造成的影響，並確保符合所有相關排放標準。

The Group makes every effort to minimise its impact to the environment when conducting its business, and make sure that all related emissions standards are met.

濰坊柏立和濰坊濱海均採用系統化的廢氣排放監控程序，令氣體排放定期受嚴密監測和評估。廢氣排放系統接受定期檢查，以確保排放系統正常運作。本集團主要產生的廢氣有氮氧化物、二氧化硫和煙塵。

Both Weifang Parasia and Weifang Binhai adopt a systematic exhaust gas emission control procedure, whereby gas emission is closely monitored and measured regularly. The exhaust gas emission system is regularly inspected to ensure that it can function normally. The exhaust gas produced by the Group is mainly nitrogen oxides, sulphur dioxides and smoke and dust.

污染物種類及相關排放資料

Types of pollutants and relevant emission data

廢氣排放量（以噸計）

Amount of exhaust gas emission (in tonnes)

	<u>2016</u>	<u>2015</u>
氮氧化物		
Nitrogen oxides	275	280
二氧化硫		
Sulphur dioxide	280	310
廢氣中的煙塵		
Smoke and dust in exhaust gas	9	10

廢氣排放濃度

Density of emissions

	濰坊柏立		濰坊濱海	
	Weifang Parasia		Weifang Binhai	
	<u>2016</u>	<u>2015</u>	<u>2016</u>	<u>2015</u>
氮氧化物	每立方米 223 毫克	每立方米 230 毫克	每立方米 145 毫克	每立方米 172 毫克
Nitrogen oxides	223mg/m ³	230mg/m ³	145mg/m ³	172mg/m ³
二氧化硫	每立方米 74.5 毫克	每立方米 84.5 毫克	每立方米 33.0 毫克	每立方米 50.0 毫克
Sulphur dioxide	74.5mg/m ³	84.5mg/m ³	33.0mg/m ³	50.0mg/m ³
廢氣中的煙塵	每立方米 6.7 毫克	每立方米 9.5 毫克	每立方米 24.0 毫克	每立方米 27.0 毫克
Smoke and dust in exhaust gas	6.7mg/m ³	9.5mg/m ³	24.0mg/m ³	27.0mg/m ³

溫室氣體排放量（以噸計）

Amount of greenhouse gases emission (in tonnes)

	<u>2016</u>	<u>2015</u>
二氧化碳		
Carbon dioxide	210,800	219,800
甲烷		
Methane	504	539

於二零一五年和二零一六年，濰坊柏立及濰坊濱海已完成有關脫硫除塵超低排放的改善工作。另一脫硝超低排放改善項目將於二零一七年年年底前完工。該工程項目亦獲得地方有關當局認可，濰坊柏立並獲批環保專項基金以示鼓勵。濰坊柏立及濰坊濱海的氮氧化物、二氧化硫和煙塵排放量一直保持在低於「山東省鍋爐大氣污染物排放標準」所規定之水平。

During the years of 2015 and 2016, Weifang Parasia and Weifang Binhai completed the constructions of desulfurisation and ultra-low emission renovation on dust removal. Another construction project for denitrification and ultra-low emission renovation will also be completed by the end of 2017. These construction projects are recognised by local authorities which granted an environmental protection special fund to Weifang Parasia as encouragement. The emission of nitrogen oxides, sulphur dioxide and smoke and dust of Weifang Parasia and Weifang Binhai are always kept below the requirements of "The Boiler Air Pollutant Discharge Standards in Shandong Province".

廢水

本集團嚴謹處理工業廢水，並採取各種措施回收利用廢水，以確保排放合規及減少廢水排放。

濰坊柏立採用生化廢水處理工序回收用水，而回收用水主要用於道路灑水、綠化灌溉、煤場灑水及洗衣機用水等，剩餘廢水排入城市廢水處理廠。於二零一六年，廢水排放量為 525,536 噸（二零一五年：563,991 噸），化學需氧量濃度為每升 45.7 毫克（二零一五年：每升 49.6 毫克），化學需氧量排放量達 24.02 噸（二零一五年：27.97 噸），遠遠低於「污水排入城鎮下水道水質標準」之規定。

濰坊濱海採用生化處理加反滲透膜處理技術回收再利用所有廢水，實現零排放。

固體廢棄物處置

本集團非常重視有害及無害廢物的產生和處置，並嚴格遵守有關地方當局之規定。

固體廢物被儲存並收藏於帶有明確標籤的容器。有害廢物臨時收集場地必須在工廠平面圖上明確標明。收集容器必須有蓋並定期運送到指定地點。有害固體廢物由合資格的

Wastewater

The Group conducts stringent treatments on its industrial wastewater and activities by taking various measures to recycle and reuse wastewater in order to ensure compliant discharge and reduction of wastewater discharge.

Weifang Parasia adopts biochemical wastewater treatment process to recycle water. The primary uses of recycled water are road sprinkler, plant irrigation, coal sprinkler, and washing machine etc., and the remaining wastewater is discharged into the urban wastewater treatment plant. In 2016, the wastewater discharged was 525,536 tonnes (2015: 563,991 tonnes) with chemical oxygen demand ("COD") concentration of 45.7mg/L (2015: 49.6mg/L) and COD emissions of 24.02 tonnes (2015: 27.97 tonnes), which were far below the requirements of "Sewage Discharge to the Town Sewer Water Quality Standards".

Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse all wastewater thus achieving zero discharge.

Disposal of solid waste

The Group attaches great importance to the generation and disposal of hazardous and non-hazardous wastes and complies strictly with the requirements imposed by the relevant local authorities.

Solid wastes are stored and collected in designated containers which are clearly labelled. The temporary collecting sites for hazardous wastes are clearly marked on the layout plan of site. Collecting containers are covered and delivered to the designated area periodically. Hazardous solid wastes are handled by qualified organisations for

機構收集、回收和處理。於二零一六年，由合資格機構收集、回收和處置的濰坊柏立和濰坊濱海有害廢物總量約為 26.84 噸。大部分無害固體廢物將被收集和重新處理成為有用的材料出售。剩餘的無害固體廢物將由市政垃圾處理站收集及處置。於二零一六年，濰坊柏立和濰坊濱海產生了 2,678 噸（二零一五年：2,513 噸）的粉塵固體廢物。

濰坊濱海已計劃推行有機廢物處理項目，以進一步改善固體廢物的處置。該項目預計將於二零一七年年年底前完成。

於二零一六年，本集團已遵守其營運所在地之相關環境保護及排放物之法律和法規。

資源使用

本集團致力源頭減廢及發展循環經濟。本集團資源使用的基本原則乃嚴格遵守四大環保守則：一）減少浪費；二）資源回收；三）循環再用；四）使用環保替代品，全面覆蓋本集團的所有業務活動。本集團非常重視在營運過程中有效利用資源及盡量減少浪費，此舉不僅可以提升生產效率，也是本集團對持續保護環境作出貢獻的關鍵。

為了節省資源，包裝材料盡可能回收再用。倘客戶同意，本

collection, recycle and disposition of hazardous solid wastes. The total amount of hazardous wastes generated by Weifang Parasia and Weifang Binhai and collected, recycled and disposed by qualified organisations was about 26.84 tonnes in 2016. Most of non-hazardous solid wastes will be collected and re-processed to become useful materials for sale. The rest of non-hazardous solid wastes will be collected and disposed by the municipal waste disposal station. During the year of 2016, Weifang Parasia and Weifang Binhai has generated solid waste in term of dust in sum of 2,678 tonnes (2015: 2,513 tonnes).

Weifang Binhai planned to implement organic waste treatment projects to achieve further improvement on the disposal of solid wastes. The project is expected to be completed by end of 2017.

In 2016, the Group complied with all the relevant laws and regulations of environmental protection and emission of at its operating locations.

Use of Resources

The Group is committed to the waste reduction at source and the development of circular economy. The basic principle for the use of resources of the Group is strictly complied with 4Rs (Reduce, Recycle, Reuse and Replace) across the Group's all business activities. The Group highly emphasises the effective use of resources and minimise waste during operation, which not only promotes the productivity efficiency but are also the key of the Group's contribution to the environmental sustainability.

In order to save resources, packaging materials are recycled and reused as much as possible. The Group will also use

集團會使用化工液態罐裝車交付產品。於二零一六年，本集團原應使用 340,000 個（二零一五年：300,000 個）新包裝桶，但經採用回收再用的包裝桶以及化工液態罐裝車交付產品後，本集團實際使用 83,900 個（二零一五年：84,000 個）新包裝桶。於二零一六年，濰坊柏立及濰坊濱海用於成品的包裝物料合共為 1,136.8 噸（二零一五年：1,170.0 噸）。

chemical liquid trucks to deliver products if this is acceptable by customers. In 2016, the Group would have used 340,000 (2015: 300,000) new packing barrels; however, the Group actually used new packaging barrels of 83,900 (2015: 84,000) after using the recycled and reused packing barrels as well as engaging chemical liquid trucks to deliver products. During the year of 2016, total packaging materials are used by Weifang Parasia and Weifang Binhai for the finished products was 1,136.8 tonnes (2015: 1,175.0 tonnes).

本集團從當地供水局及生產場地內的自備水井供應其工業用水。濰坊柏立及濰坊濱海的工業用水總消耗量如下：

The Group supplies its industrial water from local water supply authorities and self-contained water wells within the production sites. The total consumption of industrial water by Weifang Paraisa and Weifang Binhai is shown as follows:

	<u>2016</u>	<u>2015</u>
工業用水	255,000 立方米	250,000 立方米
Industrial water	255,000m ³	250,000m ³
- 立方米/人民幣百萬元營業額		
- m ³ per million RMB revenue	169.6	183.6

使用能源

Energy use

本集團利用的能源主要包括燃料煤以及電力。濰坊柏立及濰坊濱海的能源總耗量如下：

The energy used by the Group mainly comprises fuel coal and electricity. The total consumption of energy by Weifang Parasia and Weifang Binhai are as follows:

	<u>2016</u>	<u>2015</u>
燃料煤	80,074 噸	82,614 噸
Fuel coal	80,074 tonnes	82,614 tonnes
- 噸/人民幣百萬元營業額		
- Tonnes per million RMB revenue	53.0	60.7
-		
電	219,831,186 千瓦時	193,736,063 千瓦時
Electricity	219,831,186KWH	193,736,063KWH
- 千瓦時/人民幣百萬元營業額		
- KWH per million RMB revenue	146,185	142,269

節約能源

本集團一直堅持「維修，再用，充份利用」的原則，減少產生廢物，並制定了若干管理措施，例如「節能減排管理辦法」及「節能減排監督管理實施細則」等。此外，本集團並實施能源消耗定額管理，以及將節能減排指標納入，作為年度考核的一環。

本集團不斷為節能減排投放更多資源，例如：(i)採用或優化高效能源設備；(ii)採用新型和高效的變壓器產品；(iii)充份利用餘熱餘壓；(iv)回收利用排放廢氣所產生的能量；(v)回收利用加熱過程產生的蒸汽冷凝水；(vi)電力系統節能；(vii)不斷改進生產工序；及(viii)精簡營運程序，藉此減少燃料、電、水等的消耗，提升營運中的資源效益。以上均為本集團積極努力建

Energy conservation

The Group always adhere to the principle of “repair, reuse, full utilisation” to reduce waste production. Certain management measures are formulated by the Group, such as Administrative Measures for Energy Conservation and Emission Reduction, and Implementation Rules for Monitoring Energy Conservation and Emission Reduction etc. Besides these, the Group implements energy consumption quota management and imposes the criteria of energy conservation and emission reduction as part of the annual appraisal.

The Group keeps investing and placing additional resources in energy conservation and emission reduction annually such as (i) adoption or optimisation of high-efficiency energy equipment; (ii) adopting new and efficient transformer products; (iii) utilisation of remaining heat and pressure fully; (iv) recycle of the energy released from exhaust gas emission; (v) recycle of the steam condensed water produced by heating process; (vi) electrical system energy saving; (vii) improvement of production processes continuously; and (viii) streamlining the operational procedures, thereby reduce the consumption of fuel, electricity and water to improve the resource efficiency in its operations. All of these are part of proactive effort of the

立資源節約型企業的其中部分措施。

實施清潔生產後，濰坊柏立每年可節省電力約 4,009,000 千瓦時、節汽約 9,240 噸、節水約 35,760 噸及節省燃料煤約 270 噸。濰坊柏立及濰坊濱海均已通過山東省環境保護廳專家組進行的清潔生產評估。

濰坊柏立的鍋爐配備高溫餘熱回收設備，能回收剩餘熱量，提高能源效益，降低煤耗，否則每年需要額外耗用約 3,000 噸標準煤。

此外，氰化鈉生產線已具備尾汽綜合利用技術。於二零一六年，濰坊柏立及濰坊濱海回收蒸汽約 156,444 噸（二零一五年：123,006 噸），節省生產成本超過人民幣 12,000,000 元（二零一五年：超過人民幣 10,000,000 元）。

本集團並在其工作場所推行節能措施，包括安裝節能照明系統、設置空調最佳溫度、以及在辦公時間之後或不使用時，關閉照明、空調、電腦及其他辦公設備，以及鼓勵員工減少使用紙張。

Group to establish a resource-conservative enterprise.

Through the implementation of clean production, Weifang Parasia achieved electricity saving of approximately 4,009,000KWH per annum, steam saving of approximately 9,240 tonnes per annum, waster saving of approximately 35,760 tonnes per annum, and fuel coal saving of approximately 270 tonnes per annum. Both Weifang Parasia and Weifang Binahi have passed the clean production assessment conducted by the expert team from Shandong Provincial Environmental Protection Office.

The boilers of Weifang Parasia are equipped high temperature residual heat recovery facilities to recycle remaining heat which enhance energy efficiency and reduce coal consumption which would otherwise require additional approximately 3,000 tonnes of standard coal per annum.

Furthermore, tail steam comprehensive utilisation technique has been built-in in the production lines of sodium cyanide, Weifang Parasia and Weifang Binhai have recycled steam of approximately 156,444 tonnes (2015: 123,006 tonnes) and saved over RMB12.0 million (2015: over RMB10.0 million) in term of production cost in 2016.

The Group also applies energy saving measures in its workplaces including installation of an energy-saving lighting system, setting optimal temperature for the air-conditioning, and switching off the lighting, air-conditioning, computers and other office equipment after office hours or when not utilised as well as encourage employees to reduce the use of papers.

節約水資源

本集團大力提倡節約用水，積極採取節水措施，並實行多項技術提升。於二零一六年，濰坊濱海完成廢水處理系統第二期改造工程。進一步提高回收廢水的質量和數量。濰坊柏立採用高效的冷凝水回收系統，通過冷凝來回收水，節水量超過 172,800 噸。

環境及天然資源

本集團在營運過程中會排放各種廢氣、廢水和固體廢物，但經適當處理後，本集團對環境和自然資源的影響不大。煤炭是本集團用於生產的主要原料之一，因此，本集團已採取各種措施以節約和減少煤炭消耗。

本集團將環境措施與其業務緊密結合，以從產品研發、採購、製造和產品交付客戶等方面履行環保責任。本集團致力加強綠色營運流程，確保所有產品可獲業內認可，並符合產品的環保規定。

環境措施的有效實施端視於內部和外部持份者的支持。因此，本集團致力確保員工清楚瞭解相關政策和適用於本集團的具體規定，鼓勵業務合作夥伴與本集團的經營方針一

Water resource conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various technological upgrades. During the year of 2016, Weifang Binhai has completed the second phase renovation for wastewater treatment system which further enhanced the quality and quantity of recycled wastewater. Weifang Parasia adopted an efficient condensation recovery system to reclaim water by steam condensation achieving water conservation amount of over 172,800 tonnes.

Environmental and natural resources

The emissions of various exhaust gas, waste water and solid wastes produced in the course of the Group's operation. However, the Group does not have a significant impact on the environment and natural resources after its proper treatments. Coal is one of the main raw materials to the Group for supporting its productions. Hence, the Group has taken various measures to save and reduce its coal consumptions.

The Group closely aligns and integrates environmental measures into its operations, in order to fulfil environmental responsibilities from product research and development, procurement, and manufacturing to delivering products to customer. The Group is dedicated to enhancing its green operation flows, ensuring accreditation by industry of all products and meeting the product's environmental protection requirements.

The effective implementation of environmental measures relies on the support of the internal and the external stakeholders. Therefore, the Group is committed to ensuring that its employees have clear understanding of the relevant policies and the specific requirements of the Group and to encouraging its business partners to align with the Group's

致，以持續方式經營，不斷完善。

為了對環境保護產生積極的影響，本集團優化其生產工序，方式是收集和再處理從正常生產產生的若干殘留材料，使其成為有用物料，並售予特定行業。

從生產工地收集的所有管道、閥門、配件、儀器儀表、電氣元件和設備等都必須進行檢查和修理，以恢復其功能。此舉不單減少產生的廢物，亦降低本集團營運成本。

本集團將持續加強對潛在環境危害隱患的治理工作，以全面降低環境風險。

policies to operate in a sustainable manner and achieve continuous improvement.

In order to bring positive impact on environmental protection, the Group optimises its production process by collecting and re-processing certain residual materials which are generated from normal productions to become useful materials for sale to specific industries.

All pipes, valves, fittings, instrumentation, electrical components and equipment etc. collected from production sites are inspected and repaired to restore to their functionality. This not only substantially reduces waste production, but also lowers the operating costs of the Group.

The Group will consistently enhance management initiatives for potential environmental hazards in order to minimise the environmental risk exposures in a comprehensive manner.

社會

僱傭及勞工

本集團的政策是為所有人提供均等的就業及晉升機會。本集團目前及日後均不會因種族、宗教、性別、懷孕、年齡、婚姻狀況、殘疾等原因而歧視任何合資格的申請人或僱員。

本集團嚴格遵守業務所在市場有關地方當局的相關就業和勞動法律法規的規定，包括補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他福利等範疇。本集團亦已制定「僱員手冊」、「僱員薪酬管理政策」、「僱員考勤和假期管理政策」、「僱員有薪年假管理政策」、「僱員招聘管理政策」及「僱員操守準則」，以不斷完善和優化其員工編制、職能調整、薪酬水平、表現考核及僱員培訓等，以確保關鍵人員留任以維持本集團穩步發展。

本集團必須承擔人才招聘和培育的社會責任。本集團的招聘透過內部調職、內部晉升和外部招聘進行，並堅持機會均等的原則。現有僱員會獲優先考慮填補空缺職位。只有在沒有適合的內部員工可填補空缺的情況下，方會進行外部招聘。本集團提倡多元化的勞動力，包括年齡及性別等。於二零一六年十二月三十一日，本

SOCIETY

Employment and labour

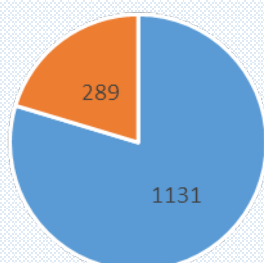
It is the policy of the Group that equal employment opportunity is provided in the employment and advancement for all persons. The Group does not and will not discriminate against any qualified applicant or employee based on their race, religion, gender, pregnancy, age, marital status, individuals with a disability etc.

The Group strictly complied with related employment and labour laws and regulations of the relevant local authorities in relation to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare in the markets where the Group operates. The Group has also formulated Employee Handbook, Employee Compensation Management Policy, Staff Attendance and Holiday Management Policy, Staff Paid Annual Leave Management Policy, Staff Recruitment Management Policy and Employee Code of Conduct, in order to continuously improve and optimise its staff structure, work roles adjustments, remuneration level, performance assessment and employee training etc. and to ensure the retention of key personnel for sustaining the steadfast development of the Group.

The Group must assume social responsibilities of talent recruitment and cultivation. The recruitment of the Group is conducted through internal redeployment, internal promotion and external recruitment and upholds the principle of equal opportunity. Priorities are given to current employees to fill out the position for any vacancies. External recruitment would be conducted only when there are no suitable internal employees to fill up the vacancy. The Group promotes the diversity of workforce, including in terms of age, gender etc. As at 31 December 2016, the Group has 1,420 (2015: 1,180) full time employees.

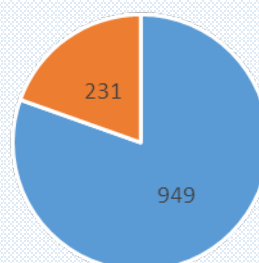
集團共有 1,420 名 (二零一五年：1,180 名) 全職僱員。

截至二零一六年十二月三十一日止
本集團總僱員人數
Total number of employee of the
Group as 31 December 2016



■ 男 Male ■ 女 Female

截至二零一五年十二月三十一日止
本集團總僱員人數
Total number of employee of the
Group as 31 December 2015



■ 男 Male ■ 女 Female

於二零一六年，共有 196 名 (二零一五年：208 名) 僱員離職，離職率為 13.8% (二零一五年：17.6%)。

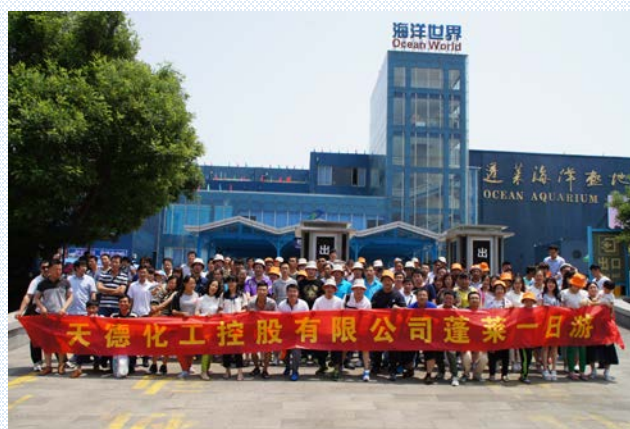
During the year of 2016, 196 (2015: 208) employees resigned, representing a turnover rate of 13.8% (2015: 17.6%).

僱員是本集團賴以成功的寶貴資產。本集團已制訂完善的人力資源策略以吸引和挽留優秀人才。在兼顧市場競爭和內部公平的基礎上，本集團為僱員提供完善並富競爭力的薪酬福利制度，與此同時，僱員享有年假、病假、婚假、產假及其他法定假期。僱員薪酬乃根據職位、表現和能力釐定，並會考慮本集團的經營業績。本集團的管理層定期檢討現有的薪酬福利方案，以確保能夠在行業中保持競爭力，從而吸引和挽留人才。

The success of the Group is reliant on its employees, which is the most valuable assets. The Group has well-established human resources strategies to attract and retain competent employees. Taking into account the basis of market competition and internal fairness, the Group provides employees with sophisticated and competitive remuneration and benefit regime while the employees enjoy various kinds of leaves including annual leave, sick leave, marriage leave, maternity and other statutory leave. Employee remunerations are determined according to their positions, performance, capabilities and taking into account the Group's operating results. The management of the Group regularly review the existing remuneration and benefit package to make sure it is able to attract and retain talents by staying competitive in the industry.

本集團人力資源管理制度的目標之一是為員工締造公平、安全、健康和愉快的工作環境。僱員的身心健康是本集團關注的事項之一。本集團成立了員工福利會，以培養及教育員工道德，並舉行旅遊、籃球比賽、乒乓球比賽、越野比賽、歌唱比賽等體育文化活動，讓僱員在忙碌工作過後能夠放鬆和緩解壓力。本集團管理層力求豐富僱員的工餘生活，建立企業凝聚力。員工福利會並會出席僱員家屬的婚禮或葬禮，為貧困職工提供財政援助，並慰問和探訪退休或生病的僱員。於二零一六年，員工福利會亦為員工籌辦各項僱員活動，令僱員身心得以健康平衡發展，以及提高他們對本集團的歸屬感。

One of the objectives of the human resources management system of the Group is to create a fair, safe, healthy and pleasant working environment for its employees. Physical and mental well-being of the employees is one of the concerns of the Group. The Group has set up a staff welfare club to cultivate and educate the moral of employees and provide sports and cultural activities, such as outings, basketball competition, ping pong competition, off-road competition, singing competition and so on that employees can relax and relieve stress after hard work. The management of the Group strives to enliven its employees' after work life and create solidarity. The staff welfare club will also attend wedding or funeral of family members of our employees, provide financial assistance to destitute employees, and pay condolences and home visit to retired or sick employees. In 2016, the staff welfare club has organised a wide range of employee activities to promote their mental and physical health as well as their sense of belonging to the Group.





健康與安全

本集團以「安全第一」為原則，致力創造舒適安全的工作環境。濰坊柏立和濰坊濱海均設有完善的「職業健康安全管理体系」，並已獲 ISO18000 認證。於二零一六年，本集團並未發生與工作相關的傷亡事故。因此，本集團沒有因工傷事故而出現工作日數損失。

本集團極為重視安全生產，故不斷完善各種防護設施及提升生產自動化，將發生工作相關意外或工傷的可能性降至最低。於二零一六年，濰坊柏立和濰坊濱海分別進行了 20 次和 25 次詳盡的潛在安全隱患檢查。本集團將定期進行安全隱患檢查，作為嚴密監測和控制主要危害成因的工作的其中一環。

除此之外，本集團制定了全面的「重大環境影響應急預案」，以有效管理、糾正和防範重大環境變化。按照「重大環境影響應急預案」，於二零一六年，環境、健康及安全部分別在濰坊柏立和濰坊濱海的生產場地進行了 10 次及 66 次預演，從而提高全體員工的環境應急能力。

Health and safety

The Group is dedicated creating a comfortable and safe workplace based on the “Safety First” principle. Both Weifang Parasia and Weifang Binhai have well established Occupational Health and Safety Management System which is certified by ISO18000. During the year of 2016, the Group has had no work-related casualties relating to work-related injuries. Therefore, the Group did not suffer from lost days due to work injury.

Production safety is of utmost importance to the Group. The Group relentlessly enhances its protective facilities and enhances production automation to minimise the probability of work-related accidents or work injury. In 2016, Weifang Parasia and Weifang Binhai have carried out an in-depth potential safety hazard inspections for 20 times and 25 times respectively. The safety hazard inspection is carried out by the Group regularly as part of stringent efforts to monitor and control major sources of hazards.

Apart from that, the Group developed a comprehensive “Significant Environmental Factors Emergency Plan” to manage, correct and prevent any significant environmental changes effectively. In accordance with “Significant Environmental Factors Emergency Plan”, EHS performed drills for 10 times and 66 times in the productions sites of Weifang Parasia and Weifang Binhai respectively during the year of 2016 so as to improve environmental emergency response capacity of all employees.

本集團的安全培訓乃持續進行，亦加強了對承建商的安全管理，從而進一步提高營運管理水平。於工程項目開展前，本集團會先與承建商/供應商簽訂安全協議，並指示供應商必須遵守有關安全守則。於施工過程中，環境、健康及安全部會對承建商進行監督及提供安全培訓。另外，與供應商簽訂的若干採購協議也載有有關安全管理和環境保護的條文。同時，為了員工和訪客的安全，環境、健康及安全部向他們提供安全須知，並規定在進入本集團的生產場地時須佩戴安全帽。

此外，以下所有措施均在工作場地執行：

- 採用先進的生產技術以減少產生的粉塵；使用高效過濾除塵器；安裝吸塵裝置及通風設施；向員工提供防塵口罩並定期更換。
- 如涉及使用有毒物質，僱員必須穿著防護裝備。生產過程將採取封閉的管道式自動運輸設施，而儲存有毒物質嚴格按照「五雙管理」處理。
- 教育員工嚴格遵守安全操作程序，防止洩

The Group's safety training is offered on a continuous basis, and safety management imposed on subcontractors is enhanced so as to further improve our level of excellence in operation management. Prior to the commencement of construction projects, the Group enters into safety agreements with contractors/suppliers and instructs them to comply with relevant safety rules. In the course of constructions, EHS supervises and provides them with safety trainings. In addition, certain purchase agreements entered into with suppliers also contain provisions in relation to safety management and environmental protection. Meanwhile, for the safety of employees and visitors, EHS provide safety notes to them and they are required to wear safety helmet when entering the production sites of the Group.

In addition, all of the following measures are implemented in the workplace:

- To adopt advanced production technology to reduce the amount of dust generated; use of efficient filter dust collector; install of dust suction device and ventilation facilities, provide of dust masks to employees with regular replacements.
- When the use of toxic materials is involved, employees must wear protective equipment. The production process will be conducted through closed, piped, and automated transport facilities, and storage of toxic materials with strictly comply with "five pairs of management".
- To educate employees to strictly comply with the safe operating procedures to prevent leakage.

漏。

- 設立相應的應急救援設施。
 - 採用低噪音設備、吸音技術、配備噪音防護裝備，並採用減聲裝置以消除、降低和控制噪音和震動。
 - 通過採用先進的生產技術、安裝隔熱處理、通風和冷卻措施、提供冷飲和相應的保護設備，以及提供備用抗熱藥物，從而降低溫度。
 - 在實驗室、操作室及辦公室等室內環境提供空調。
 - 在生產車間設置供暖設施，並在冬季期間加強車間保溫。
- To establish the relevant emergency rescues facilities.
 - To adopt low noise facilities and sound absorption technology, provide noise protection equipment and use noise muffler to eliminate, reduce and control noise and vibration.
 - To reduce heat by adoption of advanced production technology, installation of heat insulation treatment, ventilation and cooling measures, provision of cold drinks and corresponding protective equipment, and standby anti-heat drugs.
 - To provide air conditioning in indoor environment such as laboratories, operator rooms and offices.
 - To set up heating facilities in the production lines and enhance the insulation during the winter.

本集團通過制定年度職業衛生培訓計劃，加強職業健康培訓，為不同類別的員工提供切合所需的培訓。

The Group's occupational health training is enhanced by formulating annual occupational hygiene training scheme under which tailored trainings were provided for different categories of employees.

本集團運用「職業健康管理系統」來填報監測和體檢資料，以加強衛生檔案系統的管理，並提升職業健康的管理水平。本集團對衛生安全進行定期檢視和管理層檢討，以確保政策和措施有效。

The Group used the Occupational Health Management System, to enter and report information from monitoring and health check-ups so as to enhance the management of health documentation system and raise the management standards for occupational health. Regular inspections and management review of health and safety have been performed by the Group to ensure the effectiveness of the policies and measures.

除法定保險外，本集團並購備僱主責任保險和安全生產責任保險，於發生事故時向員工提供額外保障。

明確界定不同職位的安全職責。由於大力推行安全生產，本集團年內並無發生有害化學品洩漏事故、火災、爆炸、環境污染或直接導致重大損失責任的其他事故。

發展及培訓

本集團堅信人才的可持續發展是企業長青之基石。本集團因而非常重視僱員發展及培訓工作，並關注僱員不同階段的發展需求。本集團還制定了「僱員培訓管理政策」，為僱員建立成長晉升平台，並提供各種培訓，例如在職培訓、勞動力素質培訓、學徒培訓和團隊合作等。本集團並根據僱員的能力為其提供前瞻性培訓課程及安排行業考察，拓寬技能和視野，從而協助他們實現事業發展和個人成長，使其最終成為本集團的寶貴資產。

新聘員工獲提供在職培訓，以協助彼等熟悉本集團的文化、業務和營運。此外，就技術職位而言，每位新聘僱員均會接受職前技術培訓，以提高工作所需的

In addition to statutory insurance coverage, the Group has also taken out Employer's Liability Insurance and Safety Production Liability Insurance to provide extra protection to the employees in case of accident.

Clearly defined job responsibilities relating to safety. Through promoting the implementation of safety production, the Group had no recorded incident of leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of liability-incurring incident caused a substantial direct loss during the year.

Development and training

The Group firmly believes that sustainable talent development is the cornerstone for the long-lasting development of an enterprise. Hence, the Group highly emphasises on employees' development and training and takes care of the development needs of employees at different stages. The Group also formulated Employee Training Management Policy whereby a growth and promotion platform has been developed and various kinds of trainings will be provided to employees such as on-the-job training, workforce quality training, apprenticeship and team-building. The Group also provided prospective training courses to employees based on their abilities and arranged industry visitation to broaden their skills and visions thereby assisting them in achieving career development as well as personal growth so that eventually they will become valuable assets to the Group.

New employees are provided with on-board trainings to help them familiarise with the culture, business and operations of the Group. In addition, for technical positions, every newly-hired employee will be provided with pre-job technical training to enhance the professional skills necessary for the job.

專業技能。

於二零一六年，每位僱員均完成了平均超過 50 小時(二零一五年：超過 40 小時)的內部培訓，超過 150 名員工(二零一五年：超過 100 名員工)參加了由外間專業人士舉辦的培訓課程。

勞工準則

本集團致力保護僱員的合法權益，嚴禁聘用童工及強制勞工，並承諾創造尊重人權的工作環境。

本集團還嚴格遵守有關工時、休假及假期等相關的當地勞工法規，確保全體僱員的身心健康。僱員不得強制超時工作，並根據當地法規有權收取超時工資。

供應鏈管理

本集團重視與供應商的夥伴關係，並深化與他們的協作關係，以確保有效管理和其產品達質量標準。因此，本集團不斷優化和改善供應商管理制度，與供應商攜手合作，促進彼等所處行業的可持續發展。

本集團重視與供應商的溝通，包括於日常工作持續與供應商溝通，通過技術支援和行業的競爭優勢與供應

During the year of 2016, over 50 hours of in-house trainings were completed per employee on average (2015: over 40 hours per employee) and over 150 employees (2015: over 100 employees) has attended training courses organised by the external professional parties.

Labour Standards

The Group is dedicated to protecting the legitimate interests of its employees, strictly prohibiting the use of child and forced labour and is committed to creating a work environment which respects human rights.

The Group also strictly complies with the relevant local labour regulations relating to working hours, rest and holidays to ensure the physical and mental health of all employees. Employees are not forced to work beyond working hours and are entitled to overtime pay in accordance with local regulations.

Supply chain management

The Group values partnership with suppliers and deepens the collaborative relationship with them to ensure effective management and quality standards of its products. Thus, the Group continuously optimises and improves the supplier management system and works together with suppliers to promote sustainable development of the industries in which they operate.

The Group values communication with suppliers, including continuous communication with suppliers in routine work and establishing strategic cooperation with suppliers through technical support and competitive advantage in the industry,

商建立策略性合作關係，實現雙贏和加強合作。

本集團已設立跨部門團隊，負責造訪供應商、監督、評估、認定和取消供應商的資格，並不斷提高供應鏈管理的專業水平和透明度。供應商的評估在每年或每季進行，主要包括評估供應商的背景、資歷、服務質素控制、財務狀況、過去相近類型服務的表現、合同履約、項目團隊的專業性、企業誠信及社會責任等。評估結果確定供應商是否合資格，如供應商不符合要求，會被取消資格。

本集團只聘用合資格的運輸公司運送有害化學品。運輸公司接受定期教育培訓，以提高從業員的安全意識。運輸公司、駕駛員、裝卸技術人員和押運員均會接受嚴格審查和評估。車輛必須定期檢修，確保運送途中不會出現滴漏。

產品責任

提供優質的產品和服務是本集團可持續發展的主題。本集團的目標是所提供的全部產品和服務均達到最高標準。本集團已建立並不斷完善品質管理制度，而濰坊柏立及濰坊濱海的品質管理制度更已通過

which can achieve win-win situation and strengthen the cooperation with each other.

A cross-departments team has been established and is responsible for interviewing, supervision, evaluation, recognition and disqualification of suppliers, and constantly increasing specialisation and transparency of supply chain management. The evaluation of suppliers is conducted annually or quarterly, which mainly includes evaluation of the background, qualification, quality control of service, financial status, past performance in similar service, fulfillment of contract, professionalism of project team, corporate integrity and social responsibility of the suppliers. The evaluation results will determine whether the supplier is qualified or not, and those suppliers which failed to meet the requirements ultimately will be disqualified.

The Group only engages qualified transport companies to deliver hazardous chemical products. The transport companies receive regular education and training to improve the safety awareness of the practitioners. Transport companies, drivers, loading and unloading technicians and escorts are subject to a rigorous review and assessment. The vehicles must be checked and maintained regularly to ensure that no dripping occurs during transport.

Product responsibility

Delivering quality products and services is a main theme of the sustainable development of the Group. The Group aims to achieve its highest standard by all the products and services provided. The Group has established and continuously improves its quality management system, especially the quality management system of Weifang Parasia and Weifang Binhai are certified by ISO9001. The Group has also implemented certain policies and measures to cover product or

ISO9001 認證。本集團亦已制定若干政策及措施以涵蓋產品或服務質量保證、安全、公平廣告和售後服務，確保政策及措施符合相關法律法規。

本集團非常重視產品和服務的質素和安全，並已確立不同類型產品和服務的相關質素和安全檢查政策。本集團大部份產品已獲得歐盟監管的「關於化學品註冊、評估、許可和限制」通過及註冊。本集團亦與客戶保持密切聯繫。於二零一六年，若干曾進行實地考察的海外客戶均對濰坊濱海的質量管理體系感到滿意。

所有產品出廠前均作抽檢查，以確保只有優質的產品才能交付給客戶。如客戶不滿產品或服務的質素及安全，有足夠的管道及員工可供客戶與我們溝通，力求盡快解決他們的疑慮。

本集團規定，向客戶所提供有關本集團產品的所有資料均須真確。客戶可透過電話熱線和電子郵件查詢產品和服務詳情，以提供更好的售前和售後服務。本集團定期向客戶進行問卷調查以瞭解他們的滿意程度，調查結果將作分析，以採取相應的行動。

service quality guarantee, safety, fair advertising and after-sale service in order to ensure such policies and measures comply with relevant laws and regulations.

The Group pays high attention to the quality and safety of its products and services. Relevant quality and safety inspection policies for different type of products and services have been set up. Most of the products of the Group have passed and registered under “Registration, Evaluation, Authorisation and Restriction of Chemicals” (“REACH”) governed by the European Union. The Group also has close connection with its customers. Certain overseas customers which conducted fieldwork audits in 2016 were satisfied with the quality management system of Weifang Binhai.

All products are sample tested before leaving the factory to ensure that only quality products are delivered to the customers. If the customers are not satisfied with the quality and safety of the products or services, sufficient channels and staffs are available for customers to communicate with us and resolve their concerns as soon as possible.

The Group requires all information provided to its customers regarding the Group's products is accurate and true. Hotline and e-mail are also available for customers' enquiries on products and service details in order to provide better before-and-after-sale services. The Group conducts regular surveys to its customers to understand their satisfaction level. Survey results are subject to analysis and corrective actions will be made accordingly.

本集團一直十分重視知識產權管理。本集團獲得若干生產技術的版權登記證，從而通過法律途徑保障本集團的資產。

於二零一六年，本集團並無收到任何監管機構或客戶就有關產品質素及安全、知識產權和數據私隱方面的投訴，也沒有因產品安全或健康問題而回收任何產品。

二零一五年及二零一六年的銷售退貨比率分別為0.018%和0.013%。

本集團十分尊重客戶的私隱，在日常運營中嚴格遵守客戶資料保密條例以確保客戶資料安全。本集團各附屬公司亦根據本身業務的特點制定相應的私隱政策，並明確設定處理客戶資料的程序。新入職員工須簽訂員工保密協議，承諾將客戶資料保密，嚴禁以任何形式洩露資料。

反貪污

本集團於營運中全面提倡誠信行事，防止不道德的行為，絕不容忍任何形式的貪污或賄賂。本集團嚴格按照反貪污、賄賂、勒索、欺詐行為和洗錢的法律法規。本公司已制定舉報政策，並鼓勵員工報告任何可疑的商

Effective management of intellectual property has never been more important to the Group. The Group obtained several copyright registration certificates for its productions technologies so as to maintain the assets of the Group by legal means.

In 2016, the Group had not received any complaints from the regulatory bodies or customers regarding product quality and safety, intellectual property rights, and data privacy, nor had it recalled any product due to product safety or health issues.

Sales return rate of 2015 and 2016 was 0.018% and 0.013% respectively.

The Group highly respects client privacy and strictly complies with the client information privacy ordinance in its daily operation, so as to ensure the security of such information. Each of the Group's subsidiaries has also set up relevant privacy policies corresponding to the characteristics of their respective business and defined procedures for handling client information. New employees are required to sign and adhere to the Staff Confidentiality Agreement, whereby the employees undertake to keep client information confidential, and divulgence of information in any form is strictly forbidden.

Anti-corruption

The Group promotes integrity and prohibits unethical pursuits throughout its operations and zero tolerance on corruption or bribery in any form. The Group strictly complies with laws or regulations relating to anti-corruption, bribery, extortion, fraudulent behaviour and money-laundering. The Company has set up whistleblowing policy and employees are encouraged to report any suspected business irregularities. When suspected wrongdoings are identified, such as breach of

業違規行為。如認定出現涉嫌違反職權、濫用權力、受賄等情況時，員工應向董事會報告以進行調查及查證，並在有必要時向監管機構及/或執法機關舉報。

於二零一六年，本集團並無涉及任何與貪污有關的訴訟，亦無有關其員工參與貪污事件的投訴。

社區

本集團非常重視當地社區與本身業務營運之間的聯繫，並積極參與各種社區關懷活動，並主動瞭解所在社區的需求。本集團努力確保其業務發展可同時促進社區利益，並與社會保持良好關係。

本集團多年來以本身的業務與資源，全力關注社區的扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

如出現職位空缺，本集團會優先考慮業務所在社區的合資格人選。為協助解決當地的就業問題，本集團與當地社區攜手共同發展。

duty, abuse of power, receiving bribes, employee should report to the Board for investigation and verification, and report to the regulator and/or to law enforcement authority as and when necessary.

In 2016, the Group had not been involved in any litigation related to corruption, and there had been no complaints about the involvement of its employees in corruption cases.

Community

The Group accords great importance to the founding of local community ties in the place of operation. The Group actively participates a variety of community care activities and takes initiatives to understand the needs of the community in which it operates. The Group put effort to ensure that its business development simultaneously promote community interest and maintain a good relationship with the community.

The Group has focused on the poverty alleviation, education, charity and employment of the community given the own businesses and resources for years. The Group invests in the community through various means actively, including active participation in charitable works, rendering service to community building, making donations and providing aids for students. The Group aims to build a harmonious community relationship and share the value of sustainable development with the community and the public.

When there is any vacancy, the Group would give priority to eligible candidates in the community where it operates. By helping address employment issues, the Group join hands with the local community to achieve joint development.



於二零一六年，濰坊柏立向中國石油大學捐贈勵志獎學金人民幣 150,000 元，以及向當地慈善組織以衣服形式捐贈人民幣 7,518 元。

In 2016, donations had been made by Weifang Parasia to China Petroleum University as inspirational scholarship for the amount of RMB150,000 and to a local charity organisation for the amount of RMB7,518 in form of clothing.

於二零一六年，本集團在謀求業務增長的同時，亦積極履行企業環境和社會責任。濰坊柏立通過了由 EcoVadis 推行的企業社會責任評估計劃，並獲頒發銀獎。

During the year of 2016, while seeking business growth, the Group performed its corporate environmental and social responsibilities proactively. Weifang Parasia passed the Corporate Social Responsibility assessment programmes launched by EcoVadis and was awarded a silver medal.

如閣下對本報告或本集團的環境、社會及管治工作有任何建議，歡迎通過以下方式聯絡我們。閣下的寶貴意見將有助本集團提升環境、社會及管治方面的工作表現，我們在此衷心感謝。

If you have any feedback on this Report or our environmental, social and governance efforts, please contact us by one of the following means. Your feedback is valuable to us and will help us improve our environmental, social and governance performance. Thank you.

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