



CHINA UNITED VENTURE INVESTMENT LIMITED

新華聯合投資有限公司

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)

(於開曼群島註冊成立並於百慕達存續之有限公司)

Stock Code 股份代號: 8159

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Environmental, Social and  
Governance Report

環境、社會及管治報告





# Environmental, Social and Governance Report

## 環境、社會及管治報告

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# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ABOUT THE REPORT

China United Venture Investment Limited (the “**Company**”, together with its subsidiaries (the “**Group**”) is pleased to present the Environmental, Social, and Governance (“**ESG**”) report (the “**Report**”). This Report aims at summarizing the Group's ESG profile, performance, and outcomes during the reporting period in the most accurate and genuine manner.

### Reporting Scope and Basis

The period of this Report covers a span of 12 months, from 1 April 2024 to 31 March 2025, while the previous report covers 15 months from 1 January 2023 to 31 March 2024 and presented the data for the entire calendar year of 2023 separately from the data for the first three months of 2024. The Group firmly believes that the change in financial year end date last year will not undermine the principle of consistent reporting.

During the reporting period, the Electronics Business contributed the majority of the Group's total revenue and was deemed to generate material ESG impact to the Group's stakeholders, business development, as well as the community and the local environment. Hence, the reporting scope was determined by the financial threshold and materiality level of the Group's ESG impact, including the manufacturing factories in Dongguan, Guangdong Province, and Ji'an, Shanxi Province.

### 有關本報告

新華聯合投資有限公司（「**本公司**」，連同其附屬公司統稱「**本集團**」）欣然呈列環境、社會及管治（「**ESG**」）報告（「**本報告**」）。本報告旨在真實準確地概述本集團於報告期間內在ESG方面的概況、表現及成果。

### 報告範圍與基準

本報告期間涵蓋二零二四年四月一日至二零二五年三月三十一日12個月期間，而上一份報告涵蓋二零二三年一月一日至二零二四年三月三十一日15個月，並單獨呈列二零二三年整個曆年的數據，與二零二四年首三個月的數據分開。本集團確信，去年財政年度結算日的變動將不會損害報告一致性的原則。

於報告期間，電子產品業務為本集團帶來大部份的收入，並被視為會對本集團的持份者、業務發展以及社區及地方環境產生重大的ESG影響。因此，報告範圍取決於財務門檻及本集團ESG影響的重要性水平，包括廣東省東莞市及陝西省吉安市的製造工廠。

# Environmental, Social and Governance Report

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### Reporting Principles

This Report is prepared in accordance with the “mandatory disclosure requirements” and the “comply or explain” provisions of the Environmental, Social and Governance Reporting Guide (“**ESG Reporting Guide**”) in Appendix C2 of the Rules Governing the Listing of Securities on Growth Enterprise Markets, as set out by the Stock Exchange of Hong Kong Limited (“**Stock Exchange**”). It adheres to the following reporting principles:

Materiality	By analysing the views of various stakeholders of the Group, the ESG issues that are of great importance to the Group and its stakeholders have been identified, prioritized, and disclosed in this Report.
重要性	通過分析本集團多名持份者的意見，對本集團及其持份者尤其重要的ESG議題已於本報告內識別、排序及披露。
Quantitative	The key performance indicator(s) (“ <b>KPI</b> ” or “ <b>KPIs</b> ”) and respective calculation methodologies are disclosed to quantitatively evaluate the Group's ESG performance.
量化	披露關鍵績效指標（「 <b>關鍵績效指標</b> 」）及相關計算方法，以定量評估本集團的ESG表現。
Balance	The information provided in this Report is based on the Group's policies, documents, and recorded practices. It provides an unbiased overview of the Group's ESG performance and areas of improvement.
平衡	本報告提供的資料乃基於本集團的政策、文件及記錄在案的做法。本報告不偏不倚地闡述本集團的ESG表現及需要改進的領域。
Consistency	This Report adopts methodologies that are consistent with previous years, which allows for meaningful comparisons of ESG data over time.
一致	本報告採用與往年相同的研究方法，對不同時期的ESG數據進行有意義的比較。

The Group highly values your comments and opinions. You are welcome to share your thoughts via email at [gmark@glorymark.com.hk](mailto:gmark@glorymark.com.hk).

### 匯報原則

本報告按照香港聯合交易所有限公司（「**聯交所**」）所載的GEM證券上市規則附錄C2《環境、社會及管治報告指引》（「**ESG報告指引**」）中的「強制披露要求」及「不遵守就解釋」條文編寫。編寫時乃嚴格遵循以下報告原則：

本集團非常重視您的意見及見解，歡迎您通過電子郵件[gmark@glorymark.com.hk](mailto:gmark@glorymark.com.hk)分享您的想法。



# Environmental, Social and Governance Report

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### SUSTAINABILITY AT GROUP

The Board formulates appropriate ESG strategies and policies according to the Group's business. Through the implementation of the operation manual and standards, the strategies and policies are handed over to each functional department from top to bottom. Through an effective ESG governance framework, the Board is able to implement ESG strategies and policies, thereby enhancing the Group's ESG sustainability, such as reducing greenhouse gas emissions, making good use of resources, and improving employee wellbeing.

In addition, the Group attaches great importance to the communication with stakeholders, so as to follow up on ESG related issues that stakeholders are concerned about and evaluate the effectiveness of ESG.

#### Sustainability Governance

##### *The Board*

The Board is the highest decision-making and management authority of the Group. The Board oversees all ESG-related issues, and is responsible for duties including but not limited to formulating and revising ESG policies, overseeing and ensuring compliance, reviewing and disclosing ESG performance, tracking progress of key ESG targets, and identifying and managing the Group's ESG-related risks.

The Board will receive ESG-related training in the future and keep abreast of the latest ESG information and requirements, so as to spearhead the sustainable development mission of the Group.

### 本集團之可持續發展

董事會因應集團業務，製定適切的ESG策略和政策。並藉著落實運作手冊和標準，把策略和政策由自上而下地交由各職能部門執行。透過有效的ESG治理框架，董事會得以落實ESG策略和政策，從而提升本集團在ESG方面的可持續性，如減少溫室氣體排放、善用資源、改善員工福祉。

此外，本集團十分重視與持份者之溝通，從而跟進持份者重視的ESG相關議題，並就ESG的成效進行評估。

#### 可持續發展治理框架

##### *董事會*

董事會是本集團的最高決策管理機關，監督本集團所有ESG相關議題，並肩負制定及修訂ESG政策，監察並確保是否合規，審查並披露ESG表現，跟進關鍵ESG目標，以及辨識並管理集團的ESG相關風險等職責。

董事會將於未來接受與ESG相關的培訓，及時瞭解最新的ESG信息及要求，以引領落實本集團的可持續發展使命。

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### The Social and Environmental Responsibility Team

Established in 2016 and composed of employee representatives and managers from various departments, the Social and Environmental Responsibility (“**SER**”) team (the “**Team**”) is a committee responsible for supervising and executing all ESG matters at the Group level, departmental level, and operational level in our factories.

### SER團隊

社會和環境責任團隊（「**SER團隊**」）於（二零一六年成立，由各部門的員工代表及經理組成。是一個專責監督及執行集團層面、部門層面和工廠營運層面的所有ESG事宜的委員會。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Sustainability Strategies and Policies

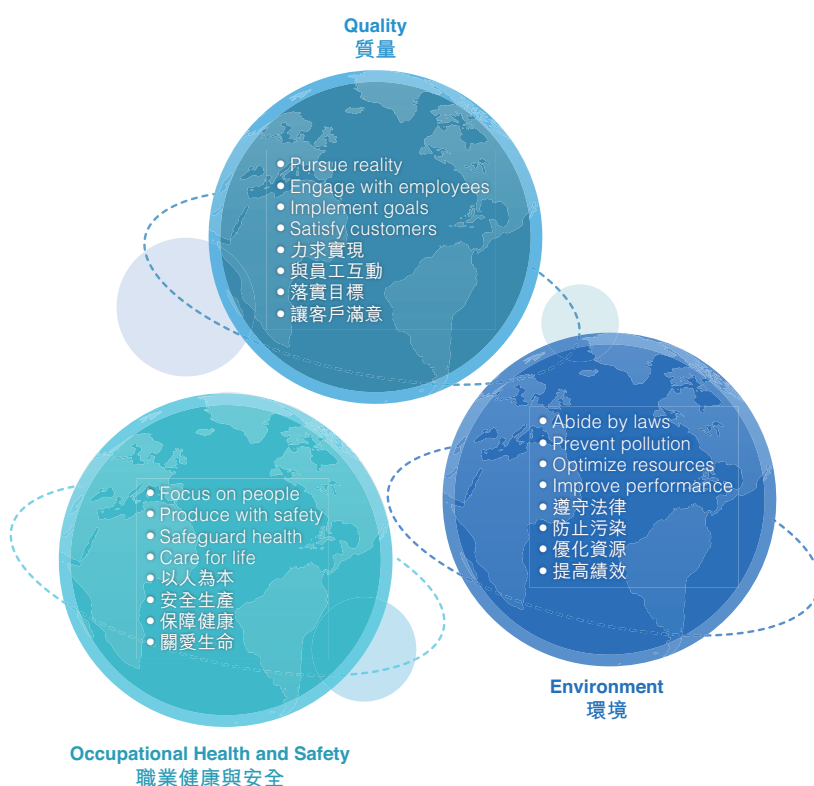
#### Strategies

The Group recognizes that meeting the requirements and expectations of stakeholders such as customers, business partners, the public, and regulators is essential for being a responsible business. Therefore, we have formulated the following ESG strategies after considering the opinions made by the Group's management, employee representatives, customers, suppliers, and business partners in the ESG-related stakeholder survey and materiality assessment.

### 可持續發展策略和政策

#### 策略

本集團深知，滿足客戶、業務合作夥伴、公眾及監管機構等持份者的要求及期望，乃成為負責任企業的先決條件。因此，我們經考慮本集團管理層、工人代表、客戶、供應商及業務合作夥伴於與ESG相關的持份者問卷調查及重要性評估作出的意見後已制定以下ESG策略。





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### Policies

With an aim to promote the Group's sustainable development, the Team has also formulated policies and action guidelines in six ESG aspects. By establishing environmental and social risk identification procedures and goals, as well as enhancing employees' environmental and social responsibility, the Team is capable of continuously evaluating the Group's ESG performance.

### 政策

為推動本集團的可持續發展，該團隊亦於六大 ESG 層面制定政策及行動指引。通過建立環境及社會風險識別程序及目標，以及提升員工的環境及社會責任，該團隊能持續評估本集團的 ESG 表現。

<b>Social Responsibility Policy</b> 社會責任政策	<b>Professional Ethics Policy</b> 職業道德政策
<ul style="list-style-type: none"><li>• Satisfying customers</li><li>• Contributing to society</li><li>• Operating in a sustainable manner</li><li>• 讓客戶滿意</li><li>• 為社會作出貢獻</li><li>• 以可持續發展的方式運營</li></ul>	<ul style="list-style-type: none"><li>• Dedicating to work</li><li>• Being honest and keeping promises</li><li>• Competing in an impartial manner</li><li>• 愛崗敬業</li><li>• 誠實守信</li><li>• 公平競爭</li></ul>
<b>Safety Policy</b> 安全政策	<b>Health Policy</b> 健康政策
<ul style="list-style-type: none"><li>• Involving each employee</li><li>• Putting safety issues in the first place</li><li>• Focusing on prevention measures</li><li>• 讓每名員工參與其中</li><li>• 把安全問題放在首位</li><li>• 注重預防措施</li></ul>	<ul style="list-style-type: none"><li>• Emphasizing health issues</li><li>• Strengthening supervision</li><li>• Continuing to improve</li><li>• 重視健康問題</li><li>• 加強監管</li><li>• 持續改進</li></ul>
<b>Labor Policy</b> 勞工政策	<b>Environmental Policy</b> 環境政策
<ul style="list-style-type: none"><li>• Treating employees in a sincere manner</li><li>• Protecting human rights</li><li>• Pursuing win-win solutions</li><li>• 善待員工</li><li>• 保障人權</li><li>• 追求合作共贏</li></ul>	<ul style="list-style-type: none"><li>• Preventing pollution</li><li>• Consuming resources in an effective manner</li><li>• Continuing to improve</li><li>• 防止污染</li><li>• 有效消耗資源</li><li>• 持續改進</li></ul>

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### How to Implement ESG

The Group's background of operating factories and producing electronic products poses an inherent conflict with ESG. Therefore, it is a challenge to implement ESG strategies and policies without affecting the Group's business.

#### Operating Standards

The Group insists on adopting rigorous sustainable principles and management systems, and we have received various certificates and attained different industrial recognitions in this aspect. The Group's manufacturing factories are certified with numerous international and national standards, as indicated below:

<b>Quality Management</b> 質量管理	GB/T 19001-2016/ISO 9000-2015 GB/T 19001-2016/ISO 9000-2015
<b>Environmental Management</b> 環境管理	GB/T 24001-2016/ISO 14001-2015 GB/T 24001-2016/ISO 14001-2015
<b>Occupational Health and Safety Management</b> 職業健康安全	GB/T 45001-2020/ISO 45001-2018 GB/T 45001-2020/ISO 45001-2018
<b>Medical Devices – Quality Management</b> 醫療器械 – 質量管理	ISO 13485-2016 ISO 13485-2016
<b>Quality Management Systems</b> 質量管理系統	IATF 16949:2016 IATF 16949:2016

#### Management Manual

In August 2020, the Group formulated and implemented the Management Manual (the “**Management Manual**”) to facilitate the daily operation and the implementation of ESG strategies and policies.

The Manual adopts methodologies that incorporate the “plan-do-check-act” cycle and risk-based analyses to define governance approaches in the Group's manufacturing factories. Taking the health and safety management framework as an example, the Group first formulated ISO standards in light of the actual operation situation, then formulated a comprehensive plan to integrate the standards into the actual operation of the factory, and finally conducted quarterly/annual inspections to confirm compliance with ISO standards. Therefore, the Management Manual can facilitate the daily operation and implementation of ESG, and the productivity of manufacturing bases has been improved thanks to the implementation of ESG.

### 如何落實ESG

本集團營運工廠、生產電子產品之背景，與ESG構成先天性的衝突。因此，如何在不影響集團業務的情況下落實ESG策略與政策，實在是一大挑戰。

#### 營運標準

本集團堅持採取嚴格的可持續發展原則及管理體系，因此我們獲發多項證書並獲得不同的行業認可。本集團的製造工廠已通過多項國際及國家標準認證，如下：

#### 管理手冊

二零二零年八月，本集團製訂及實施《管理手冊》（「**管理手冊**」），有助日常營運及執行ESG策略和政策。

手冊採用結合「計劃－執行－檢查－行動」週期及基於風險進行的分析之方法，界定本集團製造工廠的管治方針。以健康與安全管理框架為例，本集團首先按運作實際情況制定符合ISO的標準，再制定全盤計劃把標準融入工廠之實際運作，最後進行季度／年度檢查，確認符合ISO標準。因此，《管理手冊》可協助兼容日常運作與落實ESG，更因ESG之落實製造基地之生產力獲得提高。

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### STAKEHOLDER ENGAGEMENT

Communicating with different stakeholders is of paramount importance, enabling it to gain a clear insight into stakeholders' views, expectations, and needs. During the reporting period, the Group adopted the following criteria to identify key stakeholder groups and utilized multiple channels to engage with them:

#### Investors and Shareholders 投資者及股東

- Annual general meetings
- Annual, interim and quarterly reports
- Circulars and announcements
- Company website
- 股東週年大會
- 年報、中期報告及季度報告
- 通函及公告
- 公司網站

#### Customers 客戶

- Correspondences
- Satisfaction surveys
- Factory visits
- Company website
- 信函
- 滿意度調查
- 參觀工廠
- 公司網站

#### Regulatory Bodies 監管機構

- Compliance and non-compliance reports
- Factory visits
- Correspondences
- 合規及違規報告
- 參觀工廠
- 信函

### 持份者參與

與不同持份者溝通至關重要，從此可讓我們清楚瞭解持份者的觀點、期望及需求。於報告期間，本集團採用以下準則識別主要持份者群體並利用多種渠道與彼等進行溝通：

#### Employees 員工

- Internal satisfaction surveys
- Grievance system
- Training and development
- Employee activities
- Performance appraisals
- 內部滿意度調查
- 申訴機制
- 培訓及發展
- 員工活動
- 工作評核

#### Suppliers 供應商

- Annual suppliers meetings
- Factory visits
- Suppliers' audits
- Correspondences
- 年度供應商大會
- 參觀工廠
- 供應商審核
- 信函



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### MATERIALITY ASSESSMENT

The Group carried out a materiality assessment during the reporting period, which aimed to identify and evaluate ESG issues that are most material to the Group and its stakeholders, as well as to determine the coverage and structure of the Report. A 3-step approach, which is indicated below, has been adopted to assess the materiality of ESG issues.

### 重要性評估

本集團於報告期間進行重要性評估，旨在識別及評估對本集團及其持份者最重要的ESG議題，並確定本報告的覆蓋範圍及架構。我們已如以下列出採用三步法來評估ESG議題的重要性。

#### Identification 識別

- 15 material issues were identified and defined based on their impacts on the assessments and decisions of stakeholders and whether it reflects the Group's significant environmental and social impact.
- 根據該議題對持份者的評估及決策是否產生實質性影響，以及是否反映本集團的重大環境及社會影響，識別並界定15個重大議題。

#### Prioritization 排序

- Members of the Board ranked the importance of material ESG issues toward the Group's sustainable development, whilst employees, customers and suppliers ranked the importance of material ESG issues based on their own preferences and expectations.
- 董事會成員對重大議題就本集團可持續發展的重要性進行排名，員工以及客戶和供應商根據自己的偏好及期望對重大議題的重要性進行排名。

#### Validation 核證

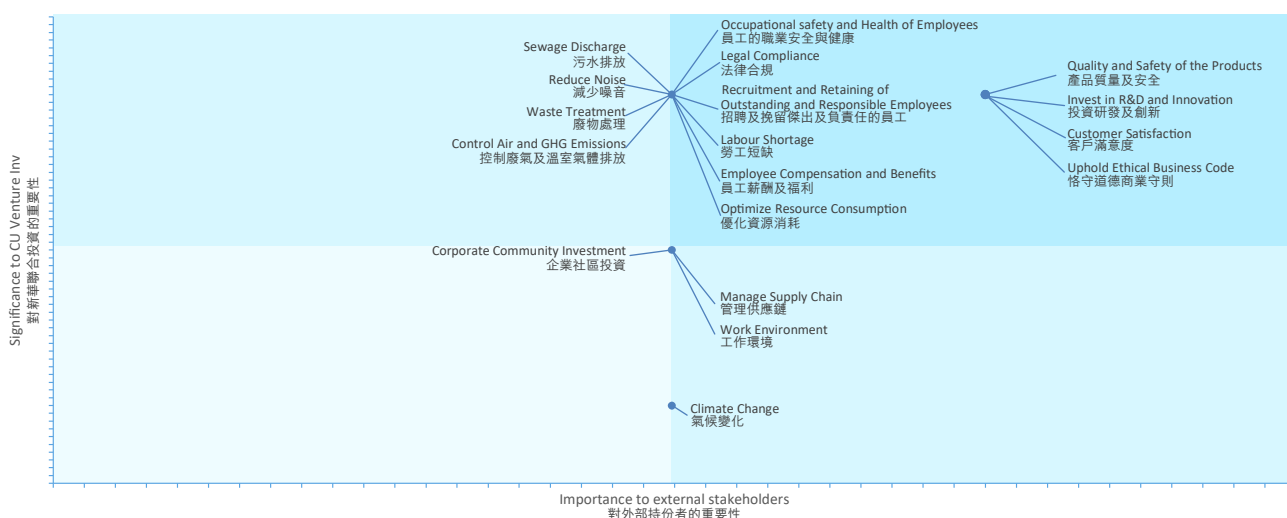
- The Board and management confirmed the list of material issues for disclosure in this Report.
- 董事會及管理層已確認須於本報告作出披露的重大議題清單。

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The matrix and table below present the results of the materiality assessment. The matrix reflects the relative importance of each ESG issue toward the Group's economic, environmental, and social impacts against stakeholder assessments and decisions. It allows us to understand the intricate relationship between the two.

以下矩陣圖及表格顯示重要性評估的結果。矩陣圖反映每個ESG議題相對於持份者評估及決策對本集團經濟、環境及社會方面的影響之重要性，其使我們能夠瞭解兩者之間錯綜複雜的關係。



## ENVIRONMENT AND RESOURCE

## 環境與資源

### Emission Policy

### 排放政策

"Abide by laws, prevent pollution, optimize resources, improve performance". The Group is dedicated to its commitment to the environment and resources. To implement such commitment, the Group formulated a decent Management Framework and coordinated internally. The Management Framework mainly includes the Environment Protection System ("EPS") and five operational departments in different areas within the Group.

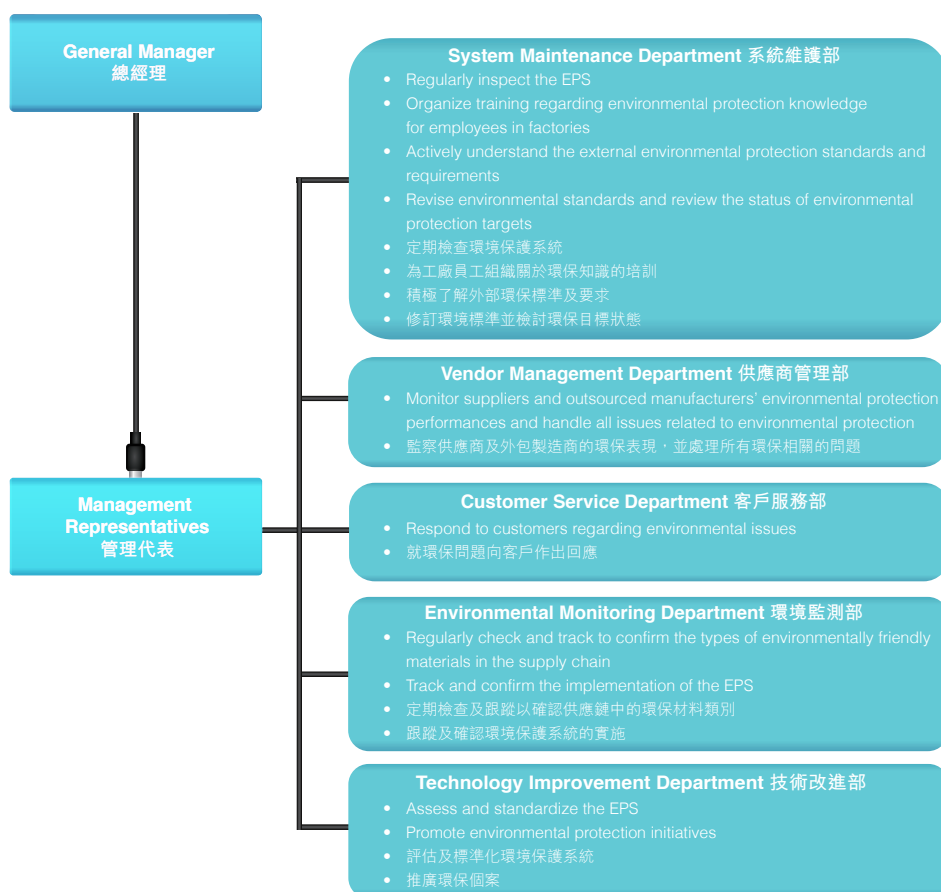
「遵守法規，預防污染，善用資源，持續改善」是本集團對環境與資源的承諾。為落實這份承諾，本集團制定好管理框架，統籌和協調內部。管理框架主要包括環境保護系統（「環境保護系統」）及集團內5個不同範疇的運作部門。

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To illustrate, the Group had set up a working group for the EPS, led by the Group's General Manager and comprising the management representatives from the five operational departments involved. In addition to clearly defining the respective working division of each department involved, the arrangement also enables the environmental protection measures to be supervised by the General Manager level:

就說明而言，本集團為環境保護系統成立一個由集團總經理領導的工作小組，成員包括涉及的5個運作部門管理代表。除清晰地釐訂各部門分工，更可由總經理層面監督環境保護措施：



The Group conducts internal audits on the EPS on a biannual basis to monitor environmental performance. We make timely adjustments and improvements to the EPS where necessary and strive to keep abreast of the latest environmental protection policies.

本集團每年兩次對環境保護系統進行內部審核，以監察環境表現。必要時，我們會及時對環境保護系統進行調整和改進，力爭緊跟最新的環保政策。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

In addition, the professionals and supervisors who are responsible for the Group's environmental matters must obtain the ISO 14001:2015 internal audit qualifications, and regularly receive professional training on topics such as the EPS and the regulations on environmental management substance. For environmental testing technicians in factories, they must participate in professional courses covering topics such as environmental policies and regulations, environmental labeling, and environmental protection precautions for production and processing on an annual basis.

### Control Air and Greenhouse Gas Emissions

Daily operations at the Group's manufacturing bases inevitably emit exhaust gas and greenhouse gas ("GHG"). In view of different types of impact from these emissions, the Group is determined to identify emission sources, analyze emission patterns, and customize corresponding control measures.

#### Exhaust Gas Emissions

Most of the Group's exhaust emissions come from vehicles, which generate direct air pollutants, including nitrogen oxides ("NOx"), sulfur oxides ("SOx"), and particulate matter ("PM"). The data of the reporting period is shown below:

Exhaust Gas	廢氣	Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
NOx	氮氧化物	kg 公斤	42.96	305.58
SOx	硫氧化物	kg 公斤	0.07	0.35
PM	懸浮粒子	kg 公斤	4.11	24.59

The decrease was due to the factory in Fogang, Guangdong Province, ceasing to be operated.

此外，負責環境事務的專業人員及主管必須取得ISO 14001:2015內審資格，並定期接受環境保護系統及環境管理物質法規等主題的專業培訓。對於工廠的環境檢測技術人員，彼等必須每年參加環境政策法規、環境標誌、生產加工的環保注意事項等主題的專業課程。

### 控制廢氣及溫室氣體排放

本集團各生產基地的日常營運不可避免地排放廢氣及溫室氣體（「溫室氣體」）。針對該等排放所產生的不同影響，本集團致力識別排放源、分析排放模式及度身制訂相應控制措施。

#### 廢氣排放

本集團大部分的廢氣排放來自車輛使用，直接產生空氣污染物，包括氮氧化物（「氮氧化物」）、硫氧化物（「硫氧化物」）、懸浮粒子（「懸浮粒子」）。於報告期間的指數如下：

減少乃由於廣東省佛岡工廠終止經營。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### GHG Emissions

During the reporting period, the Group's Scope 1 and Scope 2 GHG emissions are shown in the following table. Scope 1 includes direct emissions from vehicle exhaust, whilst Scope 2 refers to the indirect emissions from purchased electricity. The data of the reporting period is shown below:

Emissions Scope – Sources	排放範圍 – 來源	Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Scope 1 – Vehicle	範圍1 – 車輛	tCO <sub>2</sub> e 噸二氧化碳當量	13.53	48.24
Scope 1 – Stationary Combustion Equipment	範圍1 – 固定燃燒設備	tCO <sub>2</sub> e 噸二氧化碳當量	–	9.65
Scope 2 – Purchased Electricity	範圍2 – 外購電力	tCO <sub>2</sub> e 噸二氧化碳當量	1,014.98	1,109.38

After the relocation, the existing staff canteen in the Intelligent Industrial Park made unnecessary the establishment of a separate canteen and kitchen in the new manufacturing base and thus there was no fixed combustion equipment for the Group to generate GHG emissions.

### 溫室氣體排放

於報告期間，本集團的範圍1及範圍2溫室氣體排放主要包括下表所示。範圍1包括來自車輛尾氣的直接排放，而範圍2指外購電力的間接排放。於報告期間的指數如下：

搬遷後，智慧產業園區設有員工飯堂，新製造基地無須再另設飯堂和廚房，因此，本集團並無固定燃燒設備產生溫室氣體排放。

### Reduce Waste

Apart from air and GHG emissions, the mitigation of discharges into water and land is also a key focus area of the Group. We are highly concerned about the well-being of the local environment and community, where our manufacturing factories operate. The Group adopted approaches such as impact assessment and monitoring procedures, which laid a foundation to formulating mitigation measures.

### 減廢

除廢氣及溫室氣體排放外，減少向水及土地的排污亦為本集團的重點關注領域。我們高度重視製造工廠所在地的當地環境及社區福祉。本集團採取影響評估及監測程序等方法，為制定緩解措施奠定基礎。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Wastes stemming from the Group's daily operations are further categorized into two major types – production waste and domestic waste. In accordance with the Waste Control Procedure, which was drafted and implemented by the Management Department, we systematically handle hazardous and non-hazardous waste and aim to prioritize recycling where practical and reduce waste generation as much as possible.

本集團日常營運產生的廢物進一步分為生產廢物及生活廢物兩大類。根據管理部制定並實施的《廢棄物管制程序》，我們系統處理有害廢物及無害廢物，並在實際可行的情況下優先回收再造，盡可能減少廢物的產生。

Type of Hazardous Waste 有害廢物類別		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Chemical Waste	化學廢物	t 噸	–	0.18
Waste Activated Carbon	廢活性碳	t 噸	0.61	0.06
Waste Chemical Containers	廢化學品容器	t 噸	0.04	0.20
Waste Rags and Gloves	廢抹布、手套	t 噸	0.04	0.12
Waste Engine Oil	廢機油	t 噸	0.02	0.11
Waste Oil Barrel	廢油桶	t 噸	0.05	–
Total	總計	t 噸	0.76	0.67
Intensity	強度	t/revenue in HK\$ million 噸／百萬港元收入	0.0046	0.0032

Type of Non-hazardous Waste 無害廢物類別		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Paper	廢紙	t 噸	9.21	4.72
Plastic	塑料	t 噸	20.48	3.53
Metal	金屬	t 噸	7.31	3.36
PVC Waste	PVC廢料	t 噸	–	11.83
Total Waste	廢物總量	t 噸	37.00	23.44
Intensity	強度	t/revenue in HK\$ million 噸／百萬港元收入	0.22	0.11



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Mitigate Environmental Risk

In order to effectively control the environmental issues from the Group's activities, products, and services, the Group has examined our supply chain and operations to identify activities that may have a potential and material impact on the environment, and has formulated corresponding mitigation measures such as the Waste Control Procedure, aiming to reduce those negative impacts year by year.

In terms of Air and Greenhouse Gas Emissions:

- Regularly inspect tin smoke emission facilities in factories to ensure normal discharge of tin smoke;
- Evaluate operation methods and formulate effective methods to reduce tin smoke generation;
- Install the latest adsorption device filters to remove harmful substances;
- CMA testing is conducted to ensure compliance with national standards; and
- Minimize the use of factory vehicles travelling to and from the Ji'an manufacturing base. Personnel should travel to and from the factory by high-speed train, and logistics service providers will be engaged for the transportation of materials and goods.

### 減輕環境風險

為有效管控本集團活動、產品及服務產生的環境問題，本集團已對供應鏈及營運情況進行檢查，以識別可能對環境產生潛在及重大影響的活動，並制定相應緩解措施（如《廢棄物管制程序》），旨在逐年減少該等負面影響。

就廢氣及溫室氣體排放而言：

- 定期檢查工廠的錫煙排放設施，確保錫煙的正常排放；
- 評估操作方法並制定減少錫煙產生的有效方法；
- 安裝最新吸附裝置，去除有害物質；
- 進行CMA測試，確保均符合國家標準；及
- 減少使用工廠車輛往返吉安生產基地，人員往來改乘高鐵，材料貨物往來改聘用物流服務提供商。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

For hazardous and non-hazardous waste, the Group strengthens waste recycling and achieves waste reduction at the source by implementing the Waste Control Procedure, i.e., systematically classifying production waste generated by the operation of manufacturing bases into “non-hazardous waste and recyclables” and “hazardous waste”. Recycling and reduction of waste generation are prioritized wherever possible.

就有害及無害廢物而言，本集團透過實施《廢棄物管制程序》加強廢物回收，達至源頭減廢，即有系統性地把生產基地營運製造的生產廢物，區分為「無害而可回收廢物」和「有害廢物」，盡量可行下優先採用回收再造和減少有關廢物的產生。

- Separate and label in a designated storage area, and adopt waste classification and recycling bins in our manufacturing bases;
- 在指定存放區域分開儲存及貼上標籤識別，及在生產基地使用廢物分類回收箱；
- Separate recyclable materials from other materials in the designated storage area;
- 在指定存放區域分開存放其他物料產生的可回收物料；
- Place in containers with compatible chemical properties;
- 存放在具有相容化學性質的容器內；
- Place in containers with rainproof and leakproof properties;
- 存放在防雨防漏的容器內；
- Contract licensed service providers to handle and dispose of the waste responsibly and lawfully;
- 委託持牌服務供應商以負責任及合法的方式去處理及棄置該廢物；
- Transport reusable resources to suppliers for recycling; and
- 將可重用資源運送到供應商回收再用；及
- Conduct monthly environmental and fire safety inspections, as well as provide necessary guidance to ensure the correct classification of waste.
- 每月進行環境和消防安全檢查並提供必要的指導，以確保廢物的正確分類。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Resource Consumption

Resources used by the Group are mainly purchased gasoline, electricity, water, and materials. The water resources of the Group are supplied by the municipal system, and therefore, we do not have any problem in obtaining suitable water sources. The industrial wastewater and domestic sewage generated therefrom are treated by the sewage treatment plants via a local pipe network.

The following table provides a summary of the Group's main resource consumption:

### 資源消耗

本集團使用的資源主要為外購汽油、電力、水及材料。本集團的水資源由市政供水系統供應，因此在取得適當水源方面並無任何問題。由此產生的工業廢水及生活污水經由當地管網輸送至污水處理廠處理。

下表列示本集團主要資源消耗概要：

Type of Resource	資源類別	Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
Electricity	電力	kWh 千瓦時	2,049,576.00	2,831,423.00
Diesel	柴油	kWh 千瓦時	–	156,183.12
Natural Gas	天然氣	kWh 千瓦時	–	47,126.85
Gasoline	汽油	kWh 千瓦時	49,310.06	7,866.66
Total Energy Intensity	能源總量 強度	kWh 千瓦時 kWh/revenue in HK\$'000 千瓦時／千港元收入	2,098,886.06 12.73	3,042,599.63 14.59
Water Intensity	水 強度	m <sup>3</sup> 立方米 m <sup>3</sup> /revenue in HK\$'000 立方米／千港元收入	14,276.28 0.0866	40,354.80 5.1684
Paper Intensity	紙 強度	t 噸 t/revenue in HK\$ million 噸／百萬港元收入	9.21 0.0558	4.72 0.0226
Carton Box Intensity	紙盒 強度	t 噸 t/revenue in HK\$ million 噸／百萬港元收入	38.37 0.23	28.00 0.13

### Consumption Guidelines

The Group implements the Energy and Resources Management Procedures and analyzes the consumption pattern of resources on a monthly basis, aiming to enable the resource optimization plan to be continuously improved.

### 消耗指引

本集團實施《能源資源管理程序》，每月進行1次資源消耗模式分析，旨在持續完善資源優化計劃。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group has formulated guidelines for employees to promote responsible and efficient energy consumption within its operations:

- All employees must turn off the lighting, air conditioning, and computers in factories and offices after work;
- Production equipment must be turned off when not in use; and
- A file and maintenance system for electrical equipment should be established and managed to minimize the waste of electrical energy due to equipment reasons.

The Group has established guidelines for employees to promote responsible water consumption within its operations:

- All employees should be responsible for water saving and develop a good habit of water consumption;
- Under normal circumstances, it is strictly forbidden to reduce the temperature of circulating water by adding supplementary water to the cooling system;
- Throttles and nozzles must be installed in each water nozzle and sprinkler for domestic water consumption; and
- If a case of excessive consumption is found, measures should be taken immediately to minimize water wastage.

The Group also has guidelines for employees to promote responsible consumption and waste reduction within its operations:

- Improve its packaging process and mainly replace plastic with paper to package our electronic products;
- Packaging materials should be properly stored for second-hand usage;
- Use recyclable materials as much as possible;
- Offices are responsible for the use, supervision, and management of paper; and
- Offices should make an analysis of paper consumption in order to control the total amount of paper used.

本集團為員工制定指引，以促進營運中負責任和合乎效益的能源消耗：

- 所有員工下班後皆須關閉廠區及辦公室照明、空調及電腦；
- 生產設備閒置時須關機；及
- 應制定並管理電氣設備文檔與保養制度，盡量減少因設備原因造成電力浪費。

本集團為員工制定指引，以促進營運中負責任的水消耗：

- 員工皆需節約用水並養成良好的用水習慣；
- 正常情況下，嚴禁透過向冷凍系統添加補充水來降低循環水溫度；
- 生活用水的每個水嘴及花灑均須安裝節流噴嘴；及
- 倘發現過度消耗的情況，相關人員應立即採取措施，盡量減少水資源浪費。

本集團為員工制定指引，以促進營運中負責任的物料消耗和減少廢物：

- 改進其包裝流程，並主要以紙張代替塑料以包裝我們的電子產品；
- 包裝物料應妥善保管，以備作為二手物料使用；
- 儘量使用可回收材料；
- 辦公室負責紙張的使用、監督和管理；及
- 辦公室應對紙張消耗進行分析，以控制紙張的使用總量。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### The Environment and Natural Resources

The Group continues to monitor any possible adverse impacts and is committed to controlling the consumption of resources as well as documenting its emissions. During the reporting period, the Group was not aware of any significant impact on the environment and natural resources or any violations of laws and regulations.

### Emerging Climate Risks

The Group has begun to assess and identify climate-related risks since 2021. We referenced the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD) and identified a list of short and mid-term physical and transition risks was subsequently identified based on their severity and frequency.

Extreme precipitation, typhoons, floods, heat waves, and thunderstorms are the Group's material physical risks, while enhanced emissions-reporting obligations, mandates, and regulations on existing products and services, and substitution of existing products and services with lower emissions options are the Group's material transition risks. Acute physical risks such as extreme precipitation and typhoons may occasionally impact the Group's business operations due to its geographical location, and the Group may also face enhanced emissions-reporting obligations, which may also increase the Group's compliance cost in the future.

The results of such risk assessment were adopted by the Board, and changes in climate risks will be reported to the Board regularly, to formulate mitigation strategies, such as formulation of special working arrangements under extreme weather conditions, substitution with eco-friendly raw materials, and low carbon optimization of production processes. More importantly, this helps the management set short, medium, and long-term environmental protection goals.

### 環境及天然資源

本集團持續監察任何可能的不利影響，並致力於控制資源消耗並記錄其排放。於報告期間，本集團未發現任何對環境及自然資源造成重大影響或違反法律法規的行為。

### 新興氣候風險

我們自二零二一年起開始評估及確定與氣候相關的風險。我們參考氣候相關財務披露工作小組的建議，並按嚴重性及頻次對有關風險進行評估，確定短期及中期的實體和轉型風險清單。

極端降水、颱風、洪水、熱浪及雷暴為本集團面臨的重大實體風險，而強化排放量報告義務及對現有產品及服務的強制性監管以及以較低排放的產品及服務替代現有的產品及服務則為本集團面臨的重大轉型風險。極端降水及颱風等立即性實體風險可能會因本集團地理位置而偶爾影響本集團的業務營運，且本集團亦可能面臨更嚴格的排放量報告義務，這亦可能增加本集團未來的合規成本。

有關風險評估結果獲董事會採納，並將定期就面臨氣候風險變化向董事會匯報，並訂立減緩策略，如制訂極端天氣條件下的工作安排、使用環保原材料替代以及對生產流程進行低碳優化。更重要的是，有助管理層訂立短中長期的環境保護目標。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### PEOPLE AND COMMUNITY

“Focus on people, produce with safety, safeguard health, care for life”. The Group has implemented this commitment in four aspects, namely human resources, safe workplace, professional training, and giving back to the community.

#### Human Resources

The human resources department conducts statistics and analysis of internal human resources on a quarterly basis, analyzes the human resources needs of each business unit, and reports to management. The management regularly reviews and formulates appropriate human resources policies and measures based on the Group's business development and human resources allocation of each business unit and then assigns any such policy and measure to the human resources department for implementation.

The Group implements the Non-Discriminatory Management Measures, which have been in force since August 2016. Selection procedures only involve document review, written tests, interviews, medical examinations, and other comprehensive evaluations, and the Group neither takes any extra unnecessary step nor discriminates against any applicants based on gender, age, disability, nationality, religious belief, political affiliation, place of birth, ethnicity, or language.

The Group offers a competitive compensation package and benefits, including monthly salary, social and medical insurance, statutory holidays, and other basic benefits that are in compliance with laws. Each employee in the Group is entitled to rest days and statutory holidays according to local laws, and working hours are also set for employees. Moreover, employees can enjoy staff meals, free accommodation, year-end raffles, benefits or bonuses for traditional festivals, and free access to cultural and recreational facilities such as libraries, reading rooms, and gyms. The Group also organizes various gatherings for employees, including birthday parties and outdoor events. The Group encourages interaction with employees. To this end, the Group not only addresses employee concerns to improve internal employee satisfaction through morning meetings of various operational departments and surveys, but also receives feedback and suggestions from employees regarding the Group's operations by setting up the President Mailbox and the Employee Complaint Mailbox.

### 人文與社區

「以人為本，安全生產，保障健康，關愛生命」。本集團在人力資源、安全職場、專業培訓和回饋社區4方面，落實這個承諾。

#### 人力資源

人力資源部每季統計及分析內部人力資源，分析各業務單位的人力資源需求，並向管理層彙報。管理層則按集團的業務發展、各業務單位的人力資源分布，定期檢視和制定合適的人力資源政策措施，再交由人力資源部執行。

集團貫徹執行自二零一六年八月起實施的《不歧視管制作業辦法》。遴選程序只有文件審查、筆試、面試、體檢及其他綜合評估等，沒有額外不必要的步驟，也不會因性別、年齡、殘疾、國籍、宗教信仰、黨派、出生地、民族及語言而歧視任何應徵者。

集團提供有競爭力的薪酬待遇和福利，包括月薪、社會及醫療保險、法定假日及其他符合法律規定的基本福利。集團內每名員工除可據當地法例享有休息日、法定假期，也為員工訂立工作時數。此外，員工可享有工作餐、免費住宿、年終抽獎、傳統節日福利待遇或獎金，以及免費使用圖書館、閱覽室及健身房等文化及娛樂設施。集團也為員工舉辦各類聚會活動，包括生日派對和戶外活動。集團鼓勵與員工之互動，除透過各運作部門晨會、問卷調查等，關心員工關切事項，提高內員工滿意度，也透過設立總裁信箱及員工投訴信箱，接收員工對集團營運提出反饋及建議。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

As at the end of the reporting period, the Group employed a total of approximately 407 (2023: 476) full-time employees in Hong Kong, Taiwan, and the PRC. The distribution of which is as follows:

於本報告期末，本集團在香港、台灣及中國僱用的全職員工合共約407人（二零二三年：476人），其分布情況如下表：

Employee Structure	僱員架構		FY2024 二零二四財年	FY2023 二零二三財年
Total Number of Employees	僱員總人數		407	476
By Gender	按性別劃分	Male 男	155	186
		Female 女	252	290
By Age	按年齡劃分	18-30	49	57
		31-40	159	188
		41-50	147	170
		>50	52	61
By Geographical Region	按地區劃分	Hong Kong 香港	3	9
		Taiwan 台灣	1	22
		The PRC 中國	403	445

The employee turnover rates by gender, age group, and geographical region during the reporting period are as follows:

於報告期間，按性別、年齡組別及地區劃分的僱員流失率如下：

Employee Turnover Rate	僱員流失率		FY2024 二零二四財年
By Gender	按性別劃分	Male 男	29.33%
		Female 女	22.88%
By Age	按年齡劃分	18-30	120.75%
		31-40	8.65%
		41-50	13.25%
		>50	21.24%
By Geographical Region	按地區劃分	Hong Kong 香港	100%
		Taiwan 台灣	182%
		The PRC 中國	26%

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Safe Workplace

All production and workspaces are designed by professionals, and they are both functional and comfortable. The Group has established the Safety Department, which is responsible for formulating first aid and emergency measures for work-related injuries:

- If an accident occurs during working hours, it should be immediately reported to the department head or safety director;
- The injured should be promptly given necessary care. In the unfortunate event of serious injury, the injured should be immediately transferred to the nearby hospital for further treatment; and
- Each employee is required to understand these emergency procedures to ensure that appropriate first aid and self-rescue measures can be taken in times of crisis.

In order to strengthen the management of dangerous goods and consumables, to ensure the safety of our staff and the environment, and to prevent accidents, the Group implemented the following policies:

### 安全職場

各生產和工作間由專業人員設計，功能舒適兼備。本集團已成立安全部，制定工傷急救及應急措施：

- 倘於工作時間內發生事故，應立即向部門主管或安全總監報告；
- 應及時對傷員進行必要的護理。如不幸遇嚴重受傷，應立即轉移到附近醫院接受進一步治療；及
- 每位員工均須瞭解應急措施，確保危急時能夠採取適當的急救及自救措施。

為加強管理危險物品及耗品，保障員工及環境安全，防止事故發生，本集團實施以下政策：

#### Dangerous Goods and Consumables Management Procedure

##### 《危險物品及耗品管理程序》

- All hazardous materials such as inflammables, explosives, corrosives and toxic materials, must be purchased from certified suppliers and inspected thoroughly upon arrival.
- Dangerous Goods must also be clearly labeled and securely stored in a separate storage area where physical conditions are stable.
- 所有易燃、易爆、腐蝕性及有毒物質等危險物品，必須從經認證的供應商採購，並於到貨時進行徹底檢查。
- 危險物品亦必須貼上明確的標籤，並安全地存放於物理條件穩定的獨立儲存區。

#### Chemical Substance Control Procedure

##### 《化學物質管制程序》

- Training on handling hazardous materials is provided to those who come into close contact with these materials.
- Employees are provided with personal protective equipment, such as protective masks and earplugs.
- 為與危險物品密切接觸的人員提供處理危險物品的培訓。
- 為員工提供個人防護裝備，例如防護口罩及耳塞。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group also implemented SER Emergency and Emergency Preparedness Procedure in August 2016 to strengthen response to crisis incidents. As stipulated, regular safety training and exercises are provided to our employees to strengthen their awareness and knowledge of different occupational hazards.

During the reporting period, the Group's performance in health and safety is as follows:

本集團亦自二零一六年八月實施《SER緊急狀況準備與應急程序》以加強應對危機事故。根據規定，我們須定期為員工提供安全培訓及演習，加強彼等對不同職業危害的防範意識及知識。

於報告期間，本集團健康與安全的表現如下：

Occupational Health and Safety Data		FY2024 二零二四財年	FY2023 二零二三財年	FY2022 二零二二財年
職業健康與安全數據				
Number of Work Injury Cases	工傷人數	0	1	5
Number of Work-Related Fatalities	工傷死亡	0	0	0
Lost Days due to Work Injury	工傷損失工作日數	0	7	151

### Provide Professional Training

### 提供專業培訓

The Group has established a training management system based on the human resource needs of each department. We hope that through professional training, we can help new employees quickly become familiar with the business and develop their own value, so that employees can quickly establish close interpersonal relationships and enhance their sense of identity and sense of belonging to the Company. The human resources department prepares a training plan to improve employees' knowledge and management standards, enhance employees' ability to perform their duties, improve work performance, and increase work efficiency. Its overview is as follows:

本集團訂立培訓管理制度，結合各部門的人力資源需求。我們希望透過專業培訓，幫助新員工快速地熟悉業務、發揮自身價值，讓員工更快地建立緊密的人際關係，增強新員工對企業的認同感與歸屬感。由人力資源部編製培訓計劃，以提高員工的知識與管理水準，提升員工履行職責的能力，改善工作表現及增加工作效率，大概如下：

#### Pre-job training

##### 崗前培訓

- In Dongguan Factory and Fogang Factory, all of our new employees must receive pre-job training, which aims to deepen their understanding of our corporate history and culture, human resources policies, the SER knowledge, health and safety knowledge and technical practices.
- 為東莞工廠及佛岡工廠所有新員工安排崗前培訓，加深其對公司歷史及文化、人力資源政策、SER知識、健康與安全知識以及技術實踐的瞭解。

#### On-job training

##### 在職培訓

- We provide education and training systems for all employees from different departments in order to let employees learn and improve the latest manufacturing skill sets.
- 為來自不同部門的所有員工提供教育及培訓系統，學習和提升最新製造技能。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

During the reporting period, the data on training we provided to our employees is as follows:

於報告期間，我們為員工提供培訓的數據如下：

		Unit 單位	FY2024 二零二四財年	FY2023 二零二三財年
<b>Average Training Hours per Employee</b>	每名僱員平均受訓時數			
<b>By Gender</b>	按性別劃分			
Male	男	Hours 小時	5	0.60
Female	女	Hours 小時	6	0.91
<b>By Employee Category</b>	按僱員類別劃分			
Directors and Senior Management	董事及高級管理層	Hours 小時	2	0.20
Middle Management	中級管理層	Hours 小時	22	1.46
General Employee	一般僱員	Hours 小時	4	0.68
<b>Percentage of Employees Trained</b>	受訓僱員百分比			
<b>By Gender</b>	按性別劃分			
Male	男	%	52	56
Female	女	%	48	44
<b>By Employee Category</b>	按僱員類別劃分			
Directors and Senior Management	董事及高級管理層	%	4	4.3
Middle Management	中級管理層	%	10	11.1
General Employee	一般僱員	%	86	84.6

### Labor Standards

As a responsible corporate citizen, the Group attaches great importance to labor standards. Apart from complying with relevant laws and regulations in the PRC, we are diligent in demonstrating our commitment to safeguarding labor rights by adopting corresponding standard procedures on child and forced labor prevention.

### 勞工準則

作為負責任的企業公民，本集團非常重視勞工準則。除遵守中國的相關法律法規外，我們還通過採取相應的預防童工和強迫勞動的標準程序，努力展示我們維護勞工權利的承諾。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

To ensure its compliance with the Law of the People's Republic of China on the Protection of Minors (2020 Revision), the Group forbids the hiring of minors under the age of 16. In the unlikely event that such incident is identified, we shall terminate the employment of the individual immediately. In the case of hiring student interns, we strictly follow the Measures for the Employment and Protection of Minors, which was drafted and implemented by the Management Department. We also have meticulous requirements for recruiting interns. To enter our internship program, they must major in corresponding disciplines and have completed the courses prescribed by universities. During the internship, we provide insurance, pre-job training, and internship allowances for all interns. In order to ensure the physical and mental health of our interns, we do not assign them to roles and responsibilities that are prone to any safety hazards.

Regarding forced labor, the Group strictly prohibits any forced or deceptive means to recruit employees. The Management Department drafted and implemented the Prevent Forced Labor and Prohibit Prisoner Management Procedure. According to this procedure, we follow the principle of voluntary overtime and do not use compulsory means to extend the working hours. Where overtime work is absolutely necessary, we would negotiate with employees in advance to determine the period of overtime, which should not exceed the legal working hours. Meanwhile, we committed to avoid purchasing from any facilities where products are made by prisoners. We also extend this labor standard to our suppliers. For more information regarding the social expectations of our suppliers, please refer to the subsection "Manage Supply Chain" under this section.

During the reporting period, the Group was not aware of any cases of child or forced labor within its business operations.

為確保遵守《中華人民共和國未成年人保護法》(二零二零年修訂)，本集團禁止聘用未滿16周歲的未成年人。一旦發現此類事件，我們將立即終止對其的僱用。在聘用實習生的情況下，我們嚴格遵守管理部起草並實施的《未成年僱用與保護作業辦法》。我們對招聘實習生也有細緻的規定。進入我們的實習計劃，彼等必須主修相應科目並完成大學規定的課程。實習期間，我們為所有實習生提供保險、崗前培訓和實習津貼。為了確保實習生的身心健康，我們不會將他們分配到容易造成人身傷害或危險的工作崗位。

就強迫勞工而言，本集團嚴禁以任何強迫或欺騙手段招聘僱員。管理部起草並實施了《防止強迫勞工、禁用囚工管理程序》。按照這個程序，我們遵循自願加班的原則，不採用強制手段延長工作時間。對於需要加班的情況，我們會提前與員工協商，確定加班時長不超過法定工作時間。同時，我們承諾不向由囚犯製造產品的工廠進行任何採購。我們還將這一勞工準則擴展到我們的供應商。有關我們供應商的社會期望的更多資料，請參閱本節下的「管理供應鏈」分節。

於報告期間，本集團在其營運業務中概無發現童工或強迫勞工的任何案例。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### PRODUCT AND BUSINESS

"Pursue reality, engage with employees, implement goals, and satisfy customers". This commitment is built on intensive quality control measures, i.e., starting from supply chain management on the upstream of the production line. Subject to the first pass, efforts are made to ensure product quality, improve post-sales service on the downstream of the production line, and then conduct promotion, and research and development. The Group is committed to strict business principles and ethics, which are important elements to ensure the quality of products and business.

#### Supply Chain Management

The Group is principally engaged in the design, manufacture, and sale of electronic connectivity products. Most of the raw materials required for the production lines of the Group's manufacturing bases are electronic and metal components, such as casings, plastic materials, packaging materials, electronic materials, hardware components, transformers, etc., that may cause negative environmental impact if not handled appropriately. Therefore, the Group attaches great importance to the material procurement process. We tend to choose suppliers who are able to provide hazardous-free substances while adhering to relevant standards, including the Restriction of Hazardous Substances Directive 2.0, Registration, Evaluation, Authorization and Restriction of Chemicals ("REACH"), and other applicable local, regional, and international environmental regulations.

In addition, the Group commits to prioritizing procurement from locally-based suppliers in an effort to minimize greenhouse gas emissions, energy consumption, and other environmental impacts relating to transportation of materials and products.

Moreover, the Group requests raw materials providers to sign the Conflict-free Minerals Agreement. We are dedicated to avoiding purchasing conflict minerals, including metal materials and their derivatives, from any armed forces-controlled areas and neighboring countries. Meanwhile, we have also established an inspection mechanism in the supply chain to effectively identify and trace the source of metal materials. This ensures the legitimacy of the source and prevents the use of any conflict minerals.

### 產品與業務

「用心求實，全員參與，貫徹目標，滿足客戶」。這份承諾，是建基於細緻的質量監控措施，即始於生產線上游的管理供應鏈，把好第一關才能確保優質量，完善生產線下游的銷售後客服，繼而推廣與研發。本集團秉持嚴謹的經營原則與操守，正是確保產品與業務質量的重要元素。

#### 管理供應鏈

本集團主要從事設計、製造及銷售電子接駁產品。集團製造基地生產線需要的原材料大部分為電子及金屬元件，例如外殼、塑膠料、包裝材料、電子材料、五金部件、變壓器等。若處理不當，可能會對環境造成負面影響。因此，本集團十分重視材料採購過程。我們傾向於甄選能夠提供無害物質的供應商，同時亦能遵守相關標準，包括《有害物質限用指令2.0》、《關於化學品註冊、評估、許可和限制法案》（「REACH」），以及其他適用的本地、區域和國際環保條例。

另外，本集團優先從本地供應商採購，以減少與運輸材料和產品相關的溫室氣體排放、能源消耗和其他環境影響。

此外，本集團要求原材料供應商簽署《不使用衝突礦產承諾書》。致力避免從任何武裝力量控制區及鄰國採購衝突礦產，包括金屬材料及其衍生品。同時，我們亦已於供應鏈中設立檢驗機制，以有效識別及追查金屬材料的來源。此舉確保金屬材料來源的合法性，並防止使用衝突礦產。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group implements the Specifications on Supplier Management, with an aim to provide guidelines for Dongguan Factory and Fogang Factory in selecting suppliers. Prior to formal business collaborations, all prospective suppliers must undergo and pass the following various assessments:

本集團實施《供應商稽核管理規範》，為東莞工廠和佛岡工廠的供應商甄選提供指引。在正式的業務合作之前，所有潛在供應商都必須接受並通過以下各項評估：

**Quality System**  
質量體系

- Quality management procedure  
• 質量管理程序
- Production process capability  
• 生產流程能力



**Environmental System**  
環境系統

- Environmental management system  
• 環境管理體系
- Design and trial production process  
• 設計和試生產流程
- Mass production process  
• 大規模生產流程
- Emergency issues handling  
• 緊急事件處理



**Social Responsibility**  
社會責任

- Labor standards  
• 勞工準則
- Health and safety  
• 健康與安全
- Community  
• 社區
- Business ethics  
• 商業道德



We pay special attention to the environmental impact of production materials and the inadvertent violations of business ethics by suppliers. Monitoring, identifying, and mitigating environmental and social risks is a practical way to optimize our supply chain.

我們尤其著重生產材料對環境的影響以及供應商無意間違反商業操守的情況。監控、識別和減低環境和社會風險乃優化我們供應鏈的實用做法。

Set out below is a summary of our expectations on the environmental and social behavior of our suppliers. The Group reviews their performance on a regular basis and helps them address potential risks:

如下所示，概述了我們對供應商在環境和社會行為方面的期望。本集團定期審查彼等的表現，及幫助他們解決潛在風險：

### Environmental Expectations 環境期望

- The Group will regularly sample raw materials from suppliers and carry out laboratory testing. All raw materials must meet the Group's environmental standards and comply with the legal requirements from national or international environmental protection agencies
- The Group has the right to require suppliers to provide annual testing reports regarding the concentration of the environmental management substance
- The relevant testing institutions must be recognized as qualified by the Group. Suppliers should actively keep abreast of the latest requirements of environmental protection laws and regulations
- 本集團將定期抽樣檢查供應商的原材料，並進行實驗室測試。所原材料須符合本集團的環保標準，並符合國家或國際環保機構的法律要求
- 本集團有權要求供應商提供有關環境管理物質濃度的年度檢測報告
- 相關檢測機構須為獲本集團認可為合格的機構。供應商應積極瞭解環境保護法律及法規的最新要求

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Social Expectations

#### 社會期望

- Suppliers should strictly prohibit hiring or avoid supporting the employment of child labor or forced labor
- Suppliers should comply with relevant laws and regulations, and actively take appropriate measures to minimize potential hazards and control the occupational health and safety risks
- Suppliers should respect the human rights of employees, and safeguard labor rights such as participation in labor unions, freedom of assembly and collective bargaining
- Suppliers should not engage in or support any kind of physical punishment, psychological or physical suppression, or verbal abuse
- Suppliers should provide employees with fair remuneration and benefits, as well as a healthy and safe working and living environment
- 供應商應嚴禁僱用或避免支持僱用未成年勞工或強迫勞工
- 供應商應遵守相關法律及法規，積極採取適當措施，將潛在危害降至最低，並控制職業健康與安全風險
- 供應商應尊重員工的人權，保障員工參與工會、集會自由及集體談判等權利
- 供應商不得參與或支持任何形式的體罰、心理或身體壓迫或言語辱罵
- 供應商應為員工提供公平的薪酬及福利，以及健康安全的工作及生活環境

Based on the assessment results, we will take corresponding actions against existing suppliers and new suppliers as follows:

根據評估結果，我們會對現有供應商和新供應商採取相應行動，如下：



During the reporting period, the Group evaluated a total of 36 suppliers, all in the PRC. All suppliers were rated as qualified suppliers.

於報告期間，本集團對合計36家中國供應商進行了評估，均獲評定為合資格供應商。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Ensure Product Quality

Quality assurance (“QA”) and quality control (“QC”) are regarded as the most important aspects in the product manufacturing process. From incoming materials to finished products, the Group adopts a series of procedures to ensure the highest manufacturing standards. The Group strictly complies with the requirements of the Product Quality Law of the People’s Republic of China (2018 Revision) and has established policies and operational procedures to ensure product quality in accordance with the spirit of the law.

In August 2020, the Group’s production department drafted the Production Control Procedure, which was revised in February 2021. The procedure aims to communicate our standard operating procedures to all employees and ensure product quality. In addition, the QA Department has issued a series of operating procedures to carefully check the product status at different stages of mass production as a supplement to the Production Control Procedure, such as the Operating Procedure for Incoming Quality Control, the Operating Procedure for In-Process Quality Control, the Operating Procedure for Final Quality Control/Outgoing Quality Control, and the Substandard Product Control Procedure.

### 確保產品質量

質量保證（「QA」）和質量控制（「QC」）被視為產品製造過程中最重要的方面。從來料到成品，本集團採用一系列流程以確保最高製造標準。本集團嚴格遵守《中華人民共和國產品質量法》（2018年修訂）之要求，並按法例之精神，訂立了確保產品質量的政策與作業程序。

二零二零年八月，本集團生產部起草了《生產管制程序》，並於二零二一年二月作出修訂，程序旨在向所有員工傳達我們的標準操作程序並確保產品質量。此外，品保部頒布了一系列作業程序，在批量生產的不同階段仔細檢查產品狀況作為《生產管制程序》的補充措施，例如《IQC作業程序》、《IPQC作業程序》、《FQC/OQC作業程序》和《不合格品控制程序》。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

<b>(a)</b>	<b>Employee Training and Qualification Assessments</b>
<b>(a)</b>	<b>員工培訓及資格評估</b>
	<ul style="list-style-type: none"> <li>• Provide training programs and qualification assessments to employees</li> <li>• Organize pre-production briefings, which include topics such as customer complaint history and former malfunction cases of the Group's products and machinery</li> <li>• 為員工提供培訓項目和資格評估</li> <li>• 組織生產前簡報會，內容包括客戶投訴歷史和本集團產品和機器之前故障案例等主題</li> </ul>
<b>(b)</b>	<b>Reliability Testing</b>
<b>(b)</b>	<b>可靠性測試</b>
	<ul style="list-style-type: none"> <li>• Perform reliability testing on all equipment</li> <li>• Issue and file inspection reports</li> <li>• 對所有設備進行可靠性測試</li> <li>• 出具並歸檔檢查報告</li> </ul>
<b>(c)</b>	<b>Incoming Quality Control</b>
<b>(c)</b>	<b>來料質量控制</b>
	<ul style="list-style-type: none"> <li>• Perform incoming quality inspections</li> <li>• Manage and audit supplier quality and generate ratings</li> <li>• 執行來料質量檢查</li> <li>• 管理和審核供應商質量並生成評級</li> </ul>
<b>(d)</b>	<b>In-Process Quality Control</b>
<b>(d)</b>	<b>過程質量控制</b>
	<ul style="list-style-type: none"> <li>• Maintain a clean and stable production environment, and ensure that all equipment is regularly disinfected and examined</li> <li>• Perform work-in-process ("W.I.P.") inspection every two hours</li> <li>• Develop process capability report</li> <li>• Analyze and review W.I.P. defects and formulate plans to rectify substandard procedures</li> <li>• 保持清潔穩定的生產環境，確保所有設備定期消毒檢查</li> <li>• 每兩小時進行一次在製品（「W.I.P.」）檢查</li> <li>• 制定過程能力報告</li> <li>• 分析和審查 W.I.P. 缺陷並制定計劃整改不合格程序</li> </ul>
<b>(e)</b>	<b>Final Quality Control/Outgoing Quality Control</b>
<b>(e)</b>	<b>最終質量控制／出廠質量控制</b>
	<ul style="list-style-type: none"> <li>• Perform inspections on all finished products</li> <li>• Carry out recalibration and maintenance when a product is classified as subpar</li> <li>• Organize meetings to develop improvement strategies if the number of subpar products exceeds the internal threshold</li> <li>• 對所有成品進行檢查</li> <li>• 當產品被歸類為次品時，進行重新校準和維護</li> <li>• 如果次品的數量超過內部閾值，則組織會議制定改進策略</li> </ul>
<b>(f)</b>	<b>Quality Engineering</b>
<b>(f)</b>	<b>質量工程</b>
	<ul style="list-style-type: none"> <li>• Review the quality engineering performance of suppliers and products, as well as customer service quality</li> <li>• Organize quality enhancement meetings</li> <li>• Organize meetings to address customer complaints and discuss improvement strategies</li> <li>• 檢討供應商和產品的質量工程績效，以及客戶服務質量</li> <li>• 組織質量提升會議</li> <li>• 組織會議以解決客戶投訴並討論改進策略</li> </ul>

# Environmental, Social and Governance Report

## 環境、社會及管治報告

By adhering to the above QA and QC policies, during the reporting period, there were no product recalls and returns, including product recalls and returns due to safety and health reasons.

### Post-Sales Service

Feedback from our customers is highly valuable as it provides direction for our product development, and helps align our product offering with expectations from the electronics market. The Group thus implemented the following policies:

我們通過遵守上述QA和QC政策，本報告期間，沒有任何產品召回及退貨案例，包括因安全及健康原因而引起的產品召回及退貨。

### 銷售後客服

客戶的反饋非常有價值，因為它為我們的產品開發提供了方向，並有助於使我們的產品與電子市場的期望保持一致。本集團為此落實以下政策：

#### Communication Control Procedures

##### 《溝通控制程序》

- Evaluate stakeholders' feedback to improve the quality of our after-sales services.
- Regularly conduct business visits, organize external communication with external stakeholders such as customers and regulatory authorities, and timely understand their expectations.
- 評估持份者的反饋，提高我們的售後服務質量。
- 定期開展業務走訪，組織與客戶、監管機構等外部持份者的外部溝通，及時了解他們的期望。

#### Corrective and Preventive Control Procedures

##### 《矯正預防控制程序》

- A preliminary verification would be carried out if there are any forms of complaints or return requests from our customers. The verification includes actions such as further communication with customers and inspections on suspected defective products.
- If the product is considered substandard after the preliminary verification, follow-up actions would be carried out based on the result, including the disposal or reproduction of products.
- 倘客戶有任何形式的投訴或退貨請求，案件將進行初步驗證。驗證包括與客戶進一步溝通和檢查懷疑次品等行動。
- 倘產品在初步驗證後被認為不合格，將根據該結果採取後續行動，包括對產品進行處理或重新生產。

In addition, we identify customers with large sales as important customers and they are invited to conduct customer satisfaction surveys to provide feedback and ratings for our services.

此外，我們會把銷售額較大的客戶列為重要客戶，並獲邀進行客戶滿意度調查，對我們的服務提供反饋和評級。

During the reporting period, the Group has received a total of 22 product and service complaints. The Group recorded those complaints in detail, analyses the causes, and improved the corresponding procedures.

本報告期間，本集團共接獲22宗產品和服務投訴。本集團已詳細記錄該等投訴、分析原因，並改進了相應的程序。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Intellectual Property Rights

The Group has implemented the “Intellectual Property Protection and Management Measures” since December 2016. In order to raise employees’ awareness of intellectual property protection, the Group has provided guidance to employees in daily operations as follows:

- Employees should not directly or indirectly copy, steal, or infringe the intellectual property rights of any third parties;
- When employees create any innovative technologies and products by utilizing the Group’s resources, the ownership of those items should belong to the Group. The person in charge of relevant projects must report to the Management Department and submit all research paperwork for archiving purposes; and
- For patentable projects, relevant applications would be processed in a timely manner.

During the reporting period, the Group was not aware of any cases of intellectual property rights infringement.

### Advertising And Marketing

The Group is in full compliance with applicable laws and regulations regarding advertising and marketing, including but not limited to the Trademark Law of the PRC, the Advertising Law of the PRC, and the Trade Description Ordinance (Cap. 362 of the Law of Hong Kong).

During the reporting period, we were not aware of any violations of advertising and marketing laws and regulations related to the products and services we provided.

### 知識產權

本集團自二零一六年十二月起實施《知識產權保護作業辦法》，為提高員工的知識產權保護意識，本集團已於日常營運中向員工提供如下指引：

- 員工不得直接或間接複製、竊取或侵犯任何第三方的知識產權；
- 當員工利用本集團資源創造任何創新技術及產品，該等項目的版權應歸屬本集團。項目負責人須向管理部彙報，並提交所有研究書面材料，以便存檔；及
- 就可申請專利的項目，及時處理相關申請。

於報告期間，本集團並無發現任何侵犯知識產權的個案。

### 廣告及市場推廣

本集團完全遵守有關廣告及市場推廣的適用法律及法規，包括但不限於中國商標法、中國廣告法及商品說明條例（香港法例第362章）。

於報告期間，我們未發現任何與我們所提供產品及服務相關的違反廣告及市場推廣法律法規的情況。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### Data Privacy

The Group attaches great importance to the confidentiality of documents and data shown as follows:

- Employees are required to take effective measures to protect the information of different stakeholders, and employees are not allowed to disclose or provide such information to any third party;
- Personal information of customers must be kept confidential, and employees must comply with laws and regulations related to privacy and information security when collecting, storing, processing, transmitting, and sharing personal information; and
- Employees shall not obtain, disclose, and use trade secrets of competitors by any improper means.

During the reporting period, the Group was not aware of any cases of confidential data or information breaches within its business operations.

### ANTI-CORRUPTION

The Group has implemented the Business Ethics Management Procedure since 2020:

- The Group conducts business ethically and is dedicated to respecting and defending the business rights of each market participant, thereby forging a healthy and vigorous business atmosphere for all business partners; and
- By adhering to rigorous laws and regulations across, we commit to safeguarding against any possible illegal cases that are detrimental to the Group's business ethics.

### 數據私隱

如下所示，本集團高度重視文件和數據的保密性：

- 員工須採取有效措施保護不同持份者的資料，員工不得向任何第三方披露或提供此類資料；
- 必須對客戶的個人資料保密，員工在收集、存儲、處理、傳輸和共享個人資料時，必須遵守與隱私和信息安全相關的法律法規；及
- 員工不得以任何不正當手段獲取、披露和使用競爭對手的商業秘密。

於報告期間，本集團並無發現其業務營運中有任何機密數據或信息相關的違反情況。

### 反貪污

本集團自二零二零年起實施《商業道德管理程序》：

- 本集團以合乎道德方式開展業務，致力於尊重及維護各市場參與者的商業權益，從而為所有業務合作夥伴營造健康而充滿活力的商業氛圍；及
- 透過跨部門採納嚴格法規，我們希冀能夠防範任何可能有損本集團商業道德的違法案件。

# Environmental, Social and Governance Report

## 環境、社會及管治報告

The Group requires every employee to strictly abide by the Employee Integrity Commitment:

- All business dealings must follow the highest ethical standards, explicitly prohibiting any form of corruption, extortion, and embezzlement, to ensure compliance with the requirements of clean operation; and
- Employees, suppliers, and other stakeholders are encouraged to complain and report through email, post, telephone hotline, etc. in real name or anonymously if suspicious cases are found. The Group undertakes to keep the identity of the whistleblower strictly confidential and ensure that he/she will not be subject to any retaliation.

The Group also strives to help employees to better understand our ethical requirements and further promote an upright business culture. To this end, during the reporting period, a 1-hour training, covering issues including anti-corruption, self-discipline, and business integrity, was provided to the management and employees from various departments.

During the reporting period, the Group was not aware of any cases of corruption within its business operations.

### DEVOTE TO PHILANTHROPIES

The Group has always aimed at giving back to the community by supporting community organizations around the factories to give back to different sectors of society. We mainly focus on the areas including charity, maintaining staffing, and promoting environmental protection. We hope to help maintain social stability and build a harmonious community by establishing a sound development order.

### LAWS AND REGULATIONS SUMMARY

The Group identified laws and regulations that have a significant impact on daily operations in a timely manner, and implemented appropriate monitoring and compliance measures. During the reporting period, the Group has rigorously adhered to the following laws and regulations and was not aware of any material non-compliance cases.

本集團要求每名員工嚴格遵守《員工廉潔承諾書》：

- 所有業務往來須遵循最高道德行為標準，明令禁止任何形式的貪污腐敗、敲詐及挪用公款的行為，以確保符合廉潔營運的要求；及
- 鼓勵員工、供應商和其他持份者在發現可疑案件時，通過電子郵件、郵寄、電話熱線等方式，實名或匿名投訴及舉報。本集團承諾絕對保密舉報人身份，並確保其不會遭受任何報復。

本集團亦致力協助員工進一步了解我們的道德要求，並進一步推動正直向上的企業文化。為此，本集團於報告期內為管理層及各部門員工提供一小時的主題培訓，涵蓋反貪污、自律及商業誠信等議題。

報告期內，本集團未發現其業務營運中有任何貪污個案。

### 投身慈善事業

本集團一直以回饋社會為目標，支持工廠周圍的社區組織，回饋社會不同階層。我們主要關注的領域包括慈善、維護員工、推動環保等。我們希望通過建立良好的發展秩序，幫助維護社會穩定，共建和諧社區。

### 法律及法規概要

本集團及時識別對日常經營具有重大影響的法律及法規，並實施適當的監控及合規措施。於報告期間，本集團嚴格遵守以下法律法規，未發現任何重大違規事件。



# Environmental, Social and Governance Report

## 環境、社會及管治報告

### ENVIRONMENT AND RESOURCE

### 環境與資源

- |   |                                  |
|---|----------------------------------|
| • Regulation on the Administration of Ozone Depleting Substances (2018 Revision)  | • 《消耗臭氧層物質管理條例》(2018年修訂本)        |
| • Environmental Protection Law of the People's Republic of China (2014 Revision)  | • 《中華人民共和國環境保護法》(2014年修訂本)       |
| • Cleaner Production Promotion Law of the People's Republic of China (2012 Amendment)   | • 《中華人民共和國清潔生產促進法》(2012年修訂本)     |
| • Water Law of the People's Republic of China (2016 Amendment)  | • 《中華人民共和國水法》(2016年修訂本)          |
| • Water Pollution Prevention and Control Law of the People's Republic of China (2017 Revision)  | • 《中華人民共和國水污染防治法》(2017年修訂本)      |
| • Measures of Guangdong Province on Prevention and Control of Air Pollution in the Pearl River Delta                                  | • 《廣東省珠江三角洲大氣污染防治辦法》             |
| • Atmospheric Pollution Prevention and Control Law of the People's Republic of China (2018 Amendment)                                 | • 《中華人民共和國大氣污染防治法》(2018年修訂本)     |
| • Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (2020 Revision) | • 《中華人民共和國固體廢物污染環境防治法》(2020年修訂本) |
| • Energy Conservation Law of the People's Republic of China (2018 Amendment)  | • 《中華人民共和國節約能源法》(2018年修訂本)       |
| • Law of the People's Republic of China on Environmental Impact Assessment (2018 Amendment)   | • 《中華人民共和國環境影響評價法》(2018年修訂本)     |
| • Regulations on the Administration of Construction Project Environmental Protection (2017 Amendment)                                 | • 《建設項目環境保護管理條例》(2017年修訂本)       |
| • Directory of National Hazardous Wastes (Version 2021)   | • 《國家危險廢物名錄》(2021年版)             |
| • Notice of the General Office of the State Council on Issuing the Measures for the Administration of Emergency Response Plans        | • 國務院辦公廳關於印發《突發事件應急預案管理辦法》的通知    |

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### PEOPLE AND COMMUNITY

### 人文與社區

- Regulations on the Safety Management of Hazardous Chemicals (2013 Revision)
- Rule for Storage of Chemical Dangers (GB 15603-1995)
- General Rule for Classification and Hazard Communication of Chemicals (GB 13690-2009)
- Product Quality Law of the People's Republic of China (2018 Amendment)
- 《危險化學品安全管理條例》(2013年修訂本)
- 《常用化學危險品儲存通則》(GB 15603-1995)
- 《化學品分類和危險性公示通則》(GB 13690-2009)
- 《中華人民共和國產品質量法》(2018年修訂本)

### PRODUCT AND BUSINESS

### 產品與業務

- Fire Protection Law of the People's Republic of China (2021 Amendment)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- Code of Design on Building Fire Protection and Prevention (GB 50016-2014)
- Regulations on Safety Supervision of Special Equipment (2009 Revision)
- Provisions on the Administration of Safety Technology Training and Evaluation of Special Operation Workers (2015 Amendment)
- Provisions on the Administration of Fire Control Safety of State Organs, Organizations, Enterprises and Institutions
- Labor Law of the People's Republic of China (2018 Amendment)
- Labor Contract Law of the People's Republic of China (2012 Amendment)
- Law of the People's Republic of China on the Protection of Minors (2020 Revision)
- 《中華人民共和國消防法》(2021年修訂本)
- 《建築設計防火規範》(GB 50016-2014)
- 《建築設計防火規範》(GB 50016-2014)
- 《特種設備安全監察條例》(2009年修訂本)
- 《特種作業人員安全技術培訓考核管理規定》(2015年修訂本)
- 《機關、團體、企業、事業單位消防安全管理規定》
- 《中華人民共和國勞動法》(2018年修訂本)
- 《中華人民共和國勞動合同法》(2012年修訂本)
- 《中華人民共和國未成年人保護法》(2020年修訂本)

# Environmental, Social and Governance Report

## 環境、社會及管治報告

### KEY PERFORMANCE INDEXES REFERENCE 關鍵績效指標參考表 TABLE

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
<b>A. ENVIRONMENTAL</b>		
<b>A. 環境</b>		
<b>Aspect A1: Emissions</b>		
<b>層面A1：排放物</b>		
General Disclosure	Information on:	Emission Policy
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
一般披露	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：	排放政策
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI A1.1	The types of emissions and respective emissions data.	Control Air and Greenhouse Gas Emissions
關鍵績效指標A1.1	排放物種類及相關排放數據。	控制廢氣及溫室氣體排放
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Control Air and Greenhouse Gas Emissions
關鍵績效指標A1.2	直接（範圍1）及能源直接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	控制廢氣及溫室氣體排放

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
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KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Reduce Waste
關鍵績效指標A1.3	所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	減少廢物
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Reduce Waste
關鍵績效指標A1.4	所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	減少廢物
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Mitigate Environmental Risk
關鍵績效指標A1.5	描述所訂立的排放目標及為達到這些目標所採取的步驟。	減緩環境風險
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Mitigate Environmental Risk
關鍵績效指標A1.6	描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	減緩環境風險

### Aspect A2: Use of Resources

#### 層面A2：資源使用

General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Resource Consumption
一般披露	有效使用資源（包括能源、水及其他原材料）的政策。	資源消耗



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及 關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Resource Consumption
關鍵績效指標A2.1	按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	資源消耗
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resource Consumption
關鍵績效指標A2.2	總耗水量及密度（如以每產量單位、每項設施計算）。	資源消耗
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Consumption Guidelines
關鍵績效指標A2.3	描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	消耗指引
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Consumption Guidelines
關鍵績效指標A2.4	描述求取適用水源上可有任何問題，及所訂立的用水效益目標及為達到這些目標所採取的步驟。	消耗指引
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Resource Consumption
關鍵績效指標A2.5	製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	消耗指引

# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
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### Aspect A3: The Environment and Natural Resources

#### 層面A3：環境及天然資源

General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	The Environment and Natural Resources
一般披露	減低發行人對環境及天然資源造成重大影響的政策。	環境及自然資源
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	The Environment and Natural Resources
關鍵績效指標A3.1	描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	環境及自然資源

### Aspect A4: Climate Change

#### 層面A4：氣候變化

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Emerging Climate Risks
一般披露	識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	新興氣候風險
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Emerging Climate Risks
關鍵績效指標A4.1	描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	新興氣候風險



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Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
<b>B. SOCIAL</b>		
<b>B. 社會</b>		
<b>Employment and Labour Practices</b>		
<b>僱傭及勞工常規</b>		
<b>Aspect B1: Employment</b>		
<b>層面B1：僱傭</b>		
General Disclosure	Information on:	Human Resources
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
一般披露	有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：	人力資源
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Human Resources
關鍵績效指標B1.1	按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	人力資源
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Human Resources
關鍵績效指標B1.2	年齡組別及地區劃分的僱員流失比率。	人力資源

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## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
<b>Aspect B2: Health and Safety</b> <b>層面B2：健康與安全</b>		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to providing a safe working environment and protecting employees from occupational hazards.	Safe Workplace
一般披露	有關提供安全工作環境及保障僱員避免職業性危害的：  (a) 政策；及  (b) 遵守對發行人有重大影響的相關法律及規例的資料。	安全職場
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Safe Workplace
關鍵績效指標B2.1	過去三年（包括匯報年度）每年因工亡故的人數及比率。	安全職場
KPI B2.2	Lost days due to work injury.	Safe Workplace
關鍵績效指標B2.2	因工傷損失工作日數。	安全職場
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Safe Workplace
關鍵績效指標B2.3	描述所採納的職業健康與安全措施，以及相關執行及監察方法。	安全職場



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## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
<b>Aspect B3: Development and Training</b> <b>層面B3：發展及培訓</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Provide Professional Training
一般披露	有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	提供專業培訓
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Provide Professional Training
關鍵績效指標B3.1	按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。	提供專業培訓
KPI B3.2	The average training hours completed per employee by gender and employee category.	Provide Professional Training
關鍵績效指標B3.2	按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	提供專業培訓
<b>Aspect B4: Labour Standards</b> <b>層面B4：勞工準則</b>		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to preventing child and forced labor.	Labor Standards
一般披露	有關防止童工或強制勞工的：  (a) 政策；及  (b) 遵守對發行人有重大影響的相關法律及規例的資料。	勞工準則

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## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Labor Standards
關鍵績效指標B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	勞工準則
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labor Standards
		Note: no such incidents were reported during the reporting period
關鍵績效指標B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	勞工準則 附註：於報告期間並無報告該等事件
<b>Operating Practices</b>		
<b>營運慣例</b>		
<b>Aspect B5: Supply Chain Management</b>		
<b>層面B5：供應鏈管理</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
一般披露	管理供應鏈的環境及社會風險政策。	管理供應鏈
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
關鍵績效指標B5.1	按地區劃分的供應商數目。	管理供應鏈
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.2	描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	管理供應鏈
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	管理供應鏈

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## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management
關鍵績效指標B5.4	描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	管理供應鏈
<b>Aspect B6: Product Responsibility</b>		
<b>層面B6：產品責任</b>		
General Disclosure	Information on:	Ensure Product Quality
	(a) the policies; and	Post-Sales Service
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	Intellectual Property Rights Advertising And Marketing
	relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Data Privacy
一般披露	有關所提供產品及服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：	確保優質量
	(a) 政策；及	銷售後客服
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	知識產權 廣告及營銷
		數據隱私
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Ensure Product Quality
關鍵績效指標B6.1	已售或已運送產品總數中因安全與健康理由而須回收的百分比。	確保優質量

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## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Post-Sales Service
關鍵績效指標B6.2	接獲關於產品及服務的投訴數目以及應對方法。	銷售後客服
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Intellectual Property Rights
關鍵績效指標B6.3	描述與維護及保障知識產權有關的慣例。	知識產權
KPI B6.4	Description of quality assurance process and recall procedures.	Ensure Product Quality
關鍵績效指標B6.4	描述質量檢定過程及產品回收程序。	確保優質量
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Data Privacy
關鍵績效指標B6.5	描述消費者資料保障及私隱政策，以及相關執行及監察方法。	數據隱私

### Aspect B7: Anti-corruption

#### 層面B7：反貪污

General Disclosure	Information on:	ANTI-CORRUPTION
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer	
	relating to bribery, extortion, fraud and money laundering.	
一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的：	反貪污
	(a) 政策；及	
	(b) 遵守對發行人有重大影響的相關法律及規例的資料。	



# Environmental, Social and Governance Report

## 環境、社會及管治報告

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Description 描述	Relevant Chapter or Remarks 相關章節或備註
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	ANTI-CORRUPTION
關鍵績效指標B7.1	於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	反貪污
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	ANTI-CORRUPTION
關鍵績效指標B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。	反貪污
KPI B7.3	Description of anti-corruption training provided to directors and staff.	ANTI-CORRUPTION
關鍵績效指標B7.3	描述向董事及員工提供的反貪污培訓。	反貪污

### Community

#### 社區

#### Aspect B8: Community Investment

##### 層面B8：社區投資

General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	DEVOTE TO PHILANTHROPIES
一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	致力於慈善工作
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	DEVOTE TO PHILANTHROPIES
關鍵績效指標B8.1	專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	致力於慈善工作
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	DEVOTE TO PHILANTHROPIES
關鍵績效指標B8.2	在專注範疇所動用資源（如金錢或時間）。	致力於慈善工作



**CHINA UNITED VENTURE INVESTMENT LIMITED**

**新華聯合投資有限公司**

*(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)*

*(於開曼群島註冊成立並於百慕達存續之有限公司)*

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