



BOER POWER HOLDINGS LIMITED
博耳電力控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

股份代號 Stock Code: 1685



2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

CONTENTS

目錄

- | | | | |
|----------|-------------------------------------|-----------|---|
| 2 | About this Report
關於此報告 | 6 | Environmental
環境 |
| 3 | Board Statement
董事會聲明 | 15 | Social
社會 |
| 4 | Stakeholders of the Group
本集團持份者 | 22 | The Stock Exchange Environmental, Social and
Governance Guide Content Index
聯交所環境、社會及管治指引內容索引 |
| 5 | Reporting Principles
報告原則 | | |



ABOUT THIS REPORT 關於此報告

The board of directors (the “Board”) of Boer Power Holdings Limited (the “Company”) is pleased to present this Environmental, Social and Governance (hereinafter called “ESG”) Report (the “Report”) of the Company and its subsidiaries (collectively as the “Group” or “we”). This Report summarises the policies, sustainability strategies, management approach, initiatives and performance made by the Group in the environmental and social aspects of its business.

In order to comply with the disclosure obligations of “comply or explain” provisions, this Report has outlined the Group’s overall performance in environmental protection, human resources, operating practice and community involvement during the year ended 31 December 2023 (the “Reporting Period”). The guide for the Report from page 22 to 26 is provided for cross-referencing purposes.

This Report can be viewed and downloaded from the website of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) at <http://www.hkexnews.hk> and the website of the Company at <http://www.boerpower.com>. We welcome any comments or recommendations on this Report as well as our performance in sustainable development. Shareholders of the Company may at any time send their enquiries and concerns with contact information by email to ron.chan@boerpower.com, or by fax to (852) 2545 8083, or by mail to the Company’s principal place of business at Unit D, 6th Floor, Neich Tower, 128 Gloucester Road, Wanchai, Hong Kong.

REPORTING BOUNDARY

The Report covers the Group’s (i) office in Wuxi City, Jiangsu Province, (ii) office in Hong Kong, and (iii) production facilities of manufacturing of electrical distribution equipment in Wuxi City and Yixing City, Jiangsu for the Reporting Period. This Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 (formerly known as Appendix 27) to the Rules Governing the Listing of Securities (the “Listing Rules”) on the Stock Exchange.

博耳電力控股有限公司（「本公司」）董事會（「董事會」）欣然發表本公司及其附屬公司（統稱「本集團」或「我們」）之環境、社會及管治報告（「本報告」）。本報告總結本集團就其業務的環境及社會方面的政策、可持續發展策略、管理方法、措施及表現。

為了遵守「遵守或解釋」規定的披露義務，本報告概述了截至二零二三年十二月三十一日止年度（「報告期內」）本集團在環境保護、人力資源、運營實踐和社區參與方面的整體表現。本報告指南於第22頁至26頁中提供以供交叉參考。

本報告可於香港聯合交易所有限公司（「聯交所」）網站<http://www.hkexnews.hk>及本公司網站<http://www.boerpower.com>查閱及下載。我們歡迎就本報告及我們可持續發展方面的表現提出任何意見或建議。本公司股東可以隨時將其查詢和關注以及其聯繫方式通過電子郵件發送至 ron.chan@boerpower.com，或傳真至（852）2545 8083，或通過郵件發送至本公司主要營業地點香港灣仔告士打道128號祥豐大廈6樓D室。

匯報範圍

本報告涵蓋報告期內本集團(i)位於江蘇省無錫市的辦事處、(ii)位於香港的辦事處、及(iii)位於江蘇省無錫市及宜興市製造配電設備之生產廠房。本報告按照聯交所證券上市規則（「上市規則」）附錄C2（前稱為附錄二十七）所載之《環境、社會及管治報告指引》編制而成。

BOARD STATEMENT

董事會聲明

The Board plays a critical role to be aware of and navigate, the ever-evolving ESG risks that impact significantly or potentially the Group's business and its stakeholders. The Board exercises oversight on ESG issues aligned with the Group's operations, our community and environment. The management of wastes, air emission and social responsibilities are key parts for the Board to evaluate and consider prior to making business decisions.

The Board is responsible for the Group's ESG strategy formulation and reporting, evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management measures and internal control systems are in place. In order to determine the ESG reporting scopes, the Board has discussed internally, identified and prioritised the material environmental, social and operating items; and assessed their importance to the stakeholders and the Group; and identify which entities or operations are included in the ESG reporting scopes. The summary of material ESG items is listed out in this Report. The Board has reviewed and compared the results of some material ESG items in 2023 against that of 2022 and has evaluated the cause of the change in our business. This Report was reviewed and approved by the Board.

董事會在了解和應對不斷變化的環境、社會及管治風險方面發揮著至關重要的作用，這種風險對本集團的業務及其持份者有重大影響或潛在影響。董事會對與本集團業務、我們的社區和環境相關的環境、社會及管治問題進行監督。廢棄物和廢氣排放管理和社會責任是董事會在做出業務決策之前評估和考慮的關鍵部分。

董事會負責本集團的環境、社會及管治戰略制定和報告，評估和確定本集團的環境、社會及管治相關風險，並確保適當和有效的環境、社會及管治風險管理措施和內部控制系統到位。為了確定環境、社會及管治的報告範圍，董事會內部進行了討論，辨認重要的環境、社會和營運項目並確定其優先次序；並評估了它們對持份者和本集團的重要性，及確定哪些實體或業務包含在ESG報告範圍內。環境、社會及管治重大項目摘要在此報告中列出。董事會已審查了一些重要的環境、社會及管治項目於二零二三年的表現並與二零二二年的表現進行比較，並評估了因業務引致變化的原因。本報告已獲董事會審閱及批准。

STAKEHOLDERS OF THE GROUP

本集團持份者

The Group is actively looking for every opportunity to understand and engage stakeholders to ensure that improvement of the products and services can be implemented. The Group strongly believes that the stakeholders play a crucial role in sustaining the success of business.

本集團正在積極尋找每一個機會以了解和吸引持份者，以確保可以實施產品和服務的改進。本集團堅信，持份者在維持業務成功中起著至關重要的作用。

Stakeholders 持份者	Areas of concern 關注的領域	Communication and responses 溝通與回應
Stock Exchange 聯交所	Compliance with the Listing Rules, timely and accurate announcements. 遵守上市規則、及時準確的公告。	Meetings, training, workshops, website updates and announcements. 會議、培訓、講習班、網站更新和公告。
Government 政府	Compliance with laws and regulations, preventing tax evasion and social welfare. 遵守法律法規、防止偷稅漏稅及社會福利。	Interaction and visits, government inspections, tax returns and other information. 互動和訪問、政府檢查、納稅申報表和其他信息。
Suppliers 供應商	Payment schedule and stable demand. 付款時間表和穩定的需求。	Site visits. 實地考察。
Shareholders and Investors 股東及投資者	Corporate governance, business strategies and performance and investment returns. 公司治理、業務戰略和績效以及投資回報。	Interviews, shareholders' meetings, financial reports or operational reports for investors, media and analysts. 訪談、股東會議、為投資者、媒體和分析師提供財務報告或營運報告。
Media & Public 媒體與公眾	Corporate governance, environmental protection and human rights. 公司治理、環境保護和人權。	The Company's announcements, interim and annual reports. 本公司的公告、中期和年度報告。
Customers 客戶	Product and service quality, delivery schedule, reasonable prices, service value and personal data protection. 產品和服務質量、交貨時間表、合理的價格、服務價值和個人數據保護。	After-sales services. 售後服務。
Employees 員工	Rights and benefits, employees' compensation, training and development, working hours, working environment, labour protection and work safety. 權利和福利、員工的薪酬、培訓和發展、工作時間、工作環境、員工保護和工作安全。	Trainings, interviews with employees, internal memoranda, and employees' suggestion boxes. 培訓、與員工的訪談、內部備忘錄和員工的建議箱。
Community 社區	Community environment, employment and community development, and social welfare. 社區環境、就業和社區發展以及社會福利。	Community activities, employee voluntary activities and community welfare subsidies and donations. 社區活動、員工志願活動以及社區福利補貼和捐贈。

REPORTING PRINCIPLES

報告原則

MATERIALITY

The prioritisation of the significance of the Group's environmental, social and economic impacts was the key for the Group in setting up an effective sustainability strategy. The first step entailed identifying potential material topics, with feedback from our various stakeholders about their concerns and expectations. After which, these feedbacks were then prioritised with regard to their environmental and social impact on the Group and its stakeholders.

The following sections set forth the ESG issues that were important to the Group during the Reporting Period based on the assessment conducted by the Board.

QUANTITATIVE

To implement the reporting principle of quantitative, environmental and social measurable key performance indicators ("KPIs") are organised and disclosed in corresponding performance tables to ensure that stakeholders can garner a deep understanding of the Group's ESG performance.

BALANCE

This Report follows the balance principle and objectively presents the Group's ESG performance and management status.

CONSISTENCY

Compared with the Company's ESG report in previous years, this Report has no major adjustments to the disclosure scope and uses consistent statistical methods for disclosure.

重要性

優先考慮本集團對環境、社會及經濟影響的重要性，對於制定有效的可持續發展戰略至關重要。第一步需要確定潛在的重要主題，並從我們的各個持份者那裡獲得關於他們的擔憂和期望的反饋。之後，根據這些反饋對本集團及其持份者的環境和社會影響，對這些反饋進行優先排序。

下列章節載列根據董事會進行的評估於報告期內對本集團而言屬重要的環境、社會及管治議題。

量化

為貫徹量化的報告原則，環境及社會可衡量的關鍵績效指標（「關鍵績效指標」）已於於相應的績效表中披露，以確保持份者可以加深對本集團環境、社會及管治績效的了解。

平衡

本報告遵循平衡原則，客觀呈現本集團的環境、社會及管治表現及管理現狀。

一致性

與本公司往年環境、社會及管治報告相比，本報告未對披露範圍進行重大調整，且採用一致的統計方法進行披露。

OVERVIEW

The Group places great emphasis on the impact of commercial activities on the environment and natural resources. During the Reporting Period, the Group has fully complied with all applicable requirements as set up by the laws and regulations regarding air and greenhouse gas emissions including but not limited to “Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法)”, “Water Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國污染防治法)”, “Atmospheric Pollution Prevention and Control Law of the People's Republic of China (中華人民共和國大氣污染防治法)”, “Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法)”, “Law of the People's Republic of China on Energy Conservation (中華人民共和國節約能源法)”, “Environmental Protection Tax Law (環境保護稅法)” and “Emission Standard of Air Pollutants for Boiler (鍋爐大氣污染物排放標準)”. The Group has established “Manual of Environmental/Safety Management”, “Procedure for Environmental Factors/Hazard Source Identification, Evaluation and Updating”, “Procedure of Safety/Environmental Record Control”, “Procedure of Noise Management”, “Procedure of Solid Waste Management” and “Procedure of Wastewater Management”, which are based on ISO14001, to promote the Group’s environmental objectives and the importance of waste reduction.

To minimise exhaust air emissions, the production processes of the plant are operated in a semi-closed manner with air exhaust device. Contaminants such as greenhouse gases and smoke must pass through the device prior to discharge; employees must wear protective equipment such as masks to avoid inhaling smoke which might cause occupational injuries. Apart from the above-mentioned measures, the Group looks forward to introducing environmental facilities and production processes that minimise exhaust air emissions.

概述

本集團非常重視商業活動對環境和自然資源的影響。於報告期內，本集團已完全遵守有關空氣和溫室氣體排放的法律法規所規定的所有適用要求，包括但不限於《中華人民共和國環境保護法》、《中華人民共和國污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》、《中華人民共和國節約能源法》、《環境保護稅法》和《鍋爐大氣污染物排放標準》。本集團以ISO14001為基礎制定了《環境/安全管理手冊》、《環境因素/危險源的識別、評估和更新程序》、《安全/環境記錄控制程序》、《噪聲管理程序》、《固體廢物管理程序》和《廢水管理程序》，以促進本集團的環保目標和減少廢物的重要性。

為了最大程度地減少廢氣排放，工廠的生產過程通過排氣裝置以半封閉方式進行。溫室氣體和煙霧等污染物必須在排放之前穿過設備進行過濾。員工必須佩戴諸如口罩之類的防護設備，以避免吸入可能引起職業傷害的煙霧。除上述措施外，本集團期待引進環保設施和生產過程以減少廢氣排放。

EMISSIONS

During the Group's daily operations, motor vehicles and the use of natural gas during heating process are the major activities that generate air pollutants. During the Reporting Period, we own 29 (2022: 29) motor vehicles⁽ⁱ⁾ and the exhaust air emission data with regard to vehicle emission⁽ⁱⁱ⁾ and the use of natural gas is as follows:

排放物

在本集團的日常經營中，汽車和取暖過程中使用天然氣是產生空氣污染物的主要因素。於報告期內，我們擁有二十九輛汽車⁽ⁱ⁾（二零二二年：二十九輛），關於汽車排放⁽ⁱⁱ⁾和使用天然氣產生的廢氣排放數據如下：

Exhaust Air Emission 廢氣排放	Unit 單位	2023 二零二三年	2022 二零二二年
NOx emission 氮氧化物	tonnes 噸	0.42	0.44
SOx emission 硫氧化物	tonnes 噸	0.0006	0.0006
PM emission 顆粒物排放	tonnes 噸	0.03	0.04

Notes:

- (i) 5 motor vehicles consume diesel as the main fuel and 24 motor vehicles consume unleaded gasoline as the main fuel.

五輛汽車以柴油為主要燃料及二十四輛汽車以無鉛汽油為主要燃料。

- (ii) There is no record of kilometres travelled by vehicles. The kilometres travelled is converted from average fuel consumption of vehicles.

沒有車輛行駛公里數的記錄。行駛的公里數是從車輛的平均油耗轉換而來的。

GREENHOUSE GAS EMISSIONS

Greenhouse gases generated from human activities is one of the significant drivers of global warming which affect the lives of present and future generation. Therefore, the Group is highly concerned about the importance of monitoring and mitigating greenhouse gas emissions during our manufacturing process of electrical distribution equipment. As mentioned, the vehicle fuel combustion and natural gas combustion are the major activities that generate direct emissions from operations. In addition, indirect greenhouse gases emission is mainly resulted from the purchase of electricity and business air travel by employees. The following are the carbon dioxide (CO₂) equivalent emissions generated through direct emission by natural gas combustion, motor vehicles and indirect emission by the electricity purchase and business air travel by employees, respectively.

溫室氣體排放

人類活動產生的溫室氣體是全球變暖的重要因素之一，全球變暖影響了今世及後代的生活。因此，本集團高度關注於製造配電設備過程中監測和減少溫室氣體排放的重要性。如前所述，車輛燃料燃燒和天然氣燃燒是從營運中產生直接排放的主要活動。此外，間接溫室氣體排放主要是由於用電和員工商務航空行程所致。以下分別是天然氣燃燒、汽車、用電以及員工商務行程所產生的二氧化碳直接排放及間接排放量。

Scope of Greenhouse Gas Emissions 溫室氣體排放範圍	Unit 單位	2023 二零二三年	2022 二零二二年
Scope 1 範圍 1			
Direct Emission ("Natural Gas Combustion") 直接排放（「天然氣燃燒」）	Tonnes CO ₂ e 噸 二氧化碳當量	-	-
Direct Emission ("Motor Vehicles") 直接排放（「汽車」）	Tonnes CO ₂ e 噸 二氧化碳當量	92.01	96.12
Scope 2 範圍 2			
Indirect Emission ("Electricity Purchase") 間接排放（「用電」）	Tonnes CO ₂ e 噸 二氧化碳當量	2,100.34 ⁽ⁱⁱⁱ⁾	1,532.60
Scope 3 範圍 3			
Other Indirect Emission ("Business Air Travel By Employees") 其他間接排放（「員工的商務行程」）	Tonnes CO ₂ e 噸 二氧化碳當量	6.65	-
Total Greenhouse Gas Emissions (Scopes 1, 2 and 3) 溫室氣體排放總量（範圍1、2及3）	Tonnes CO ₂ e 噸 二氧化碳當量	2,199.00	1,628.78
Intensity of Greenhouse Gas Emissions 溫室氣體排放密度	KG CO ₂ e/IEM Solutions revenue (RMB'000) 公斤 二氧化碳當量 / IEM方案收入（人民幣千元）	5.32	3.63

Notes:

(iii) For Scope 2 greenhouse gas emissions (indirect emission from consumption of purchased electricity), China's regional grid reference line released by the National Development and Reform Commission, the emission coefficient of the eastern regional power grid in Jiangsu is 0.7921 kg/kwh.

對於國家發展和改革委員會發布的中國區域電網參考線範圍2的溫室氣體排放（來自購電的間接排放），華東區域電網的排放系數為0.7921 千克/千瓦時。

During the Reporting Period, total greenhouse gas emissions increased by 35.0%, mainly due to suspension of production during the 2022 epidemic, resulting in a reduction in emissions.

於報告期內，溫室氣體排放總量上升35.0%，主要是由於二零二二年疫情期間生產停頓導致排放減少所致。

ENERGY CONSUMPTION AND EFFICIENCY

The Group treasures the use of electricity. The following shows the comparative figures of electricity consumption between the current Reporting Period and the previous reporting period.

Energy Consumption and Intensity 能源消耗及密度	Unit 單位	2023 二零二三年	2022 二零二二年
Electricity consumption 能源消耗	MWh 兆瓦時	2,651.61	1,934.86
Intensity 密度	MWh/IEM Solutions revenue (RMB'000) 兆瓦 / IEM方案收入 (人民幣千元)	0.006	0.004

During the Reporting Period, the total electricity consumption increased by 37.0%, mainly due to suspension of production during the 2022 epidemic, resulting in a reduction in emissions.

Through implementing a variety of measures established in "Energy and Resources Management Procedure", the Group is committed to achieve electricity conservation under the principle of saving, purifying and recycling.

- Priority is given to electronic equipment with Grade 1 energy efficiency when an acquisition requisition is made;
- Production equipment is prohibited from switching on and off frequently to preserve energy on reactivation;
- LED lamps and voice-activated lamps are used; and
- Natural light is preferential for daily operations, and unused lights, air conditioners and computers must be turned off at lunch breaks and after work.

The above measures would be effective in promoting the concept of energy conservation among employees, strengthening employees' awareness of resources preservation and environmental protection. Apart from the above-mentioned measures to reduce the electricity consumption in the long run, the Group endeavours to reduce air emissions and greenhouse gas emissions in the future through the following actions:

- Use of solar panels;
- Reducing unnecessary business travel through making more use of digital technology;
- Replacing aged vehicles with electric vehicles; and
- Maximising the production efficiency to reduce the consumption of energy.

The emissions and energy consumption performance indicator is not identified as a material issue of the Group and so no quantitative reduction target is set. We will continue to observe the relevant laws and regulations to manage the emissions and energy conservation and observe regulatory changes to update any disclosures needed in the future.

能源消耗與效率

本集團珍惜用電。下圖顯示了本報告期內與以前報告期內之間的用電量比較數字。

於報告期內，總用電量上升37.0%，主要是由於二零二二年疫情期間生產停頓導致排放減少所致。

通過實施《能源和資源管理程序》中規定的各種措施，本集團致力於在節約，淨化和循環利用的原則下實現節電。

- 進行採購申請時優先選擇具有1級能源標籤的電子設備；
- 禁止頻繁打開和關閉生產設備以減少重新啟動時的能量消耗；
- 使用發光二極管燈和聲控燈；及
- 自然光是日常工作的首選，午餐時間和下班後必須關閉未使用的照明燈、空調和電腦。

上述措施可以有效地促進員工的節能觀念，增強員工的資源節約和環境保護意識。除上述長遠減少用電量的措施外，本集團未來還將通過以下行動努力減少廢氣排放及溫室氣體排放：

- 使用太陽能發電板；
- 通過更多利用數碼技術減少不必要的商務行程；
- 以電動汽車取代老舊汽車；及
- 最大化生產效率以減少能源消耗。

排放量及能源消耗績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理排放及節能，以及觀察監管變動以於日後必要時更新任何披露資料。

WATER MANAGEMENT

The Group has complied with the “Prevention and Control of Water Pollution Law (水污染防治法)” with an aim to prevent and control water pollution, protect and improve the environment and ensure the safety of drinking water. During the Reporting Period, the water consumption condition is shown as follows:

Water Consumption and Intensity 耗水量及密度	Unit 單位	2023 二零二三年	2022 二零二二年
Water Consumption 耗水量	m ³ 立方米	28,866.00	19,794.28
Intensity 密度	m ³ / IEM Solutions revenue (RMB'000) 立方米 / IEM方案收入 (人民幣千元)	0.07	0.05

During the Reporting Period, the volume of water consumed increased by 45.8% as compared to that in 2022, mainly due to suspension of production during the 2022 epidemic, resulting in a reduction in emissions.

WATER EFFICIENCY

The Group treasures the preciousness of water resources. The Group does not have any issue in sourcing water, and the existing supply of water meets the daily operational and manufacturing needs. Water consumption by the Group mainly serves the purpose of manufacturing, cleaning and sanitation. Through the implementation of a variety of measures established in “Energy and Resources Management Procedure”, the Group is committed to achieving water conservation under the principle of saving, purifying and recycling:

- Any water wastage is prohibited;
- Water pipes are checked regularly for leaks, cracks or other potential damages;
- Meter readings are performed regularly to find out if there is any water leakage; and
- Water-saving education and ideas of water-saving are continuously promoted among our employees.

The Group will continue its efforts in improving its utilisation efficiency of water resources by implementing the above measures, it will be effective in raising the awareness of employees' water conservation initiatives and reducing water consumption in the long run. Apart from the aforementioned measures, the Group endeavours to reduce water wastage and enhance water efficiency in the future through employee education and implementation of environmental practices.

The water efficiency performance indicator is not identified as a material issue of the Group and so no quantitative reduction target is set. We will continue to observe the relevant laws and regulations to manage the water usage and observe regulatory changes to update any disclosures needed in the future.

用水管理

本集團已遵守《水污染防治法》，旨在預防和控制水污染，保護及改善環境並確保飲用水安全。於報告期內，用水情況如下：

於報告期內，耗水量較二零二二年增加45.5%，主要是由於二零二二年疫情期間生產停頓導致排放減少所致。

用水效率

本集團視水為珍貴資源。本集團在水源的供應方面沒有任何問題，現有的用水供應可滿足日常營運和製造需求。本集團的耗水量主要用於製造、清潔和衛生。通過實施《能源和資源管理程序》中確立的各種措施，本集團致力於在節約、淨化和循環利用的原則下實現節水：

- 禁止任何浪費用水現象;
- 定期檢查水管有否漏水，破裂或其他潛在損壞；
- 定期檢查儀表讀數以發現是否存在任何漏水現象；及
- 持續培訓我們員工的節水理念。

本集團將繼續努力通過實施上述措施提高其水資源利用效率，從長遠來看，將有效提高員工對節水舉措的認識並減少用水量。除上述措施外，本集團還將通過員工教育和環境實踐，努力減少用水浪費並提高用水效率。

用水效率績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理用水及觀察監管變動以於日後必要時更新任何披露資料。

WASTE MANAGEMENT

During the Reporting Period, the Group has fully complied with all applicable requirements as set out by the laws and regulations regarding generation of hazardous waste and non-hazardous waste including but not limited to “Environmental Protection Law of the People's Republic of China (中華人民共和國環境保護法)” and “Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法)”.

In accordance with the “Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (中華人民共和國固體廢物污染環境防治法)”, “Standard for Pollution Control on Hazardous Waste Storage (危險廢物儲存污染控制標準)”, the Group formulated the “Procedure of Solid Waste Management” and “Procedure of Wastewater Management”. The Group prohibits any indiscriminate dumping. The Group's hazardous wastes are mainly generated during steel rinsing process. They include sludge, phosphating wastewater, titaniumised wastewater, waste insulating oil, waste lubricating oil, waste batteries, waste toner, waste activated carbon, waste fluorescent lamps and waste display monitors. The non-hazardous wastes are mainly domestic wastes such as wastepaper, food residue and waste from cleaning septic tanks. The hazardous wastes are labelled by their nature, collected, categorised and stored in the collection bins. The Group also established a disposal plan for hazardous wastes and contracted with a waste collection company possessing the “Permit for Operation of Hazardous Waste Business (危險廢物經營許可證)” to handle those hazardous waste in accordance with “National Construction Plan for Hazardous Waste and Medical Waste Disposal Facilities (全國危險和醫療廢物處置設施建設規則)”.

廢棄物管理

於報告期內，本集團已完全遵守法律法規對產生有害廢棄物和無害廢棄物的所有適用要求，包括但不限於《中華人民共和國環境保護法》和《中華人民共和國固體廢物污染環境防治法》。

根據《中華人民共和國固體廢物污染防治法》、《危險廢物儲存污染控制標準》，本集團制定了《固體廢物管理程序》和《廢水管理程序》。本集團禁止任意傾倒廢物。本集團的有害廢棄物主要在鋼水沖洗過程中產生。它們包括污泥、磷化廢水、鈦化廢水、廢絕緣油、廢潤滑油、廢電池、廢碳粉、廢活性炭、廢熒光燈和廢顯示器。無害廢棄物主要是生活垃圾，例如廢紙、食物殘渣和清潔化糞池產生的廢物。有害廢棄物按其性質進行標記、收集、分類並存儲在收集箱中。本集團還制定了有害廢棄物處置計劃，並與擁有《危險廢物經營許可證》的廢物收集公司簽約，以按照《全國危險和醫療廢物處置設施建設規則》處理這些有害廢棄物。

Waste Produced and Intensity 廢棄物產生總量及密度	Unit 單位	2023	2022
		二零二三年	二零二二年
Total Hazardous Waste Produced ^(iv) 產生有害廢棄物總量 ^(iv)	Tonnes 噸	2.04	3.52
Total Non-hazardous Waste Produced ^(v) 產生無害廢棄物總量 ^(v)	Tonnes 噸	1,202.69	1,182.63
Intensity of Hazardous Waste Produced 產生有害廢棄物密度	KG/IEM Solutions revenue (RMB'000) 公斤 / IEM 方案收入 (人民幣千元)	0.005	0.008
Intensity of Non-hazardous Waste Produced 產生無害廢棄物密度	KG/IEM Solutions revenue (RMB'000) 公斤 / IEM 方案收入 (人民幣千元)	2.91	2.63

Notes:

- (iv) Hazardous waste includes organic solvent waste (HW06), waste mineral oils (HW08), waste dyes and paints (HW12), containers and cleansing sundries that contain or taint with hazardous wastes (HW49) and waste activated carbon (HW49).
有害廢棄物包括有機溶劑廢物 (HW06)、廢礦物油 (HW08)、廢染料和油漆 (HW12)，裝有有害廢棄物或受其污染的容器和清潔雜物 (HW49) 和廢活性炭 (HW49)。
- (v) Non-hazardous waste includes wrapping paper, paper core barrel and plastic tape.
無害廢棄物包括包裝紙、紙芯桶和塑料膠帶。

During the Reporting Period, the hazardous waste decreased by 16.5% compared with that in 2022, this is mainly due to the upgrade of the production process which can reduce the generation of hazardous waste. Non-hazardous waste increased by 1.7% as compared to that in 2022, the Group will strive to minimise wastes in the long run by incorporating more environmental production processes and measures, implementing waste classification scheme for paper recycling.

The waste management performance indicator is not identified as a material issue of the Group and so no quantitative reduction target is set. We will continue to observe the relevant laws and regulations to manage our waste and observe regulatory changes to update any disclosures needed in the future.

NOISE MANAGEMENT

In order to comply with the “Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution (中華人民共和國環境噪聲污染防治法)” and to fulfill the requirements of the local environmental protection departments and labour departments, the Group has established a “Noise Management Procedure” to strictly manage and control the noise generated during production and living to ensure that our employees and the residents within the community have a good working and living environment. The noises are mainly generated from the operation of production equipment (such as air compressors, jet mills, etc.) and vehicles. Employees must wear earplugs when operating production equipment to reduce the level of occupational hazards. In order to reduce the noise level in the plant, we stipulate that the doors and windows within the workshop must be kept closed; vehicles are strictly forbidden to whistle in the plant area. The noise level in the plant area is constantly monitored to meet the requirements under the “Industrial Enterprises Factory Noise Standard (工業企業廠界噪聲標準)” and the “Industrial Enterprises Noise Sanitation Standard (工業企業噪聲衛生標準)”.

PACKAGING MATERIALS

The packaging materials are mainly recyclable metal and wooden packaging boxes. Packaging is specially designed based on the type of end products due to specific quality and safety requirement. The following is the usage of packaging materials during the Reporting Period:

Packaging Material and Intensity 包裝物料及密度	Unit 單位	2023 二零二三年	2022 二零二二年
Total Packaging Material Used 包裝物料使用總數	tonnes 噸	388.16	492.24
Intensity 密度	tonnes/IEM Solutions revenue (RMB'000) 噸 / IEM方案收入 (人民幣千元)	0.94	1.10

於報告期內，有害廢棄物比二零二二年減少16.5%，主要由於生產工藝升級，從而減少有害廢棄物的產生。無害廢棄物較二零二二年增加1.7%，本集團長遠將通過採用更多的環保生產程序和措施，實施廢紙分類回收計劃，努力減少廢物。

廢棄物管理績效指標未被識別為本集團的重要議題，所以未有量化的減少目標。我們將繼續遵守相關法規去管理廢棄物及觀察監管變動以於日後必要時更新任何披露資料。

噪音管理

為了遵守《中華人民共和國環境噪聲污染防治法》，並符合當地環境保護部門和勞動部門的要求，本集團已建立《噪音管理程序》，以嚴格管理和控制生產和生活中產生的噪音，以確保我們的員工和社區居民擁有良好的工作和生活環境。噪音主要來自生產設備（例如空氣壓縮機、噴氣式磨機等）和車輛的運行。員工在操作生產設備時必須戴上耳塞，以減少職業危害水平。為了降低工廠的噪音水平，我們規定車間內的門窗必須保持關閉狀態；車輛嚴禁在工廠區域內鳴笛。為了滿足《工業企業工廠界噪聲標準》和《工業企業噪聲衛生標準》的要求，將對工廠區域的噪聲水平進行持續監控。

包裝物料

包裝物料主要是可回收的金屬和木質包裝盒。由於特定的質量和安全要求，包裝是根據最終產品的類型專門設計的。以下是報告期內包裝物料的使用情況：

The Group strongly advocates the 4Rs principles of reduce, reuse, recycle and replace. All paper wastes are recycled. We separate all recyclable paper waste from the waste source so that the contractor can recycle more easily. To reduce the paper consumption, the following are the measures adopted during our daily operations:

- Double-sided printing is set as the default setting on computers, single-sided printing has to be manually selected;
- For any papers that have been used for single-sided printing, they should be reused when there is no confidential information on the printed side of the paper; and
- Staff members are encouraged to circulate documents through electronic means such as email or encrypted flash drive.

ENVIRONMENT AND NATURAL RESOURCES

We believe our intelligent power distribution system solutions and equipment can reduce energy consumption. There is no significant consumption of natural resources and therefore the Group's activities do not have any significant impact on the environment. Nevertheless, we actively exchange technology and knowledge with leading multinational electrical companies for revolutionary ideas. Besides, the Group progresses towards our goal of "intelligence changes lives", by applying artificial intelligence technology to contribute to the environment.

CLIMATE CHANGE

Global warming is a major climate-related issue which may have a significant impact on the world and the Group. The Group realises the urgency of addressing climate change and is dedicated to taking possible steps to manage its climate risks while identifying relevant business opportunities.

Physical acute risks emanating from climate change can be event-driven such as increased severity of extreme weather events, e.g. typhoons, floods and fires. They can also relate to longer-term shifts (chronic) in precipitation and temperature and increased variability in weather patterns, e.g. temperature rise and sea level rise.

Rising temperatures will increase the demand for air-conditioning in the office and factory, which may lead to an increase in the Group's electricity demand and operating costs. Unstable supply and increased cost of raw materials induced by the extreme weather events will have a negative effect on the Group's productivity and increase our operating costs.

本集團大力倡導減少、再利用、回收和替換的4R原則。所有廢紙都被回收。我們將所有可回收的廢紙與廢物源分開，可以更便於承包商進行回收。為減少用紙量，以下是我們日常運營中採取的措施：

- 雙面打印被設置為電腦的默認設置，單面打印必須手動選擇；
- 對於用於單面打印的任何紙張，如果紙張的打印面上沒有機密信息，則應重新使用它們；及
- 鼓勵員工通過電子郵件或加密的隨身碟等電子方式發送文件。

環境及天然資源

我們相信我們的智能配電系統解決方案和設備可以減少能耗。由於沒有大量消耗自然資源，本集團的活動對環境沒有任何重大影響。儘管如此，我們仍積極與領先的跨國電氣公司交換技術和知識以尋求革命性的想法。此外，本集團通過應用人工智能技術為環境做出貢獻，朝著「智能改變生活」的目標邁進。

氣候變化

全球變暖是與氣候相關的重大問題，可能對世界和本集團造成重大影響。本集團意識到應對氣候變化的緊迫性，並致力於採取可能的措施來管理其氣候風險，同時尋找相關的商機。

氣候變化引發的物理性急性風險可能是事件驅動，例如極端天氣事件（例如颱風、洪水和火災）的嚴重性增加。它們還可能與降雨和溫度的長期變化（慢性）以及天氣模式的可變性增加（例如溫度上升及海平面上升）有關。

氣溫上升將增加辦公室及廠房的空調需求，可能導致本集團電力需求及營運成本增加。極端天氣事件導致的原材料供應不穩定和成本增加將對本集團的生產力產生負面影響並增加我們的運營成本。



We are committed to monitoring and reducing the greenhouse gas emissions generated from our operations, measures taken have been explained in previous sections of this Report. Building supply chain resilience will help the Group to minimise fluctuations in raw materials supply and the cost of raw materials. The Group also provides training to our employees on how to deal with extreme weather events.

Our intelligent power distribution system solutions and equipment can reduce energy consumption. Climate-related issues may be a potentially positive impact on the Group which may be benefited from the increasing demand for the Group's intelligent power distribution system solutions and equipment.

我們致力於監測和減少我們的運營產生的溫室氣體排放，所採取的措施已在本報告前面章節中進行了解釋。建立供應鏈彈性將有助本集團將原材料供應波動及原材料成本降至最低。本集團亦為員工提供如何應對極端天氣事件的培訓。

我們的智能配電系統解決方案和設備可以降少能耗。氣候相關問題可能對本集團產生潛在正面影響，這可能受益於對本集團智能配電系統解決方案和設備的需求不斷增長。

EMPLOYMENT

The Group has put a lot of effort to ensure that the Group has strictly complied with a series of labour laws in the People's Republic of China including but not limited to “the Employment Contract Law of the People's Republic of China (中華人民共和國勞動合同法)” and “Labour Law of the People's Republic of China (中華人民共和國勞動法)”. With reference to those laws and regulations, the Group has established “Employment policy” to ensure the employment protection with regard to compensation and dismissal, recruitment and promotion, working hours and rest periods, equal opportunity, diversity and anti-discrimination, and other benefits and welfare. We provide competitive remuneration packages, including year-end bonuses, free working meals and annual leaves, festive gifts, fuel allowance, telephone bill allowance, staff quarters and wedding gifts.

As at 31 December 2023, the reporting entities had 330 employees (2022: 323), all of them are full-time employees (2022: all), details of which are as follows:

僱傭

本集團已作出大量努力，以確保本集團嚴格遵守中華人民共和國的一系列勞工法，包括但不限於《中華人民共和國勞動合同法》和《中華人民共和國勞動法》。根據這些法律法規，本集團制定了《就業政策》，以確保在薪酬、解僱、招聘及晉升、工作時數、假期、平等機會、多元性、反歧視以及其他待遇福利方面的就業保護。我們提供有競爭力的薪酬待遇，包括年終獎金、免費工作餐和年假、節日禮物、燃油津貼、電話費津貼、員工宿舍和結婚禮物等。

於二零二三年十二月三十一日，報告機構擁有330名僱員（二零二二年：323名），所有員工均為全職員工（二零二二年：全部），詳細情況如下：

Employees by Gender 按性別劃分的僱員	2023 二零二三年		2022 二零二二年	
	Number of staff 僱員數目	Turnover ratio 流失比率	Number of staff 僱員數目	Turnover ratio 流失比率
Male 男性	221	1.2%	224	1.2%
Female 女性	109	2.6%	99	1.8%

Employees by Age 按年齡劃分的僱員	2023 二零二三年		2022 二零二二年	
	Number of staff 僱員數目	Turnover ratio 流失比率	Number of staff 僱員數目	Turnover ratio 流失比率
Below 30 30歲以下	63	3.2%	42	1.4%
30-49 30-49歲	216	1.5%	236	1.2%
Above 50 50歲及以上	51	0.5%	45	2.1%

Employees by Geographical Region 按地區劃分的僱員	2023 二零二三年		2022 二零二二年	
	Number of staff 僱員數目	Turnover ratio 流失比率	Number of staff 僱員數目	Turnover ratio 流失比率
Mainland China 中國內地	327	1.7%	320	1.0%
Hong Kong 香港	3	0.0%	3	0.0%

HEALTH AND SAFETY

During the Reporting Period, the Group has complied with the “Production Safety Law of the People’s Republic of China (中華人民共和國安全生產法)”, the “Labour Law of the People’s Republic of China (中華人民共和國勞動法)”, the “Labour Contract Law of the People’s Republic of China (中華人民共和國勞動合同法)”, “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases (中華人民共和國職業病防治法)” and other relevant laws and regulations which stipulate requirements to maintain safe production conditions and to protect the occupational health of employees. The Group has been carrying out regular health examination for employees facing potential occupational hazards, educating employees on occupational safety and sanitation, preventing accidents at work and reducing occupational hazards. In order to strengthen the Group’s occupational safety, improve working conditions and protect the personal interests of employees, the Group developed “Fire and Safety Management Procedures”.

The Group has implemented safety measures at our production sites and established guidelines for workplace safety and occupational health safety including fire safety, warehouse safety, electricity safety, work-related injuries and emergency and evacuation procedures to minimise the risk of injury to employees. The Group provides employees with protective equipment (such as safety helmets, insulated gloves, insulated shoes, protective glasses, reflective clothing, etc.). The Group has also installed appropriate fire safety equipment with regular fire drills to provide fire prevention training to our staff. The Group also conduct training sessions for production staff on accident prevention and management. The Group has been awarded standard certification of OHSAS 18001 in respect of the occupational health and safety of our working environment.

The Group also established “Labour Protection Policy for Female and Minor Employees”. Female and minor employees are prohibited from working on labour intensive duties, toxic and harmful gas operations, earthwork, wind drills, welding operations, etc.

健康與安全

於報告期內，本集團已遵守《中華人民共和國生產法》、《中華人民共和國勞動法》、《中華人民共和國勞動合同法》、《中華人民共和國職業病防治法》和其他有關法律法規，其中規定了維持安全生產條件和保護員工職業健康的要求。本集團一直對有面對潛在職業危害的僱員進行定期健康檢查，對僱員進行職業安全與衛生教育，預防工作中的事故並減少職業危害。為加強本集團的職業安全，改善工作條件並保護員工的個人利益，本集團制定了《消防和安全管理程序》。

本集團已在生產現場實施安全措施，並製定了工作安全和職業健康安全指南，包括消防安全、倉庫安全、電力安全、與工作有關的傷害以及緊急和疏散程序，以最大程度地降低員工受傷的風險。本集團為員工提供防護裝備（例如安全帽、絕緣手套、絕緣鞋、防護眼鏡、反光服等）。本集團還安裝了適當的消防安全設備並定期進行消防演習，並向我們的員工提供防火培訓。本集團還為生產人員進行事故預防和管理培訓。在工作環境的職業健康和安全管理方面，本集團已獲得OHSAS 18001的職業健康和安全管理系統認證。

本集團還制定了《婦女和未成年工勞動保護政策》。禁止女性和未成年僱員從事勞動密集型工作、有毒有害氣體作業、土方工程、風鑽、焊接作業等。

	2023 二零二三年	2022 二零二二年	2021 二零二一年
Number of work-related fatalities 因工亡故的人數	-	-	-
Number of lost days due to work injury 因工傷損失工作日數	15	20	5

DEVELOPMENT AND TRAINING

The Group provides a series of training to our employees classified as induction training, training centre programs, each of them caters to employees' personal growth and job requirements. Orientation training includes briefing on the corporate culture, environmental protection and work safety training. Our training center organises various programs related to business, human resources and production, for example, quality inspection methods, effective execution training, skills enhancement training for mid-level management, quality control methods and applications, lean production training, Training the Trainer to Train ("TTT") training. We also design specific training for technical staff to enhance their professional knowledge and skills. Our staff need to pass the assessment to get the license for work. Such regular training is crucial in preventing operation accidents from happening, reducing unqualified products that leads to wastage and ensuring the quality of the final products to enhance customers' satisfaction.

During the Reporting Period, the percentage of employees trained by gender and employee category, and the average training hours completed per employee by gender and employee category are as follows:

Gender 性別	2023 二零二三年		2022 二零二二年	
	Percentage 百分比	Hour 小時	Percentage 百分比	Hour 小時
Male 男性	58.5%	23.6	58.5%	23.6
Female 女性	41.5%	18.7	41.5%	18.7

Employee category 僱員類別	2023 二零二三年		2022 二零二二年	
	Percentage 百分比	Hour 小時	Percentage 百分比	Hour 小時
Production workers 生產員工	62.1%	27.4	60.8%	26.8
Executive management 行政管理人員	21.5%	19.9	20.9%	19.5
R&D staff 研發員工	14.0%	19.5	12.5%	19.2
Sale personnel 銷售員工	6.4%	13.6	5.9%	12.6

發展及培訓

本集團為員工提供一系列培訓，分為入職培訓，培訓中心計劃，每項培訓均能滿足員工的個人成長和工作要求。入職培訓包括企業文化，環境保護簡介以及工作安全培訓。我們的培訓中心組織了與業務、人力資源和生產相關的各種計劃，例如質量檢查方法、有效執行培訓、中級管理人員技能培訓、質量控制方法和應用、精益生產培訓、培訓師培訓。我們還為技術人員設計專門的培訓，以增強他們的專業知識和技能。我們的員工需要通過評估才能獲得工作許可。這些定期培訓對於防止發生操作事故，減少導致浪費的不合格產品以及確保最終產品的質量以提高客戶滿意度至關重要。

於報告期內，按性別及僱員類別劃分的受訓僱員百分比，及按性別及僱員類別劃分，每名僱員完成受訓的平均時數的情況如下：

LABOUR STANDARDS

During the Reporting Period, the Group has strictly complied with a series of labour laws in People's Republic of China and Hong Kong including but not limited to “the Employment Contract Law of the People's Republic of China (中華人民共和國勞動合同法)”, “Labour Law of the People's Republic of China (中華人民共和國勞動法)” and the Employment Ordinance (Chapter 57 of the Laws of Hong Kong).

With the aim to protect children, the Group prohibits employing children to carry on inappropriate physical and manual work for children and protects labour rights and employees' rights and interests. Upon receipt of the candidate's resume, the Human Resources Department will conduct a thorough background check to ensure whether the personal data stated on the application form is true. During the job interview, the Group carefully examine and verify the applicant's original identity card and make detailed inquiries to ensure that the Group does not employ child labour and forced labour.

The Group strictly prohibits the use of forced labour and child labour. If the management discovers irregular employment of child labour or forced labour, the Group will immediately terminate the contract, ascertain the causes of such irregular employment and hold the relevant recruitment staff accountable to eliminate such practices. During the Reporting Period, the Group did not employ child labour and forced labour.

SUPPLY CHAIN MANAGEMENT

The Group is concerned about the potential environmental problems faced by its suppliers and business partners and expects them to adopt approaches similar to the Group. The Group has established a “Purchase Management Guidelines” to closely monitor the performance of the suppliers to ensure the quality of raw materials. Before accepting a new supplier, we assess its quality and ethical standards as a business partner based on its environmental and social impact, qualifications, compliance with laws and regulations and quality of goods. Thus, we set up an “approved vendor list”. The Group also regularly reviews the suppliers' performance and obtain relevant licenses in order to better control and guarantee the quality of their products and services. During the Reporting Period, we have 331 (2022: 346) suppliers, all of which are located in the PRC.

勞工準則

於報告期內，本集團嚴格遵守中華人民共和國及香港的一系列勞動法，包括但不限於《中華人民共和國勞動合同法》、《中華人民共和國勞動法》及《僱傭條例》（香港法例第57章）。

為了保護兒童，本集團禁止僱用兒童進行不適當的體力勞動，並保護勞工權利和僱員權益。收到求職者的簡歷後，人力資源部門將進行徹底的背景調查，以確保申請表上所述的個人資料是否真實。在面試期間，本集團會仔細檢查並核實求職者的身份證正本，並向求職者進行詳細查詢，以確保本集團不會僱用童工和強制勞工。

本集團嚴格禁止使用強制勞工和童工。如果管理層發現聘請了童工或強制勞工，本集團將立即終止合同，查明原因以及追究相關招聘人員的責任。於報告期內，本集團未僱用童工和強制勞工。

供應鏈管理

本集團關注其供應商和業務合作夥伴所面臨的潛在環境問題，並期望他們採取與集團類似的做法。本集團制定了《採購管理規定》，對供應商的表現進行密切監控，以確保原材料的質量。在接受新的供應商之前，我們會根據其對環境和社會的影響、資格、法律法規的遵守情況和商品質量，評估作為其商業夥伴的質量和道德標準。因此，我們建立了一個《合格供應商名單》。本集團亦定期檢討供應商的表現並取得其相關牌照，以更好地控制及保證其產品及服務的質量。於報告期內，我們共有331家供應商（二零二二年：346家），其全部位於中國。

PRODUCT AND SERVICE RESPONSIBILITY

The Group strictly complies with the relevant laws and regulations relating to product responsibility that have significant impacts, including but not limited to the “Compulsory Product Certification Management Regulation (強制性產品認證管理規定)”, “Product Quality Law of the People's Republic of China (中華人民共和國產品質量法)”, “Law of the People's Republic of China on the Protection of Customer Rights and Interests (中華人民共和國消費者權益保護法)” and “Tort Law of the People's Republic of China (中華人民共和國侵權責任法)”. The Group was accredited with ISO 9001 to ensure that our product quality is up to international standards.

During the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations related to health and safety, advertising, labelling and privacy matters relating to the products and services we provided.

QUALITY ASSURANCE

The Group aspires to improve its brand reputation by ensuring the quality of products and services. In order to minimise product liability risk, the Group has established the “Product Quality Assurance Process” in accordance with the national “Compulsory Product Certificate Labeling Management Measures (強制性產品認證標籤管理辦法)” to ensure that the products strictly adhere to the internal quality standards. When a product is found to be faulty due to reasons other than improper use, we will send our maintenance team to the site and provide on-site maintenance. Moreover, customers are offered other value-added services, including product warranty and after-sales services. During the Reporting Period, none of our electrical distribution equipment (2022: nil) was recalled due to safety and health reasons.

COMPLAINTS HANDLING PROCEDURES

Customers’ opinions and feedback help drive continuous improvement of the Group and are vital to the pursuit of excellence. Various communication channels (e.g. via website and customer service hotline) have been established, aiming to better address customers’ concerns.

The Group makes every effort to promptly investigate and resolve all disputes and complaints lodged by the customers. We established “Customers’ Complaints Handling Procedures” to ensure that all customer complaints can be properly handled. All complaints received are handled by the After-Sales Service Department. Upon the receipt of a complaint, the responsible personnel will investigate the matter and appropriate action will be taken in a timely manner. During the Reporting Period, we did not receive any significant complaint from our customers about our electrical distribution equipment.

產品和服務責任

本集團嚴格遵守對產品產生重大影響的有關法律法規，包括但不限於《強制性產品認證管理規定》、《中華人民共和國產品質量法》、《中華人民共和國消費者權益保護法》及《中華人民共和國侵權責任法》。本集團獲得ISO 9001質量管理體系認證，以保證我們的產品質量達到國際標準。

於報告期內，本集團未發現與其所提供產品和服務有關的健康、安全、廣告、標籤和隱私等有關法律法規的任何違規情況。

質量保證

本集團期望通過確保產品和服務的質量來提高其品牌聲譽。為了最大程度地降低產品責任風險，本集團根據國家《強制性產品認證標籤管理辦法》建立了《產品質量保證程序》，以確保產品嚴格遵守內部質量標準。當產品因使用不當以外原因發現故障，本集團會派遣維修團隊到現場並提供現場維護。此外，本集團還為客戶提供其他增值服務，包括產品保修和售後服務。於報告期內，並無配電設備（二零二二年：無）因安全與健康理由而須回收。

投訴處理流程

客戶的意見和反饋有助於推動本集團的持續發展及對追求卓越至關重要。我們建立了各種溝通渠道（例如通過網站及客戶服務熱線），旨在更好地解決客戶的疑慮。

本集團盡一切努力迅速調查和解決客戶提出的所有糾紛和投訴。我們建立了《客訴問題處理流程》，以確保可以正確處理所有客戶投訴。收到的所有投訴均由售後服務部門處理。收到投訴後，負責人員將對此事進行調查，並將及時採取適當行動。於報告期內，我們並無接獲客戶關於配電設備的重大投訴。

INTELLECTUAL PROPERTIES

The Group has established a management system to handle patents and intellectual property and strictly implements the requirements of such laws and regulations such as “the Patent Law of the People's Republic of China (中華人民共和國專利法)”, “the Detailed Rules for the Implementation of the Patent Law of the People's Republic of China (中華人民共和國專利法實施細則)” and “the Provisions of Patent of Jiangsu Province (江蘇省專利促進條例)”. We also sign strict confidentiality agreements with our employees, and in addition, we have a professional legal team that actively protects our intellectual property rights from infringement. During the Reporting Period, we added 8 (2022: 74) patents.

PROTECTION OF CUSTOMERS' DATA

In order to build customer trust and loyalty, the Group has established measures to reduce the risk of employees leaking confidential information to outsiders. The Group strictly prohibits the use of customers' personal data for any purposes other than what have been stated in the customer contracts. If any employee is found to have misappropriated customers' private data, the Group will take disciplinary action against the employee concerned and reserve its right to legal action.

Moreover, non-disclosure agreements are signed by all employees of the Group to ensure that they are aware of their legally binding obligations to protect the confidential information of the Group.

知識產權

本集團已建立處理專利及智識產權的管理系統，嚴格執行《中華人民共和國專利法》、《中華人民共和國專利法實施細則》、《江蘇省專利促進條例》等法律法規的規定。我們亦與員工簽訂嚴格的保密協定，此外，我們有一個專業的法律團隊，積極保護我們的智慧財產權不受侵犯。於報告期內，我們新增8項（二零二二年：74項）專利。

客戶資料保護

為了建立客戶的信任和忠誠度，本集團已制定措施以減少員工向外部洩露機密信息的風險。本集團嚴格禁止將客戶的個人資料用於客戶合同中未有註明的目的。如果發現任何員工盜用客戶的私人資料，本集團將對有關員工採取紀律處分，並保留對其提起訴訟的權利。

此外，本集團所有員工均簽署了保密協議，以確保他們了解保護本集團機密資料的法律約束力。

ANTI-CORRUPTION

In accordance with the “Criminal Law of the People’s Republic of China (中華人民共和國刑法)”, the “Prevention of Bribery Ordinance (Cap. 201 of the laws of Hong Kong)” enforced by Hong Kong Independent Commission Against Corruption and other applicable laws and regulations, the Group formulated “Anti-corruption management procedures” and whistleblowing policies to strengthen corporate governance and internal control, to prevent fraud, to reduce risks, to regulate business practices, and to safeguard the legitimate rights and interests of the enterprises and shareholders of the Company. All new employees have to receive training regarding the Employee’s Code of Conduct established by the Company (the “Code of Conduct”). For employees who violate the Code of Conduct, disciplinary actions or dismissal will be inflicted as punishment. We incorporate disciplinary monitoring work in the business process to ensure that there are channels for reporting suspected cases of breaching policies, regulations and laws, such as obtaining personal interests in carrying out one’s job duties, bribes, extortion, fraud and money laundering in strict confidence. We will keep on improving our whistle-blowing system and are determined in combating corruption and contributing to the building of a clean society. During the Reporting Period, the Group or our employees were not involved in any litigation cases of corruption.

COMMUNITY INVESTMENT

The Group understands the importance of giving back to the society, the Group actively responded to events of public health emergencies and fulfilled our corporate social responsibility via staff volunteerism, philanthropy and community service. During the Reporting Period, the Group donated a total of RMB266,000 to different charities.

反貪污

根據《中華人民共和國刑法》，香港廉政公署執行的《防止賄賂條例（香港法例第201章）》及其他適用法律法規，本集團制定了《反舞弊管理程序》和舉報政策，以加強公司治理和內部控制、防止欺詐、降低風險、規範經營方式，並維護企業和本公司股東的合法權益。所有新員工都必須接受公司定立的員工《行為準則》培訓（「《行為準則》」）。對於違反《行為準則》的員工，將處以紀律處分或解僱。我們將紀律檢查監察工作深入業務過程中，確保在絕對保密的情況下可經不同管道通報利用職務謀取個人私利、賄賂、勒索、欺詐及洗黑錢等違紀、違規或違法的個案。我們持續優化舉報機制，並表明堅決反腐倡廉的決心，為建造清廉的社會環境盡一分力。於報告期內，並無涉及指控本集團或本集團員工貪污的訴訟案件。

社區投資

本集團深知回饋社會的重要性，本集團積極應對突發公共衛生事件，透過員工義工服務、慈善活動及社區服務履行企業社會責任。於報告期內，本集團向不同慈善機構捐款共人民幣266,000元。

THE STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE GUIDE CONTENT INDEX

聯交所環境、社會及管治指引內容索引

Aspect 層面	Description 描述	Section 章節
A. Environmental 環境		
A1 Emissions 排放物		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Overview 概述
KPI A1.1 關鍵績效指標 A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emissions 排放物
KPI A1.2 關鍵績效指標 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). 直接（範圍1）及能源間接（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）。	Greenhouse Gas Emissions 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Waste Management 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Energy Consumption and Efficiency 能源消耗與效率
KPI A1.6 關鍵績效指標 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. 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。	Waste Management 廢棄物管理
A2 Use of Resources 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源（包括能源、水及其他原材料）的政策。	Energy Consumption and Efficiency, Water Efficiency 能源消耗與效率，用水效率
KPI A2.1 關鍵績效指標 A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 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）。	Greenhouse Gas Emissions 溫室氣體排放

Aspect 層面	Description 描述	Section 章節
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Water Management 用水管理
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用目標及為達到這些目標所採取的步驟。	Energy Consumption and Efficiency 能源消耗與效率
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以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。	Water Management 用水管理
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。	Packaging materials 包裝物料
A3 The Environment and Natural Resources 環境及天然資源		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
A4 Climate Change 氣候變化		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 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。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 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. 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。	
B. Social 社會		
B1 Employment and Labour Practices 僱傭及勞工常規		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment 僱傭
KPI B1.1 關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Employment 僱傭
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employment 僱傭

Aspect 層面	Description 描述	Section 章節
B2 Health and Safety 健康與安全		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年（包括匯報年度）每年因工亡故的人數及比率。	Health and Safety 健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety 健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康與安全
B3 Development and Training 發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別（如高級管理層、中級管理層）劃分的受訓僱員百分比。	Development and Training 發展及培訓
KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Development and Training 發展及培訓
B4 Labour Standards 勞工準則		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Standards 勞工準則
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Standards 勞工準則
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Standards 勞工準則

Aspect 層面	Description 描述	Section 章節
B5 Supply Chain Management 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標 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. 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。	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 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。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
B6 Product and Service Responsibility 產品責任		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(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。	Product and Service Responsibility; Quality Assurance; Complaints Handling Procedures; Protection of Customers' Data 產品和服務責任； 質量保證；投訴處理流程；客戶資料保護
KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 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。	Quality Assurance 質量保證
KPI B6.2 關鍵績效指標 B6.2	Number of products and service-related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Complaints Handling Procedures 投訴處理流程
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Intellectual Properties 知識產權
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Quality Assurance 質量保證

Aspect 層面	Description 描述	Section 章節
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 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。	Protection of Customers' Data 客戶資料保護
B7 Anti-corruption 反貪污		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的：(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。	Anti-corruption 反貪污
KPI B7.1 關鍵績效指標 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. 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。	Anti-corruption 反貪污
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption 反貪污
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption 反貪污
B8 Community Investment 社區投資		
General Disclosure 一般披露	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. 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。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇（如教育、環境事宜、勞工需求、健康、文化、體育）。	Community Investment 社區投資
LPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源（如金錢或時間）。	Community Investment 社區投資

