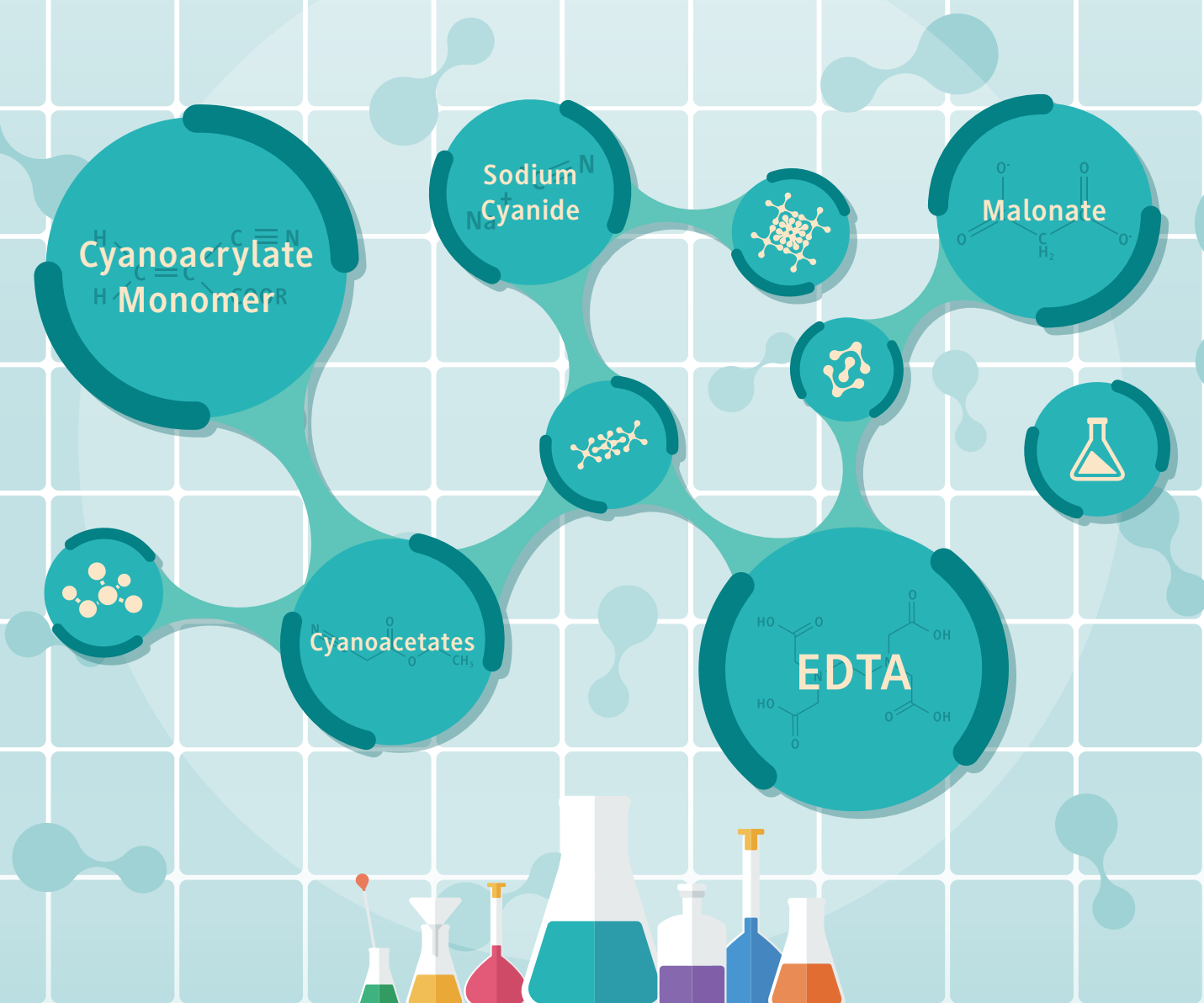


天德化工控股有限公司 Tiande Chemical Holdings Limited

(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)



2017

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

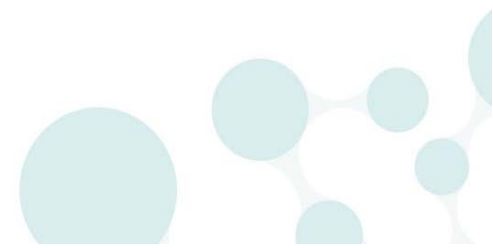
環境、社會及管治報告



目錄

Contents

		頁 Page
關於本報告	About this report	2
環境	Environment	4
排放物	Emission	5
資源使用	Use of Resources	11
環境及天然資源	Environmental and Natural Resources	16
社會	Society	18
僱傭及勞工	Employment and Labour.	18
健康與安全	Health and Safety	21
發展及培訓	Development and Training	26
勞工準則	Labour Standards	27
供應鏈管理	Supply Chain Management	27
產品責任	Product Responsibility	29
反貪污	Anti-corruption	31
社區	Community	31



關於本報告

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。

本集團的環境、社會及管治報告（「本報告」）乃根據香港聯合交易所有限公司（「聯交所」）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」）而編製，並已遵守 ESG 指引內有關「不遵守就解釋」的規定。本報告旨在向本集團持份者傳達就二零一七年一月一日至二零一七年十二月三十一日期間就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」）（除另有說明外）之重要環境、社會和管治等方面的可持續策略、管理方法和績效。本報告需與於二零一八年四月二十日在聯交所網站刊載的本公司二零一七年度報告一併閱讀，特別是其中所載的企業管治報告。本報告已獲董事會審議通過。

ABOUT THIS REPORT

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

This environmental, social and governance report of the Group (this “**Report**”) is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “**ESG Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) and satisfied the “comply or explain” provisions of the ESG Guide. This Report is aim to communicate with the stakeholders of the Group on the sustainable strategies, management approach and performance on material environmental social and governance 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, for the period of 1 January 2017 to 31 December 2017. This Report is to be read in conjunction with the 2017 annual report of the Company which was published on the website of the Stock Exchange on 20 April 2018, in particular the Corporate Governance Report contained therein. This Report has been reviewed and approved by the Board.

關於本報告 (續)

本公司董事(「董事」)組成之董事會(「董事會」)認為,良好的環境、社會和管治績效對實現業務可持續性及提升本集團競爭力具有決定性影響。本集團不僅對其投資者負責,而且對其包括客戶、供應商、僱員、政府和社會團體在內的整體持份者負責。因此,本集團通過各種渠道持續與持份者保持有效溝通,包括有關地方當局進行現場檢查,年度股東大會、公告、與投資者、客戶和供應商會議、員工培訓、文化和體育活動、客戶服務熱線、參加行業會議及慈善和社會投資等,這使本集團能夠收集重要和有用的信息以全面評估和識別有關環境、社會和管治的相關事項,並有助於董事會制定和實施各項營運政策並管理相關風險,以維持業務發展。

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。

本集團非常歡迎對本報告任何反饋意見,以幫助本集團作出改進。請隨時通過電子郵件將您的意見或建議發送至 info@tdchem.com。

ABOUT THIS REPORT (Continued)

The board (the “Board”) of directors of the Company (the “Directors”) believes that sound environmental, social and governance performance has a decisive influence on achieving business sustainability and enhancing competitiveness of the Group. The Group is not only responsible to its investors, but also to its stakeholders including customers, suppliers, employees, governments and the social communities etc. as a whole. Hence, the Group keeps an effective communicating with its stakeholders on an on-going basis through various channels, including on-site inspections by relevant local authorities, annual general meeting, announcements, meeting with investors, customers and suppliers, staff training, cultural and sport activities, customer services hotline, attending industry conference, and charity and social investment etc. which enable the Group to collect essential and useful information to comprehensively evaluate and identify the relevant matters relating to the environmental, social and governance and helps the Board to establish and implement various policies in its operations and manage related risks so as to sustain its business development.

As a responsible enterprise, the Group strictly complies with relevant regulators’ requirements on environment, employment, human rights, labour rights, supply chain management, product responsibility and anti-corruption. The Group is committed, not only to achieving satisfactory financial results, but also to promoting environmental protection, social responsibility and effective corporate governance.

Any feedback on this Report is most welcome for the Group to make improvement. Please don’t hesitate to send your comments or suggestions to us by email to info@tdchem.com

環境

本公司將環境保護視作企業責任之一，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。本集團致力通過（i）充分利用資源；（ii）深化循環經濟生產體系及（iii）採用先進的節能技術提高效率以減少對環境和自然資源的影響。

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。本集團已成立安全、健康及環境部（「**安全、健康及環境部**」）以制定本集團整體的安全、健康及環境政策和指引，並主要負責：（i）評估和識別本集團營運是否符合有關地方當局頒布的有關環保法律法規之要求；（ii）審閱及更新安全、健康和環境方案；（iii）參與討論重大的安全、健康和環境措施；（iv）檢查和監督安全、健康和環境計劃的實施；（v）確定潛在的環境問題並向安全和環境保護委員會提供預防和補救措施以供採納；及（vi）審閱及處理環保工作獎懲意見。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。本集團各附屬公司承擔安全、健康及環境措施的具體執行，並對合規性負責。

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 minimisation of emission by (i) fully utilising resource; (ii) intensifying circular economy production system and (iii) adopting advanced energy-saving technologies to enhance efficiency while reducing the impact on the environment and natural resources.

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 making major decisions relating to safety and environmental concerns of the Group. The Group has set up the Safety, Health and Environment department (the “**SHE**”) to formulate the general policies and guidelines of safety, health and environment, and is mainly responsible for (i) evaluating and determining the Group’s operational compliance with the requirements of relevant laws and regulations on environmental protection issued by relevant local authorities; (ii) reviewing and updating the safety, health and environment programs; (iii) participating in discussion of major safety, health and environment measures; (iv) inspecting and supervising the implementation of safety, health and environment plans; (v) identifying potential environmental issues and providing prevention and remedial measures to the Safety and Environmental Protection Committee for adoption; and (vi) reviewing and handling the reward and disciplinary actions on environmental protection works. The Group implements clean production in all production sites. The philosophy of "green, clean, low-carbon and circular economy" has been adopted thoroughly in all operations of the Group. Each subsidiaries of the Group are in charge of the practical implementation of safety, health and environment measures and is responsible for the compliance thereof.

環境 (續)

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。於二零一七年，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。

本集團嚴格執行「三同時制度」的綠色措施，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。

ENVIRONMENT (Continued)

The Group consistently promotes the use of advanced energy-saving technologies, 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 performance but also improves the effectiveness of environmental protection 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 works run through the process from product design to finished product, while clean production audit is performed regularly and continuously. In 2017, 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 below the relevant local authorities' emission standards for exhaust gas, wastewater and solid waste.

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.

環境 (續) 排放物 (續)

於二零一七年，並無發生任何違反「鍋爐大氣污染物排放標準」(GB 13271-2014)，「山東省鍋爐大氣污染物排放標準」(DB37/2374-2013)，「山東省關於加快推進燃煤機組(鍋爐)超低排放的指導意見」(魯環發[2015]98號)及「污水排入城鎮下水道水質標準」(GB/T31962-2015)等規則的行為。

廢氣和溫室氣體減排

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。

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。定期檢查廢氣排放系統性能，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。

污染物種類及相關排放資料如下：

ENVIRONMENT (Continued) Emission (Continued)

During the year of 2017, there were no non-compliances with The Boiler Air Pollutant Discharge Standards (GB 13271-2014), The Boiler Air Pollutant Discharge Standards in Shandong Province (DB37/2374-2013), Guidance Advices of Shandong Province regarding Accelerating Promotion of Ultra-low Emissions for Coal-Fired Units (Boilers) (Lu Huanfa no. [2015]98), Sewage Discharge to the Town Sewer Water Quality Standards (GB/T31962-2015) etc.

Exhaust Gas and Reduction of Greenhouse Gases

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.

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

Types of pollutants and relevant emission data is shown as follows:

環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

ENVIRONMENT (Continued)

Emission (Continued)

Exhaust Gas and Reduction of Greenhouse Gases (Continued)

廢氣排放量 (以噸計)

Amount of exhaust gas emission (in tonnes)

	<u>2017</u>	<u>2016</u>
氮氧化物		
Nitrogen oxides	275	275
二氧化硫		
Sulphur dioxide	50	280
廢氣中的煙塵		
Smoke and dust in exhaust gas	5	9

廢氣排放濃度

Density of emissions

	濰坊柏立		濰坊濱海	
	Weifang Parasia		Weifang Binhai	
	<u>2017</u>	<u>2016</u>	<u>2017</u>	<u>2016</u>
氮氧化物	每立方米 154 毫克	每立方米 223 毫克	每立方米 140 毫克	每立方米 145 毫克
Nitrogen oxides	154mg/m ³	223mg/m ³	140mg/m ³	145mg/m ³
二氧化硫	每立方米 14.0 毫克	每立方米 74.5 毫克	每立方米 10.0 毫克	每立方米 33.0 毫克
Sulphur dioxide	14.0mg/m ³	74.5mg/m ³	10.0mg/m ³	33.0mg/m ³
廢氣中的煙塵	每立方米 2.4 毫克	每立方米 6.7 毫克	每立方米 5.0 毫克	每立方米 24.0 毫克
Smoke and dust in exhaust gas	2.4mg/m ³	6.7mg/m ³	5.0mg/m ³	24.0mg/m ³

為達到「山東省鍋爐大氣污染物排放標準」對廢氣中氮氧化物、二氧化硫和煙塵的要求，於二零一六年，濰坊濱海已安裝脫硫、脫硝和超低排放設施。濰坊柏立於二零一六年也安裝了脫硫和超低排放設施，並於二零一七年完成了脫硝和超低排放設施的建設。該安裝及建設已獲得地方有關當局認可，並獲批環保專項基金以示鼓勵。

In order to fulfil the emission standards for nitrogen oxides, sulphur dioxide and smoke and dust in exhaust gas required by The Boiler Air Pollutant Discharge Standards in Shandong Province, Weifang Binhai has installed desulfurisation, denitrification and ultra-low emission facilities in 2016 while Weifang Parasia has also installed desulfurisation and ultra-low emission facilities in 2016 and completed the construction of denitrification and ultra-low emission facilities in 2017. These installations and constructions were recognised by the local authorities and were granted an environmental protection special fund as an encouragement.

環境 (續)

排放物 (續)

廢氣和溫室氣體減排 (續)

於二零一七年年底，濰坊濱海和濰坊柏立均符合濰坊市超低排放標準要求。此外，自二零一七年八月份開始，濰坊濱海生產過程中動力煤的消耗已完全被天然氣所取代，此舉將大大減少未來溫室氣體排放。年內，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。

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，而經處理後的循環水主要用於道路灑水、綠化灌溉及煤場灑水等，剩餘經處理後的廢水排入城市廢水處理廠。於二零一七年，經處理後的廢水排放量為 465,770 噸(二零一六年: 525,536 噸)，化學需氧量(「**化學需氧量**」)濃度為每升 52.2 毫克(二零一六年: 每升 45.7 毫克)，而化學需氧量排放量達 25.4 噸(二零一六年: 24.02 噸)，遠遠低於「污水排入城鎮下水道水質標準」之規定。

ENVIRONMENT (Continued)

Emission (Continued)

Exhaust Gas and Reduction of Greenhouse Gases (Continued)

Both Weifang Binhai and Weifang Parasia has complied with the requirement of ultra-low emission standards of Weifang City at the end of 2017. Besides, the consumption of thermal coal has been fully replaced by natural gas during production process of Weifang Binhai since August 2017. Such move will greatly reduce greenhouse gas emissions in future. 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" throughout the year.

Wastewater

The Group conducts stringent treatments on its industrial wastewater 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 treated recycled water is primary used in road sprinkler, plant irrigation and coal sprinkler etc., and the remaining treated wastewater is discharged into the urban wastewater treatment plant. In 2017, the treated wastewater discharged was 465,770 tonnes (2016: 525,536 tonnes) with chemical oxygen demand ("COD") concentration of 52.2mg/L (2016: 45.7mg/L) and COD emissions of 25.4 tonnes (2016: 24.02 tonnes), which were far below the requirements of "Sewage Discharge to the Town Sewer Water Quality Standards".

環境 (續)

排放物 (續)

廢水 (續)

濰坊濱海廢水由安裝在管架上的污水管連接每個生產設施至廢水處理站。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，因此，於二零一六年實現零排放。於二零一七年，由於需要更高標準的產品質量和生產過程，部分經處理後的總廢水量為 5,673 噸（化學需氧量濃度為每升 34.2 毫克，化學需氧量排放量為 0.2 噸）不能在生產中再使用並排至濰坊濱海工業園區集中污水處理廠。

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。

ENVIRONMENT (Continued)

Emission (Continued)

Wastewater (Continued)

Waste water of Weifang Binhai is collected from each production facilities to a sewage treatment station by linked sewer pipes installed on pipe rack. Weifang Binhai uses biochemical treatment plus reverse osmosis membrane treatment technology to recycle and reuse all wastewater thus achieving zero discharge in 2016. As a higher standards of product quality and production process are required in 2017, a total of treated wastewater of 5,673 tonnes with COD concentration of 34.2mg/L and COD emissions of 0.2 tonnes cannot be reused in the production and discharged into the central sewage treatment plant located in the industrial park of Weifang Binhai.

Disposal of 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.

環境 (續)

排放物 (續)

廢棄物處置 (續)

本集團已製定營運所產生廢棄物的處理指引及規例。所有廢棄物都被分類為可回收、不可回收、有害和無害，它們被儲存並收藏於帶有明確標籤的容器。工廠平面圖上已明確標明有害廢棄物臨時收集所在場地。持有危險廢棄物的容器必須一直處於密封狀態並定期運送到指定地點儲存。為減少對環境的影響，本集團已建設生產線，將部份有害廢棄物料加工變為有用資源出售。不能回收的有害廢物由合資格的機構收集、回收和處理。由於年內濰坊濱海生產規模和產能擴大，危險廢棄物量有所增加，年內，由合資格機構收集、回收和處置濰坊柏立和濰坊濱海產生的有害廢棄物合共總量約為 121.4 噸（二零一六年：26.84 噸）。無害廢棄物將由市政垃圾處理站收集及處置。於二零一七年，濰坊柏立和濰坊濱海產生了約 2,600 噸（二零一六年：2,678 噸）無害的灰塵固體廢物。

年內，濰坊濱海已建成有機垃圾焚燒處理設施。此後，若廢物符合焚燒要求，濰坊濱海能夠自行處理若干有害或無害及液態或固態廢物。於二零一七年，濰坊濱海的有機廢物焚化處理設施處理約 150 噸（二零一六年：無）廢物。

ENVIRONMENT (Continued)

Emission (Continued)

Disposal of Waste (Continued)

The Group has established guidelines and regulations for handling wastes which are generated from operations. All wastes are categorised as recyclable, non-recyclable, hazardous and non-hazardous. They are stored and collected in designated containers which are clearly labelled. The temporary collecting sites for hazardous wastes are clearly marked on the plant layout plan. Containers holding hazardous wastes must be covered all the time and delivered to the designated area for storage periodically. In order to reduce the impacts to the environment, the Group has built a production line to re-process part of hazardous waste materials into useful resources for sales. Hazardous wastes cannot be recycled are handled by qualified organisations for collection, recycle and disposition. Since the enlarged production scale and capacity of Weifang Binhai during the year, the volume of hazardous wastes have been increased. The total amount of hazardous wastes generated by Weifang Parasia and Weifang Binhai and collected, recycled and disposed by qualified organisations was about 121.4 tonnes (2016: 26.84 tonnes) during the year. Non-hazardous wastes will be collected and disposed of by the municipal waste disposal station. In 2017, Weifang Parasia and Weifang Binhai has generated approximately 2,600 tonnes (2016: 2,678 tonnes) of non-hazardous waste in the form of ash and dust.

Weifang Binhai has built an organic waste incineration treatment facility during the year. After that, Weifang Binhai is able to process certain hazardous or non-hazardous and liquid or solid wastes by itself provided that such wastes meet the requirement of incineration. In 2017, a total of about 150 tonnes (2016: nil) waste was processed by the organic waste incineration treatment facilities of Weifang Binhai.

環境 (續) 資源使用

本集團致力源頭減廢。實施清潔生產及深化循環經濟生產體系以加強資源循環利用及避免資源浪費。此外，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，此乃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，資源的使用是本集團生產廠房的關鍵績效指標之一。員工通過本集團工作流程中建立各種指引意識到資源節約的重要。這不僅可以提升本集團的生產效率，也提供了教育及提高社區環境保護意識。

為了節省資源，包裝材料盡可能回收再用。倘客戶同意，本集團便會使用化工液態罐裝車交付產品。於二零一七年，本集團原應使用約 270,000 個（二零一六年：340,000 個）新包裝桶，但經採用回收再用的包裝桶以及化學品罐裝車交付產品後，本集團實際使用約 81,000 個（二零一六年：83,900 個）新包裝桶。年內，濰坊柏立及濰坊濱海用於成品的包裝物料合共為 978.04 噸（二零一六年：1,136.8 噸）。

ENVIRONMENT (Continued) Use of Resources

The Group is committed to the waste reduction at source. An implementation of clean production and intensifying circular economy production system to strengthen recycling of resources and avoid waste of resources. Besides, the basic principle for the use of resources of the Group is strictly complied with 4Rs (Reduce, Recycle, Reuse and Replace) which cover the Group's all business activities. The Group highly emphasises on the effective use of resources and minimise waste during operations. Use of resources is one of the key performance indicators of the production plants of the Group. Employees are aware of the importance of resource conservation through various guidances set up in the workflow of the Group. It is not only promotes the productivity efficiency of the Group but also provides education and increase awareness on environmental conservation among the society in this regard.

In order to save resources, packaging materials are recycled and reused as much as possible. The Group will also use chemical liquid trucks to deliver products if this is acceptable by customers. In 2017, the Group would have used approximately 270,000 (2016: 340,000) new packing barrels; however, the Group actually used new packaging barrels of approximately 81,000 (2016: 83,900) after using the recycled and reused packing barrels as well as engaging chemical tank trucks to deliver products. During the year, total packaging materials used by Weifang Parasia and Weifang Binhai for the finished products was 978.04 tonnes (2016: 1,136.8 tonnes).

環境 (續) 資源使用 (續)

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：

ENVIRONMENT (Continued) Use of Resources (Continued)

The industrial water used by the Group is supplied by the 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>2017</u>	<u>2016</u>
工業用水	259,527 立方米	255,000 立方米
Industrial water	259,527m³	255,000m ³
- 立方米/人民幣百萬元營業額		
m ³ per million RMB revenue	170.6	169.6

使用能源

本集團以往利用的能源主要包括動力煤以及電力。自二零一七年八月起濰坊濱海已率先在生產過程中全面實施天然氣替代動力煤，濰坊濱海於二零一七年八月至十二月期間共消耗天然氣約 839,008 噸。濰坊柏立及濰坊濱海的動力煤及電力總耗量如下：

Energy Use

The energy used by the Group mainly comprises thermal coal and electricity in the past. Weifang Binhai has taken the lead in fully implemented the replacement of thermal coal with natural gas in its production process since August 2017. Weifang Binhai has consumed approximately 839,008 tonnes of natural gas during the period from August to December 2017. The total consumptions of thermal coal and electricity by Weifang Parasia and Weifang Binhai are as follows:

	<u>2017</u>	<u>2016</u>
動力煤	61,332 噸	80,074 噸
Thermal coal	61,332 tonnes	80,074 tonnes
- 噸/人民幣百萬元營業額		
Tonnes per million RMB revenue	40.3	53.0
電	233,815,106 千瓦時	219,831,186 千瓦時
Electricity	233,815,106KWH	219,831,186KWH
- 千瓦時/人民幣百萬元營業額		
KWH per million RMB revenue	153,718	146,185

環境 (續)

資源使用 (續)

使用能源 (續)

由於濰坊濱海於二零一七年八月開始使用天然氣取替動力煤，因此二零一七年動力煤的使用量有所下降。隨著濰坊濱海生產規模和產能增加，二零一七年電力消費總量也有所增加。二零一七年千瓦時/人民幣百萬元營業額增加是由於整體產品銷售價格下降所致。

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，本集團實施能源消耗定額管理，以及將節能減排指標納入年度考核的一環。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Use (Continued)

As Weifang Binhai replaced thermal coal with natural gas in its production since August 2017, the usage of thermal coal was decreased in 2017. As an increase of production scale and capacity of Weifang Binhai, an overall consumption of electricity was increased in 2017. An increase of KWH per million RMB revenue is caused by the decline of overall product selling price in 2017.

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, the Group implements energy consumption quota management and imposes the criteria of energy conservation and emission reduction as part of the annual appraisal.

環境 (續)

資源使用 (續)

節約能源 (續)

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；(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) 不斷改進生產工藝及技術；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立資源節約型企業的部分措施。此外，以下生產工藝改進進一步證明了本集團的節能工作。

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，降低動力煤耗用，否則二零一七年及二零一六年分別將需要額外耗用約 2,810 噸及 3,000 噸動力煤。

氰化鈉生產線已具備尾汽綜合利用技術，於二零一七年，濰坊柏立及濰坊濱海因此回收蒸汽約 176,610 噸（二零一六年：156,444 噸），節省生產成本約人民幣 25,000,000 元（二零一六年：超過人民幣 12,000,000 元）。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

The Group keeps investing and placing additional resources in energy conservation and emission reduction such as (i) adoption or optimisation of high-efficiency energy equipment; (ii) adopting new and efficient transformers; (iii) fully utilisation of remaining heat and pressure; (iv) recycle of the energy released from exhaust gas emission; (v) recycle of the steam condensed water produced by heating process; (vi) energy saving electrical system; (vii) improvement of production processes and technologies 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 Group to establish a resource-conservative enterprise. Besides, the following production process improvements have further demonstrated energy conservation efforts made by the Group.

The boilers of Weifang Parasia are equipped with high temperature residual heat recovery facilities to recycle remaining heat which enhance energy efficiency and reduce consumption of thermal coal which would otherwise require additional approximately 2,810 tonnes and 3,000 tonnes of thermal coal in 2017 and 2016 respectively.

A tail steam comprehensive utilisation technique has been built-in in the production lines of sodium cyanide, Weifang Parasia and Weifang Binhai thereby have recycled steam of approximately 176,610 tonnes (2016: 156,444 tonnes) and saved around RMB25.0 million (2016: over RMB12.0 million) in term of production cost in 2017.

環境 (續)

資源使用 (續)

節約能源 (續)

濰坊濱海有機垃圾焚燒處理設施運行期間，還可以通過餘熱回收設施同時產生並回收蒸汽。年內，合共大約 1,728 噸（二零一六年：無）的蒸汽已經回收並用於生產。

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。

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。

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，二零一七年廢水回收量約為 13,854 噸（二零一六年：14,190 噸）。濰坊柏立採用高效的冷凝水回收系統，通過冷凝來回收水，因此，於二零一七年，節水量超過 281,400 噸（二零一六年：172,800 噸）。

ENVIRONMENT (Continued)

Use of Resources (Continued)

Energy Conservation (Continued)

During the operation of the organic waste incineration treatment facilities of Weifang Binhai, it can also generate and recycle steam through residual heat recovery facilities simultaneously. The total steam of approximately 1,728 tonnes (2016: Nil) was recycled and used in the production during the year.

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.

Both Weifang Parasia and Weifang Binahi have passed the clean production assessment conducted by the expert team from Shandong Provincial Environmental Protection Office.

Water Resource Conservation

The Group advocates water conservation and takes a proactive approach in adopting water-saving measures and implementing various technological upgrades. Weifang Binhai has completed the second phase renovation for wastewater treatment system in 2016 which further enhanced the quality and quantity of recycled wastewater. An amount of approximately 13,854 tonnes (2016: 14,190 tonnes) wastewater was recycled in 2017. Weifang Parasia adopted an efficient condensation recovery system to reclaim water by steam condensation thus achieving water conservation amount of over 281,400 tonnes (2016: 172,800 tonnes) in 2017.

環境 (續) 環境及天然資源

本集團在營運過程中不可避免排放各種廢氣、廢水和廢物，然而，本集團已實施多項安全及環保措施，並定期進行監察及檢查，以確保在妥善處理之前不會釋放有害排放物。過去，動力煤是本集團支持其產品的核心原材料之一，為了進一步減少溫室氣體排放，自二零一七年八月起濰坊濱海已在其生產中使用天然氣替代動力煤。本集團將持續採取各種措施以節約和減少天然資源的消耗。

為了從產品研發、採購、製造和產品交付客戶等方面履行環境責任，本集團將其安全及環境措施與業務緊密結合。本集團致力加強綠色營運流程，確保其所有產品可獲業內認可，並符合產品的環保規定。

安全及環境措施的有效實施有賴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安全及環境相關政策和適用於本集團的具體規定，並鼓勵業務合作夥伴與本集團的經營方針一致，以持續方式經營，不斷完善。

ENVIRONMENT (Continued) Environmental and Natural Resources

The emissions of various exhaust gas, waste water and wastes produced in the course of the Group's operation are inevitable. However, the Group has implemented various safety and environmental measures, regular monitoring and inspecting to ensure harmful emissions and discharges are not released prior the proper treatments. Thermal coal is one of the key raw materials to the Group for supporting its productions in the past. In order to reduce greenhouse gas emission further, Weifang Binhai has replaced thermal coal with natural gas in its production since August 2017. The Group will continuously take various measures to save and reduce its natural resources consumptions.

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

The effective implementation of safety and 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 safety and environmental policies and the specific requirements applicable to the Group and to encouraging its business partners to align with the Group's policies to operate in a sustainable manner and achieve continuous improvement.

環境 (續)

環境及天然資源 (續)

本集團實施清潔生產和循環經濟生產體系，通過優化生產流程對一般生產中產生的剩餘物資或副產品進行回收再處理，成為有用的原材料進行銷售或自行耗用。

從生產工地收集的所有管道、閘門、配件、儀器儀表、電氣元件和設備等都必須進行檢查和修理，以恢復其原有功能。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。

ENVIRONMENT (Continued)

Environmental and Natural Resources (Continued)

The Group implements clean production and circular economy production systems by optimising its production process to collect and re-process certain residual materials or by-products which are generated from normal productions to become useful raw materials for sale or self-consumption.

All pipes, valves, fittings, instrumentation, electrical components and equipment etc. collected from production sites are inspected and repaired to restore their original functionality. This not only reduces wastes from the 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 approach.

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「中華人民共和國勞動合同法」、「中華人民共和國社會保險法」及「香港僱傭條例（香港法例第 57 章）」有關補償及解僱、招聘及晉升、工時、休息時間、平等機會、多元化、反歧視及其他業務所在地的福利等範疇。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，目的是確保關鍵人員留任以維持本集團穩步發展。

SOCIETY Employment and Labour

It is the policy of the Group that equal employment and advancement opportunities are provided 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 Labor Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China and Employment Ordinance (Chapter 57 of Hong Kong Law) 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 locations 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 appraisal and employee training etc. with an aim to ensure the retention of key personnel for sustaining the steadfast development of the Group.

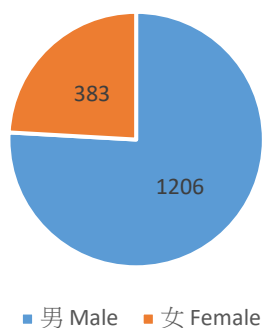
社會 (續) 僱傭及勞工 (續)

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。於二零一七年十二月三十一日，本集團共有 1,589 名（二零一六年：1,420 名）全職僱員。

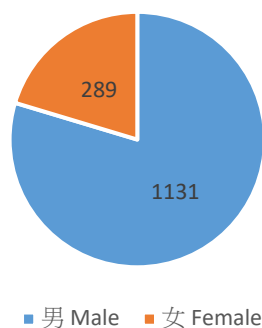
SOCIETY (Continued) Employment and Labour (Continued)

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 2017, the Group has 1,589 (2016: 1,420) full time employees.

截至二零一七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 2017



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



於二零一七年十二月三十一日，具有大學或以上學歷僱員有 239 名（二零一六年：172 名）。

As at 31 December 2017, there were 239 (2016: 172) employees with university or higher education.

於二零一七年，共有 289 名（二零一六年：196 名）僱員離職，離職率為 18.2%（二零一六年：13.8%）。

During the year of 2017, a total of 289 (2016: 196) employees resigned, representing a turnover rate of 18.2% (2016: 13.8%).

社會 (續) 僱傭及勞工 (續)

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、技能和知識、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。

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，並確保工作場所不受任何騷擾、暴力和歧視。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。員工福利會代表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。

SOCIETY (Continued) Employment and Labour (Continued)

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, skills and knowledge, 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.

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 and make sure a workplace is free from harassment, violence and discrimination of any kind. 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 organise sports and cultural activities, such as outings, basketball competition, table tennis competition, off-road competition, singing competition and so on that employees can relax and relieve stress after busy work. The management of the Group strives to enliven its employees' after work life and create solidarity. The representatives of 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.

社會 (續) 僱傭及勞工 (續)

於二零一七年，員工福利已為員工籌辦郊遊、籃球聯賽、越野比賽及歌唱比賽等活動，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。

於二零一七年，本集團並無違反有關僱用僱員的所有適用法律及法規。

健康與安全

本集團嚴格遵守「中華人民共和國職業病防治法」。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「職業健康安全管理體系」，並已獲 ISO18000 認證。於二零一七年，本集團並沒有與工作有關的死亡事故。二零一七年，因工受傷導致的損失工作天數為 134 日（二零一六年：0 日）。

SOCIETY (Continued) Employment and Labour (Continued)

In 2017, the staff welfare club has organised outings, basketball leagues, off-road competition and singing competition etc. to promote staff mental and physical health as well as their sense of belonging to the Group.

In 2017, the Group has no non-compliance with all applicable laws and regulations regarding employment of workforce.

Health and Safety

The Group strictly complies with the Law of the PRC on Prevention and Control of Occupational Diseases. The Group is dedicated to 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 with ISO18000 certification. During the year of 2017, the Group has had no work-related fatality. The number of lost days from works due to work-related injuries was 134 (2016: 0) in 2017.

社會 (續) 健康與安全 (續)

本集團極為重視安全生產，已經制定一套全面的指導方針和操作程序，以確保本集團所有生產基地的安全運作。此外，本集團不斷完善各種防護設施及提升生產自動化，以及與安全生產有關的若干指引和政策亦定期修訂和更新，以降低發生工作相關意外或工傷的可能性。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。於二零一七年，濰坊柏立和濰坊濱海分別進行了 15 次和 20 次詳盡的潛在安全隱患檢查，並發現了若干潛在安全威脅，並予以即時糾正。

除此之外，本集團制定了全面的「重大環境因素應急預案」，以有效管理、糾正和防範重大環境變化。按照「重大環境因素應急預案」，於二零一七年，安全、健康及環境部分別在濰坊柏立和濰坊濱海的生產場地進行了 26 次及 12 次預演，從而提高全體員工的環境應急能力。

SOCIETY (Continued) Health and Safety (Continued)

Production safety is of utmost importance to the Group. A comprehensive set of guidelines and operating procedures has been set up to ensure all operations are safe in production sites of the Group. Besides, the Group relentlessly enhances its protective facilities and enhances production automation as well as certain guidelines and policies in relation to safe production has been revised and updated periodically in order to minimise the probability of work-related accidents or injury. The safety hazard inspection is carried out by the Group regularly as part of stringent efforts to monitor and control major sources of hazards. In 2017, Weifang Parasia and Weifang Binhai have carried out an in-depth potential safety hazard inspections for 15 times and 20 times respectively and found out certain potential safety threats which were rectified immediately.

Apart from that, the Group developed a comprehensive “Significant Environmental Factors Contingency Plan” to manage, correct and prevent any significant environmental changes effectively. In accordance with “Significant Environmental Factors Contingency Plan”, SHE performed drills for 26 times and 12 times in the productions sites of Weifang Parasia and Weifang Binhai respectively during the year of 2017 so as to improve environmental emergency response capacity of all employees.

社會 (續) 健康與安全 (續)

本集團的安全培訓按持續形式安排，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。於建設工程項目開展前，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規則。於施工過程中，安全、健康及環境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，安全、健康及環境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。

SOCIETY (Continued) Health and Safety (Continued)

The Group's safety training is arranged 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 regulations. In the course of constructions, SHE 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, SHE 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 dust masks to employees plus 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".

社會 (續) 健康與安全 (續)

- 提供足夠的教育、培訓和詳細的操作手冊，以保護員工安全工作，並加強員工的健康及安全意識和處理緊急情況的能力。在現場工作之前，需要為專門操作崗位提供額外的實踐培訓。
- 設立相應的應急救援設施。於二零一七年新建4,000m³地下自流式事故應急池，取代2,000m³地上事故應急池。濰坊柏立生產廠房亦配備8噸泡沫裝置的消防車備用以及濰坊濱海生產廠房建立緊急淋浴間。
- 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，並在冬季期間加強室內車間保溫。

SOCIETY (Continued) Health and Safety (Continued)

- To provide adequate education, training and detailed operations manual to protect employees work in safety and also strengthen employees' health and safety awareness and ability to handle emergency cases. Additional practical training to be provided for specialised operations before working at the sites.
- To establish relevant emergency rescues facilities. A 4,000m³ underground self-flowing accident emergency pool was newly built in 2017 replaced the 2,000m³ aboveground accident emergency pool. A fire truck equipped with 8 tonnes foam is standby in the production site of Weifang Parasia and emergency shower rooms are built in the production site of Weifang Binhai.
- 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, operating rooms and offices.
- To set up heating facilities in the production lines and enhance indoor insulation during winter time.

社會 (續) 健康與安全 (續)

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。

本集團運用「職業健康管理系統」定期填報員工健康體檢信息，加強對員工健康狀況的監測和管理，同時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。

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

於二零一七年，本集團並不知悉有任何不遵守有關健康及安全的相關法律及法規。通過推動和實施安全生產、明確工作職責及定期召開安全審查會議，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。

SOCIETY (Continued) Health and Safety (Continued)

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.

The Group used the Occupational Health Management System, to enter and report information from health check-ups of employees regularly so as to enhance the monitoring and management of employee's health status as well as 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.

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

In 2017, the Group was not aware of any non-compliance with relevant laws and regulations relating to health and safety. Through promoting and implementing of safety production, clearly defined job responsibilities and holding regular review meetings relating to safety, the Group had no recorded incident of leakage of hazardous chemicals, fire, explosion, environmental pollution or any other types of liability-incurring incident that caused a substantial direct loss during the year.

社會 (續) 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以拓寬技能和視野，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，以提高工作所需的專業技能。

於二零一七年，每位僱員均完成了平均超過 55 小時（二零一六年：超過 50 小時）的內部培訓，超過 170 名員工（二零一六年：超過 150 名員工）參加了由外間專業人士舉辦的培訓課程。

SOCIETY (Continued) 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 etc.. 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.

During the year of 2017, over 55 hours of in-house trainings were completed per employee on average (2016: over 50 hours per employee) and over 170 employees (2016: over 150 employees) have attended training courses organised by the external professional parties.

社會 (續) 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。

本集團嚴格遵守「中華人民共和國勞動法」、「禁止使用童工規定」及其他相關法律法規。為了防止童工，招聘過程中需要申請人的身份證件進行年齡驗證。工時、休假及假期均符合當地有關的勞動法規。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商建立策略性合作關係，實現雙贏和加強合作。

SOCIETY (Continued) Labour Standards

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

The Group strictly complies with the Labour Law of the PRC, Provisions on the Prohibition of Using Child Labour and other relevant laws and regulations in the PRC. In order to prevent child labour, the identity documents of the applicants are required for age verification during the recruitment process. The working hours, rest and holidays are in line with the relevant local labour laws and regulations. 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, which can achieve win-win situation and strengthen the cooperation with each other.

社會 (續) 供應鏈管理 (續)

本集團已設立跨部門團隊，負責造訪供應商、實地檢查、監督、評估、認定和取消供應商的資格，並不斷提高本集團供應鏈管理的專業水平和透明度。為了保證供應商的產品和服務質量，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，那些最終未能達到要求的供應商將從認可供應商名單中刪除。

本集團只聘用合資格的運輸公司運送有害化學品。運輸公司必須接受定期教育培訓，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。

SOCIETY (Continued) Supply Chain Management (Continued)

A cross-departments team has been established and is responsible for interviewing, site-inspection, supervision, evaluation, recognition and disqualification of suppliers, and constantly increasing specialisation and transparency of supply chain management of the Group. In order to secure the quality of products and services from suppliers, an 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 removed from the approved suppliers list.

The Group only engages qualified transport companies to deliver hazardous chemical products. The transport companies must 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.

社會 (續) 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旨。本集團的目標是所提供的全部產品和服務均達到其最高標準。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 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。從原材料到成品整個工作流程中均進行各種檢驗、測試和取樣。產品的存儲和交付均符合所有當地及國際相關的安全標準。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。本集團亦與客戶建立密切聯繫。

本集團採用有效的質量控制體系以不斷提高其產品質量。所有產品出廠前均經過樣品測試，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，有足夠的途徑及專責員工可供客戶與我們溝通，力求盡快解決他們的疑慮。

SOCIETY (Continued) 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 systems of Weifang Parasia and Weifang Binhai are certified by ISO9001. The Group has also implemented certain policies and measures to cover product or 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 close 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. Various type of inspections, testings and samplings are conducted throughout the workflows from raw materials to finished goods. Products storage and delivery are complied with all relevant local and international safety standards. 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 established a close connection with its customers.

The Group adopts an effective quality control system to keep improving its product quality. All products are subject to 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 designated staffs are available for customers to communicate with us and resolve their concerns as soon as possible.

社會 (續) 產品責任 (續)

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。

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。

於二零一七年，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。二零一七年及二零一六年的銷售退貨比率分別為 0.006% 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。

SOCIETY (Continued) Product Responsibility (Continued)

The Group requires all information provided to its customers regarding the Group's products is accurate and true. Hotlines and e-mails 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 customer surveys to understand their satisfaction level. Survey results are subject to analysis and corrective actions will be made accordingly.

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

In 2017, 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 rates of 2017 and 2016 were 0.006% 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.

社會 (續) 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。本集團嚴格遵守反貪污、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。

於二零一七年，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

本集團十分關注當地社區運作聯繫，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。

SOCIETY (Continued) 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 suspicious business irregularities. When suspected wrongdoings are identified, such as breach of 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 2017, 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 pays great attention to the bonding of local community 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.

社會 (續) 社區 (續)

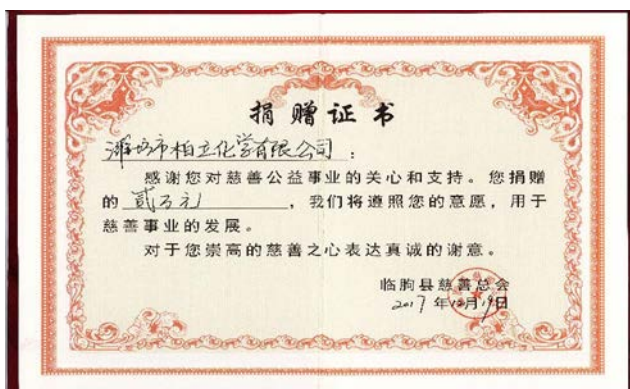
本集團多年來一直關注社區的扶貧、教育、慈善及就業事務，並積極透過不同方式投資社區，包括公益事業、服務社區建設、捐資助學等。本集團旨在建立和諧共融的社區關係，與社群及公眾共享可持續發展的價值。

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。

SOCIETY (Continued) Community (Continued)

The Group has focused on the poverty alleviation, education, charity and employment of the community 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.



社會 (續)
社區 (續)

SOCIETY (Continued)
Community (Continued)



於二零一七年，濰坊柏立向(i) 濰坊臨朐縣慈善總會作出捐款；(ii)當地慈善組織捐贈衣服及棉被；及(iii)當地一線衛生工作者捐贈“溫暖禮物包”。

In 2017, various donations had been made by Weifang Parasia to (i) Weifang Linqu County Charity Federation; (ii) local charity organisations in form of clothing and quilt; and (iii) local first-line sanitation workers with "warmth gift package".