

QPL International Holdings Limited

(Stock Code 股份代號 : 00243)

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2020

環境、社會及管治報告

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

QPL International Holdings Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group” or “we”) are pleased to present its Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) for the year ended 30 April 2020 (the “Reporting Period”). This ESG Report provides an annual update on the sustainability performance, accomplishments and challenges faced over the past few years. It has been updated to reflect the interest of various stakeholders.

SCOPE AND BOUNDARY OF THIS REPORT

This ESG Report details the ESG performance of the Group for the Reporting Period. We apply the concept of materiality in the planning and development of the ESG Report. Unless otherwise indicated, the ESG Report covers the Group and its subsidiaries.

REPORTING PRINCIPLES

The ESG Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) in Appendix 27 of the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (“Stock Exchange”). According to the guideline, the following principles are underpinned:

1. **Materiality:** Environmental, social and governance issues that have major impacts on investors and other stakeholders must be set out in this ESG Report.
2. **Quantitative:** If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
3. **Balance:** This ESG Report must provide an unbiased picture of the environmental, social and governance performance of the Group. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgment by the reader.
4. **Consistency:** This ESG Report should use consistent and disclose statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the ESG Report.

關於本報告

QPL International Holdings Limited (「本公司」) 及其附屬公司 (統稱「本集團」或「我們」) 欣然提呈其截至二零二零年四月三十日止年度 (「報告期間」) 的環境、社會及管治 (「環境、社會及管治」) 報告 (「環境、社會及管治報告」)。本環境、社會及管治報告提供有關過往數年所面臨的可持續發展表現、成就及挑戰的年度最新資料。本報告已進行更新，以反映各持份者的利益。

本報告的範圍及界限

本環境、社會及管治報告詳述本集團於報告期間的環境、社會及管治表現。我們於規劃及制定本環境、社會及管治報告時應用重要性的概念。除另有指明外，本環境、社會及管治報告涵蓋本集團及其附屬公司。

報告原則

本環境、社會及管治報告乃根據香港聯合交易所有限公司 (「聯交所」) 主板證券上市規則附錄 27 所載環境、社會及管治報告指引 (「環境、社會及管治報告指引」) 編製。根據該指引，本環境、社會及管治報告遵守以下原則：

1. **重要性：**對投資者及其他持份者產生重要影響的環境、社會及管治事宜必須在本環境、社會及管治報告中列出。
2. **量化：**如有訂立關鍵績效指標，該等指標須可予以計量並於適當情況下作出有效對比。該等指標亦須闡述有關量化信息的目的及影響。
3. **平衡：**本環境、社會及管治報告須不偏不倚地呈報本集團在環境、社會及管治方面的表現，以及避免可能會不恰當地影響讀者決策或判斷的選擇、遺漏或呈報格式。
4. **一致性：**本環境、社會及管治報告應使用一致的披露統計方法，使相關數據日後可作有意義的比較。若統計方法有任何變更，亦須在本環境、社會及管治報告中註明。

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CONFIRMATION

The information documented in this ESG Report is sourced from official documents, statistical data, and management and operation information of and collected by the Group in accordance with relevant internal policies. The Group has established internal controls and a formal review process to ensure that any information presented in this ESG Report is as accurate and reliable as possible.

FEEDBACK

The Group discloses the latest business information regularly to investors and to the public. We also welcome investors and shareholders to share their views with the board of directors of the Company by emailing to inquiry@qplhk.com.

ABOUT THE GROUP

The Group is principally engaged in the manufacture and sales of integrated circuit lead frames, heatsinks, stiffeners and related products, investing holding and money lending. Our competitive strength is the ability to provide timely and reliable products to consumers. Over the years, our solid track record and experienced management team have established an excellent reputation in the industry.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGIES

The Board of directors (the “Board”) formulates the Group’s environmental, social and governance strategies and the executive directors and senior management which then execute the plan. The executive directors and senior management are responsible for reviewing and monitoring the Group’s environmental, social and governance policies and practices and discussing with external professional consultants regularly in order to ensure that the Group complies with relevant legal and regulatory requirements. The executive directors and senior management monitor and respond to the latest environmental, social and governance issues, report to the Board on major issues and make relevant recommendations to enhance the Group’s environmental, social and governance performance.

確認

本環境、社會及管治報告引用的資料均來自本集團根據有關內部政策收集的官方文件、統計數據、本集團的管理及營運資料。本集團已制訂內部監控及正式審核程序，以確保於本環境、社會及管治報告呈列的任何資料均盡可能準確可靠。

反饋

本集團定期向投資者及公眾人士披露最新業務資料。我們亦歡迎投資者及股東發送電子郵件至 inquiry@qplhk.com 與本公司董事會分享其觀點。

關於本集團

本集團主要從事製造及銷售集成電路引線框、散熱片、加強桿及相關產品、投資控股及借貸業務。我們的競爭優勢在於能夠及時向消費者提供可靠的產品。多年以來，我們卓越的往績及經驗豐富的管理層團隊已在業內樹立良好的聲譽。

環境、社會及管治策略

董事會（「董事會」）制訂本集團的環境、社會及管治策略，隨後由執行董事及高級管理層執行計劃。執行董事及高級管理層負責檢討及監督本集團的環境、社會及管治政策及常規，並定期與外聘專業顧問進行討論，以確保本集團符合相關法律及監管規定。執行董事及高級管理層監督最新的環境、社會及管治事宜及就此作出回應，並就重大事宜向董事會匯報及提出相關建議，以提升本集團環境、社會及管治方面的表現。



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The Board reviews the Group's environmental, social and governance report annually, analyses and evaluates the key risks and makes relevant recommendations for the coming year. Thereafter, the executive directors and senior management report the key risks and the execution progress of the recommendations at the regular Board meetings and the Board takes appropriate measures if required.

Regarding the existing business operation and overall environment of the Group, the Board identifies waste management and health and safety as the major environmental, social and governance risks. It constantly strives to improve the safety of its different business areas in order to provide a safe and healthy work environment to employees. For further details, please refer to the relevant sections of the ESG Report.

STAKEHOLDER ENGAGEMENT

As part of its business strategies, the Group communicates with the stakeholders in an open, honest and proactive way. To achieve this objective and improve transparency, we take active measures to promote investor relations and communication. In addition, we have developed the investor relations policy to ensure that investors have fair and timely access to the information of the Group. The Group's major stakeholders are listed below.

Major Stakeholder 主要持份者	Areas of Concern 關注範疇	Communication Channel 溝通渠道
Stock Exchange 聯交所	<ul style="list-style-type: none"> Compliance with listing rules 遵守上市規則 	<ul style="list-style-type: none"> Announcements in the Stock Exchange website Discussions and meetings as necessary Emails and other correspondences 於聯交所網站刊發公告 討論及會議（如需要） 電郵及其他通訊方式
Government and regulatory bodies 政府及監管機構	<ul style="list-style-type: none"> Laws and regulations Taxation 法律及法規 稅項 	<ul style="list-style-type: none"> Site visits and audits Regular declarations Public Notice of new laws and regulations in the Gazette Reports and other publication in their websites 實地視察及審核 定期申報 於憲報刊登有關新法律及法規的公告 於其網站刊發報告及其他刊物

董事會每年對本集團的環境、社會及管治報告進行審閱，分析及評估來年的主要風險並提出相關建議。隨後，執行董事及高級管理層將於董事會定期會議上匯報主要風險及有關建議的執行進度，如有必要，董事會將會採取適當措施。

有關本集團現有業務營運及整體環境，董事會將廢棄物管理以及健康與安全事宜確定為主要環境、社會及管治風險。本集團不斷致力於改善其不同業務領域的安全性，為僱員提供安全及健康的工作環境。有關進一步詳情，請參閱本環境、社會及管治報告的相關章節。

持份者參與

作為其業務戰略的一部分，本集團以公開、誠實及積極的方式與持份者進行溝通。為達到這一目的並提高透明度，我們採取積極措施促進投資者關係及溝通。此外，我們已制定投資者關係政策以確保投資者可公平及適時地獲取有關本集團的資料。本集團的主要持份者列述如下。

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Major Stakeholder 主要持份者	Areas of Concern 關注範疇	Communication Channel 溝通渠道
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investment Information disclosure Protection on rights and interests of shareholders and fair treatment of shareholders 	<ul style="list-style-type: none"> Annual and other general meeting of members Annual reports, announcements and other disclosures/publications Company website/Disclosures on the Stock Exchange website Group email managed by designated employees 股東週年大會及其他股東大會 年報、公告及其他披露／刊物 公司網站／於聯交所網站進行披露 由指定僱員管理的集團電郵
Employees 僱員	<ul style="list-style-type: none"> Salaries and welfares Protection on Employee's rights and interests Health and safety Feedback opportunities 薪金及福利 保障僱員權益 健康與安全 反饋機會 	<ul style="list-style-type: none"> Regular meetings Employee trainings Intranet and emails Regular employee activities 定期會議 僱員培訓 內聯網及電郵 定期僱員活動
Customers 客戶	<ul style="list-style-type: none"> Product safety and quality Customer satisfaction After sales services 產品安全及質量 客戶滿意度 售後服務 	<ul style="list-style-type: none"> Website 網站
Suppliers 供應商	<ul style="list-style-type: none"> Long-term and sustainable business relationship Fair competition 長期及可持續的業務關係 公平競爭 	<ul style="list-style-type: none"> Supplier contracts, emails, teleconference, interview Bidirectional supplier evaluation 供應商合約、電郵、電話會議、面談 雙向供應商評估
Community 社區	<ul style="list-style-type: none"> Environmental protection Contribution to the community 環境保護 回饋社區 	<ul style="list-style-type: none"> Voluntary activities Community visits 志願活動 社區探訪



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IDENTIFYING MATERIAL ISSUES

Stakeholder participation facilitates the identification of potential risks as well as business opportunities. Understanding stakeholders' views allows the Group to better fulfil their needs and expectations with the Group's business practices and also to manage different stakeholders' opinions. The Group has been able to prioritize three issues from the eleven environmental and social aspects specified in the ESG Reporting Guide as the material focus of this report. The three material issues are: anti-corruption, supplier management and product responsibility.

ENVIRONMENTAL ASPECTS

The Group has a responsibility to the environment and sustainable development. As a producer of integrated circuit lead frames, we produce hazardous and non-hazardous wastes, gases and emissions during the production process, and thus recognize the importance of environmental protection, the Group continuously comply with applicable laws and regulations as well as the specific guides in the industry with the ultimate goal of "Zero Pollution". We have implemented policies and taken measures to ensure its business is operated efficiently in terms of energy, water and resources in order to minimize the emission of wastes, control and reduce negative impacts to the environment. It has established a comprehensive environmental management system which involves stringent periodic reviews and continuous improvements including improving employees' environmental awareness and technical skills as well as strengthening environmental protection through co-operation with suppliers, contractors and other business partners.

The Group has been awarded the following certificates in relation to environmental control and management:

- (i) Environmental Management System – ISO14001:2015, valid till 1 January 2021;
- (ii) Hazardous Substances Process Management – IECQ-H LCIE 09.0016, valid till 11 January 2021; and
- (iii) Quality Management System – IATF16949:2016, valid till 25 April 2021; and ISO9001:2015, valid till 22 July 2021.

識別重要事宜

持份者參與有助識別潛在風險及商機。了解持份者看法有助本集團通過本集團業務常規更好地滿足彼等之需求及期望，亦有助於處理不同持份者的意見。環境、社會及管治報告指引中指定的十一個環境及社會層面中，本集團優先關注三項事宜，將其作為本報告之重點。該三項重要事宜為：反貪污、供應商管理及產品責任。

環境方面

本集團對環境及可持續發展負有責任。作為集成電路引線框的製造商，我們於製造過程中產生有害及無害廢物、氣體及排放物，因此我們認識到環境保護的重要性。本集團持續遵守適用的法律法規以及行業的特定指引，以「零污染」作為最終目標。我們已實施政策及採取措施，以確保業務營運有效利用能源、水及資源，盡量減少廢物排放，控制及減少對環境的負面影響。本集團已建立全面環境管理體系，涉及嚴格的定期檢討及持續改進，包括提高僱員的環保意識及技能以及透過與供應商、承包商及其他業務夥伴合作加強環境保護。

本集團已就環境控制及管理獲授予以下證書：

- (i) 環境管理體系 – ISO14001:2015，有效期至二零二一年一月一日止；
- (ii) 有害物質過程管理 – IECQ-H LCIE 09.0016，有效期至二零二一年一月十一日止；
- (iii) 質量管理體系 – IATF16949:2016，有效期至二零二一年四月二十五日止；及 ISO9001:2015，有效期至二零二一年七月二十二日止。

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During the Reporting Period, there have been no cases of prosecution against the Group due to violation of any relevant laws by our Hong Kong or PRC operations.

EMISSIONS

The Group has produced different types of emissions and wastes during the production process:

- Raw Material Cleaning – acidic and alkaline waste water; exhaust gas and alkaline gases emissions;
- Etching – acidic and alkaline waste water; etching fluid, hydrochloric acid mist, phosphoric acid mist, exhaust gas and alkaline gases emissions; and
- Plating – acidic and alkaline waste water and cyanide waste water; exhaust gas, acidic mist, alkaline gas and cyanide gases emissions.

The Group fully understands and is aware of its manufacturing processes produced polluted, hazardous and/or non-hazardous wastes, gases and/or emissions, which, if not managed stringently and correctly, could have significant impacts on the health and safety of employees, local residents, plants and animals, and the surrounding environment. The Group has therefore invested substantially in its environmental pollution control system(s) and related equipment amounting to RMB5.05 million and RMB3.8 million for years ended 30 April 2019 and 2020 respectively, and has implemented strict rules and measures, and undertaken continuous monitoring and management procedures to ensure that all hazardous and/or non-hazardous wastes, gases and/or emissions are managed at all times and has strictly complied with the local, national and international laws and regulations as well as the industry standards.

於報告期間，本集團並無因香港或中國業務違反任何相關法律而遭檢控的個案。

排放物

本集團於生產過程中產生不同類型的排放物或廢物：

- 原材料清洗－酸鹼性廢水；廢氣及鹼性氣體排放；
- 蝕刻－酸鹼性廢水；蝕刻液、鹽酸酸霧、磷酸霧、廢氣及鹼性氣體排放；及
- 鍍層－酸鹼性廢水及含氰廢水；廢氣、酸霧、鹼性氣體及氰化氫排放。

本集團全面瞭解及知悉，其製造過程中產生污染、有害及／或無害廢物、氣體及／或排放物，倘未能嚴格及妥善管理，將會對僱員、當地居民、動植物的健康及安全以及周邊環境造成重大影響。因此，本集團已於截至二零一九年及二零二零年四月三十日止年度投入大量資金購置環境污染控制系統及相關設備，投資金額分別達人民幣5,050,000元及人民幣3,800,000元，並已實行嚴格的規則及措施，執行持續的監控及管理程序，以確保所有有害及／或無害廢物、氣體及／或排放物始終得到控制及嚴格遵守當地、國內及國際法律法規以及行業標準。



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Major polluting hazardous and non-hazardous wastes, gases and/or emissions are summarized below:

Waste Water: During the processing of raw material and its cleaning, etching, plating, pre-treatment and post-treatment, our manufacturing plant produces four types of waste water including (i) acidic, (ii) alkaline, (iii) cyanide waste water, which are hazardous, and (iv) the general domestic waste water, which is generally non-hazardous. The etching waste water is collected through pipes into specialized containers for treatment, and the treated water is reused thereafter. The plating waste water, which contains relatively high concentration of pollutants, passes through three rinsing pools: in the first and second rinsing pools, it channels through a polluted water treatment station process; once it reaches the third rinsing pool, the pollutants decreases to a relatively lower rate, at which the plating waste water will be piped to a recycling pool for treatment and then is reused in production.

- a. High acidic and alkaline waste water with pH levels below 1 and pH levels of 14 or above respectively – they are collected separately in respective acidic/alkaline waste water tanks, and pumped back under meter control to the acidic and alkaline adjusting tank for dilution purposes.
- b. Cyanide waste water – due to its poisonous nature, the high and low concentration cyanide waste water is collected in an adjusting pool from where it is pumped to the first and second cyanide cracking reaction tank and then adding limestone to control the pH level. At the same time, sodium hypochlorite oxidizer is added to crack the cyanide, and thereafter the treated waste water is sent to the central treatment station for final treatment to reach the required standard, before being released to the public drainage system.
- c. Low acidic and alkaline waste water – the manufacturing process produces substantial amounts of low acidic and alkaline waste water, which is collected, mixed and neutralized in the acid and alkaline adjusting pool, after which it is sent to the central treatment station either for reuse or for further treatments.
- d. Domestic waste water – this is first pumped to three graded septic tanks for initial treatment and an oil filtering pool for oil filtering, before draining to the central station for final treatment and releasing to the public drainage system.

造成污染的主要有害及無害廢物、氣體及／或排放物概述如下：

廢水：於原材料加工及其清洗、蝕刻、鍍層、預處理及後處理過程中，我們的生產車間會產生四類廢水，包括三類有害廢水，即(i)酸性廢水(ii)鹼性廢水、(iii)含氰廢水，以及(iv)通常無害的一般生活廢水。蝕刻廢水通過管道導入專業容器集中處理，其後經過處理的水會被重複使用。鍍層廢水(包含的污染物濃度相對較高)將流經3個沖洗池：在第一及第二個沖洗池，其將通過管道被導入污水處理站進行處理，一旦其到達第三個沖洗池，污染物濃度將減至相對較低的水平，鍍層廢水在此將通過管道被導入回收池進行處理，其後在生產中重複使用。

- a. PH值低於1及PH值為14或以上的高酸鹼性廢水—分別被收集在酸性／鹼性廢水池中，並在儀表的控制下被泵回酸性及鹼性調節池以供稀釋。
- b. 含氰廢水—由於具有毒性，高濃度及低濃度的含氰廢水被收集到調節池，其後會被輸送至第一及第二個氰化物裂化反應池，隨後加入鹼液以控制PH值，同時加入次氯酸鈉氧化劑以裂解氰化物，其後經過處理的廢水將被輸送至集中處理站進行最後處理，直至達到規定標準方可從公共排水系統排出。
- c. 低酸鹼性廢水—製造過程中產生大量低酸鹼性廢水，該等廢水在酸鹼調節池中經收集、混合及中和處理後，排往集中處理站以供重複使用或進一步處理。
- d. 生活廢水—此種廢水於排往集中站進行最後處理及從公共排水系統排出前，將先被輸送至三個分級化糞池進行初步處理及濾油池進行濾油處理。

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Waste Gases: Our manufacturing facility and staff's quarters may produce hazardous and non-hazardous waste gases:

- a. Manufacturing: The etching and plating process produces acidic hydrogen chloride and sulfuric acid gases emissions and alkaline ammonia gas emissions. The cyanide plating process produces hydrogen cyanide which contains cyanide gas, and the lamination process produces organic total volatile organic compound (TVOC) gas emissions. The manufacturing plant currently has two, four and four gas emission cylinder pipes for hydrogen cyanide, acidic and alkaline gases emissions respectively. Green House Gas – carbon dioxide (CO₂) is produced directly and indirectly through the use of diesel and electricity respectively.
- b. Staff's Quarters: oily smoke is generated from cooking and CO₂ is indirectly generated from the use of electricity for daily operation and living purposes.

The Group has introduced different handling methods to manage and reduce gas emissions by installing and putting in place different types of equipment and processes. Spray towers and the water absorption method is used for sanitizing acidic and alkaline gases emissions. Spray towers and the alkaline absorption method is used with sodium hydroxide and sodium carbonate solution to dissolve and sanitize hydrogen cyanide gases emissions. Filtering pumps are used to filter the oil fumes. After filtering and cleansing, the treated gases must satisfy the <Plating Pollutants Emission Standard> (21900-2008) before emitting through the twelve 25-meter high discharge tubes.

Solid Wastes: The manufacturing processes produce various wastes including hydraulic oil, cutting fluid, acid cotton core, light bulbs, clothes, gloves, empty containers, film slag, etching fluid, waste water treatment sludge, copper concentrate liquid, circuit boards and frame materials. These wastes are collected and handled by licensed environmental treatment or waste recycling companies. During the Reporting Period, the Group produced non-hazardous waste during operation weighing 79 tonnes, with an intensity of 0.29 tonnes per million revenues in Hong Kong Dollar.

廢氣：我們的製造設施及員工宿舍可能產生有害或無害的廢氣：

- a. 製造：蝕刻及電鍍過程中產生氯化氫、硫酸廢氣及鹼性氨氣排放物。氰化物電鍍過程中產生含有氰化物氣體的氰化氫，及層壓過程中產生有機總揮發性有機物 (TVOC) 氣體排放物。目前，生產車間分別有2條、4條及4條氣缸管，分別用於排放氯化氫、酸性及鹼性廢氣。溫室氣體—二氧化碳 (CO₂) 分別在使用柴油及電力過程中直接及間接產生。
- b. 員工宿舍：烹飪過程中產生油煙，而日常營運及生活用電間接產生二氧化碳。

本集團通過安裝及採用不同設備及工序，引入不同處理方式以管理及減少氣體排放。我們採用填料噴淋塔及水吸收法清洗所排放的酸鹼性廢氣，採用填料噴淋塔及鹼吸收法以氫氧化鈉及碳酸鈉溶液溶解及清洗所排放的氯化氫廢氣，採用過濾泵過濾油煙。於過濾及清洗後，經處理後的氣體須符合《電鍍污染物排放標準》(21900-2008) 方可通過12條25米高的排放管排出。

固體廢物：製造過程中將產生各種廢物，包括液壓油、切削液、酸棉芯、燈泡、布條、手套、空容器、膜渣、蝕刻液、廢水處理污泥、銅濃縮液、電路板及框架材料等廢物。該等廢物由持牌環境治理或廢物回收公司收集及處理。報告期內，本集團於營運期間產生無害廢物79噸，密度為每百萬港元收益0.29噸。



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Noise Pollution: Noise pollution is produced from the operation of machines and diesel generators, cooling systems, cold water and high pressure pumps, cold water towers, ventilation fans, forging machines, tableting machines, forming machine, loaders and cars.

The Group has the prime objective of reducing, recycling and reusing (as “3R”) and has established the KPIs for “Electricity, Water, Solid Waste and Gas Emissions” including CO₂ for the management to routinely monitor accordingly. At all times, the Group aims to reduce the toxicity and volume of gas emissions, polluted water and solid waste through various chemical and physical treatments. We will continue to design and operate our manufacturing processes and to install the latest systems and equipment in order to achieve this objective. The Group has strictly complied with all the local, national and international environmental rules, regulations and laws, and industry standards on gases, water and solid emissions and discharges. During the Reporting Period, there have been no cases of prosecution against the Group due to violation of any relevant laws or regulations.

Our main emissions during our normal course of business and operation are indirect greenhouse gases, primarily being CO₂ from energy consumption. We have introduced the KPI of “CO₂ Emission”.

During the Reporting Period, our Group indirectly and directly, via the use of electricity and diesel, generated 14,561.52 tonnes of greenhouse gases, namely being CO₂ emissions, with an intensity of 53.03 tonnes CO₂ emissions per million revenues in Hong Kong Dollar. Comparing with the previous reporting period ended 30 April 2019 of 16,079.01 tonnes, this was a 1,517.49 tonnes decrease in greenhouse gases, namely being CO₂ emissions. The main reason for such an achievement was due to successful implementation of energy saving measures introduced since 2017. During the Reporting Period, the Group produced chemical waste during operation weighing 4,000 kg, with an intensity of 14.57 kg per million revenues in Hong Kong Dollar.

噪音污染：噪音污染產生自機器及柴油發動機、冷卻系統、冷水及高壓泵、冷卻塔、通風扇、鍛壓機、壓片機、成型機、裝載機及汽車等的運行。

本集團以減少、重複使用及回收（「3R」）作為主要目標並就「電力、水、固體廢物及氣體排放」（包括二氧化碳）設立關鍵績效指標，以便管理層據此定期監察。本集團一直致力於透過各種化學及物理處理方法減少所產生的氣體排放物、污染水體及固體廢物的毒性及數量。我們將繼續設計及改進我們的製造工序並安裝最新系統及設備以達致此目標。本集團已嚴格遵守有關氣體、水及固體排出及排放的地方、國家及國際環境規則、法規及法律以及行業標準。於報告期間，本集團並無因違反任何相關法律或法規而遭檢控的個案。

我們於一般業務過程及經營中產生的主要排放物為間接溫室氣體，主要為因能源消耗所產生的二氧化碳。我們已推出「二氧化碳排放」關鍵績效指標。

於報告期間，本集團因使用電力及柴油間接及直接產生溫室氣體（即二氧化碳排放）14,561.52噸，密度為每百萬港元收益53.03噸二氧化碳排放。溫室氣體（即二氧化碳）排放量較截至二零一九年四月三十日止過往報告期間的16,079.01噸減少1,517.49噸。有關成果主要歸功於自二零一七年以來成功實施之節能措施。於報告期間，本集團於營運過程中產生化學廢物4,000千克，密度為每百萬港元收益14.57千克。

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USE OF RESOURCES

The Group is committed to saving energy, water and resources and promoting the sustainable development of its activities both to reduce production and operational costs and also assisting with the sustainable development of our natural world and environment. We are very aware that as an integrated circuit lead frames products manufacturer, we use substantial amounts of various resources including electricity and diesel for power generation; water for cleansing and cooling; raw materials for production including but not limited to metals, including but not limited to lead frames, copper, iron, chemicals (namely hydrochloric acid, iron oxide, sodium hydroxide, ammonium persulfate, sulfuric acid, etc.), and plastic bags and carton boxes for products packaging. In our administrative and sales offices, we use printing paper, inks and other consumables.

We constantly research and upgrade our manufacturing and production processes to ensure the most environmentally friendly and efficient use of resources, whilst at the same time implementing clear guidelines and measures including a 3R principal based environmental policy for our employees, encouraging and ensuring that they “reduce, reuse and recycle” in their daily operations.

During our manufacturing and office operation, the Group has implemented the following to save electricity, fresh water, paper and specified metals and chemicals consumption:

- Electricity and diesel – strengthen the electricity usage management on air-conditioning and compressors; regular maintenance to prevent leakage of cooling and compressed air; wrapping insulation on air-conditioning pipes; installing separation doors for different types of working areas; adjusting and fixing the air temperature to a reasonable level; optimal arrangement of production processes, and upgrading to more energy efficient production equipment.
- Water – installing meters to monitor water consumption on a regular basis, and adjusting whenever necessary; regular maintenance of production equipment to prevent leakage or any other wastage.

資源使用

本集團致力於節省能源、水及資源並促進其各項活動的可持續發展，以減少生產及營運成本，同時亦助力自然界及環境的可持續發展。我們深知，作為集成電路引線框產品製造商，我們使用大量各種資源，包括電力及發電所使用的柴油；用於清洗及冷卻的水資源；用於生產的原材料，包括但不限於引線框、銅、鐵等金屬、化學製品（即鹽酸、鐵氧化物、氫氧化鈉、過硫酸銨、硫磺酸等），及用於產品包裝的塑料袋及紙箱。我們的行政及銷售辦事處使用打印紙、墨水以及其他消耗品。

我們持續研究及升級我們的製造及生產工序以確保最環保及最有效地利用資源，與此同時我們實施清晰的指引及措施，包括向員工推行以3R原則為導向的環保政策，鼓勵及確保彼等於日常營運中履行「減少、重複使用及回收」原則。

本集團已於製造及辦公營運過程中實施以下措施，以節約電力、淡水、紙張以及特定金屬及化學製品的消耗：

- 電力及柴油－加強空調及壓縮機用電管理；定期維護以防止冷卻及壓縮空氣洩漏；對空調管道進行繞包絕緣；為不同類型的工作區域安裝隔離門；將室溫調節及固定於合理水平；優化安排生產工序及升級至更節能的生產設備。
- 水資源－安裝儀表以定期監測耗水量及於必要時作出調整；定期維護生產設備以防止洩漏或任何其他浪費。



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- Paper – promoting automation and paperless office such as storage of documents in electronic version, communication via emails and messages; printing on both sides of paper, and use of recycled paper.
- Metals and chemicals – constantly researching and introducing advanced technology and systems for production to reduce the consumption of the specific metals and chemicals.
- 紙張－促進自動化及無紙化辦公，如以電子版存儲文件、透過電子郵件及訊息溝通；紙張雙面打印及紙張回收利用。
- 金屬及化學製品－持續研究及引進先進的技術及生產系統以減少特定金屬及化學製品的消耗。

To allow the management to monitor the progress of the implemented policies and measures, the Group has established and maintained the “Electricity, Diesel, Water, Specified Minerals and Metals Consumption Record” as a KPI.

為使管理層能監控已實行政策及措施的進展，本集團已建立及維持「電力、柴油、水、特定礦產及金屬消耗量記錄」，作為關鍵績效指標。

During the Reporting Period, the Group consumed an aggregate of 17,348,912 kWh of electricity, which is 9% less in aggregate than in 2019 (2019: 19,121,254 kWh). For diesel, we consumed 17,477 litres which was a decrease of 43% compared with 2019 (2019: 30,704 litres). For water, we consumed an aggregate of 1,077,549 m³ which was 1% more than in 2019 (2019: 1,067,125 m³).

於報告期間，本集團合共消耗17,348,912千瓦時電力，較二零一九年合共減少9%（二零一九年：19,121,254千瓦時）；消耗17,477升柴油，較二零一九年減少43%（二零一九年：30,704升）；合共消耗1,077,549立方米水，較二零一九年增加1%（二零一九年：1,067,125立方米）。

Resources	資源	Consumption Quantity 消耗量	Intensity (Consumption/ Million revenues in HKD) 密度 (消耗／百萬港元收益)
Electricity consumption	電力消耗	17,348,912 kWh 千瓦時	63,178.85
Diesel consumption	柴油消耗	17,477 litres 升	63.65
Water consumption	水消耗	1,077,549 m ³ 立方米	3,924.07

The reductions in the consumption of resources evidence the effectiveness of our resources efficiency measures. We will continue to implement energy saving measures and improve overall energy productivity per employee.

資源消耗量下降表明我們提高資源效率的措施取得成效。我們將會繼續實行節能措施及提升每名僱員的整體能源效率。

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THE ENVIRONMENT AND NATURAL RESOURCES

The Group's business and operations consume large amounts of various natural resources including metals, chemicals, electricity, diesel and water. We are, however, committed to being environmentally friendly and responsible and have both constantly researched and implemented the latest manufacturing processes and treatment technologies. We are also committed to training our employees in the adopted policies and procedures in line with the internationally recognized "3R" principles and practices which aim to extract maximum practical benefits from products use while generating the minimum amount of wastes:

- Reduce: reduce waste materials
- Reuse: reuse waste materials without processing
- Recycle: recycle and reuse materials as resources

Constantly reviewing and implementing these practices and directing our employees on the importance of "green practices" not only preserve natural resources but also help to save excessive operational cost for the Group. Along with the various technologies and practices adopted in our manufacturing operations, in our offices we have policies on reducing use of electricity by turning off lights, computers and air-conditioning as well as encouraging regular maintenance and prolonged use of our computers, printers, fax machines, photocopiers, and other common office equipment to reduce the frequency of replacement.

During the Reporting Period, we were not made aware of nor did our KPIs monitor and measure any wasteful use of resources out of line with our normal operations.

SOCIAL EMPLOYMENT AND LABOUR PRACTICES

The Group's business development and growth relies heavily on the skills, passion and commitment of its employees and we see our employees as our most valuable asset. We are committed to comply with all the laws, rules and regulations on the employment arrangements including the Labour Laws of the PRC ("中華人民共和國勞動法") and the Employment Ordinance of the Hong Kong, and strongly forbid the recruitment of child labour and forced labour.

環境及天然資源

本集團的業務及營運需消耗大量各種天然資源，包括金屬、化學品、電力、柴油及水。然而，我們致力推行環保及履行責任，並一直研究及實施最新製造工藝及處理技術。我們亦致力根據國際公認的「3R」原則及常規，就所採用的政策及程序對僱員進行培訓，藉以在產生最少廢物的同時可從產品中獲得最大實際利益：

- 減少：減少廢物
- 重複使用：在毋須處理情況下重複使用廢物
- 回收：回收及重複使用材料資源

不斷檢討及實施該等常規並為僱員提供有關「綠色踐行」重要性的指導，不但可保護天然資源，亦有助於為本集團節省經營成本。我們的製造業務採用各類技術及常規，同時我們的辦公室亦制定有關減少用電（通過關燈、關電腦及關空調等方式）的政策，並鼓勵定期維護及延長使用我們的電腦、打印機、傳真機、影印機及其他常用辦公設備以降低更換頻率。

於報告期間，我們並不知悉任何超出我們正常營運範圍濫用資源之情況，且我們的關鍵績效指標亦無監測出該等情況。

社會僱傭及勞工常規

本集團的業務發展及增長在很大程度上依賴員工的技能、積極性及承擔，我們將員工視為最寶貴的資產。我們承諾遵守有關僱傭安排的所有法律、規則及法規，包括《中華人民共和國勞動法》及香港《僱傭條例》，並嚴禁招募童工及強迫勞動。



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The Group is also committed to providing equal opportunities to all employees on recruitment, promotion, compensation and benefits, and to establishing a happy, harmonious, safe and healthy working environment for all employees. The Group strives to strengthen its human resources management with employee oriented policies to encourage motivation and innovation and to protect the interests and legal rights of the employees, and ultimately to achieve a positive, constructive and harmonious relationship with its employees.

EMPLOYMENT

The Group recognizes our employees are a key stakeholder and contributor to our business and its growth, and we are committed to providing our staff with a satisfying, safe and equitable workplace where our staff and our company can grow together. The Group strictly complies with the relevant laws and regulations as stipulated in the Employment Ordinance of the Hong Kong and Labour Law of the PRC (“中華人民共和國勞動法”). The recruitment of child labour and forced labour is strongly forbidden.

The Human Resource Manager reports directly to the Group's chief executive and is charged with the responsibility and duty to ensure the full and legal implementation of the Group's human resources strategies and policies which are detailed in the employee handbook. All the terms and conditions contained therein related to recruitment, probation, promotion, termination, remuneration, bonus and allowances, holidays and leaves, retirement scheme, medical, travel and social security insurance, mandatory provident fund, work schedules, performance assessment and communication, communication processes, etc. are in strict compliance with national and local government labour laws, rules and regulations.

On employment, the Group has adopted a mixed policy of external recruitment and internal promotion for vacancies. All vacancies are open to all with equal opportunities, to be decided with no discrimination on sex, religion, gender, age and disability, and to be selected on qualification, skill and competency basis. All successful employees must enter into proper and standardized contracts in writing between the respective employees and the Group. Employees' remuneration is determined with reference to the prevailing market level as well as their competence, qualifications and experiences. Salaries and wages are paid directly to employees' bank accounts within the prescribed wage period.

本集團亦致力為所有員工提供有關招聘、晉升、薪酬及福利的平等機會，並為所有員工營造一個愉快、和諧、安全及健康的工作環境。本集團努力加強其人力資源管理，推行以員工為本的政策，激發活力及創新，保護僱員的利益及合法權益，最終與其僱員建立積極、具有建設性及和諧的關係。

僱傭

本集團認識到僱員為我們業務經營及增長的主要持份者及貢獻者，我們並致力於為員工提供令人滿意的、安全及公平的工作場所，讓員工及本公司共同成長。本集團嚴格遵守香港《僱傭條例》以及《中華人民共和國勞動法》規定的相關法律法規，並全面禁止僱用童工及強迫勞動。

人事部经理直接向本集團行政總裁匯報，承擔確保全面及合法實施本集團人力資源策略及政策的職責。本集團人力資源策略及政策詳情載於僱員守則，當中所有條件及條款（有關招聘、試用、晉升、終止合約、薪酬、花紅及津貼、假期及休假、退休計劃、醫療、差旅及社會保障保險、強積金、工作日程、表現評估、溝通及溝通過程等）均嚴格遵守國家及地方政府的勞動法律、法規及法例。

於僱傭方面，本集團採用外部招聘與內部提拔相結合的政策以甄選人員填補職位空缺。全部職位空缺向所有人開放，機會平等，所作出決定不存在基於性別、宗教、性別、年齡及殘疾的歧視，而是按資格、技能及能力的進行甄選。所有成功獲錄取的僱員必須各自與本集團以書面形式簽訂適當的標準合同。僱員薪酬乃參考現行市場水準及其能力、資歷及經驗釐定。薪金及工資在規定的工資期內直接支付至僱員的銀行賬戶。

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During the Reporting Period, the Group honored all obligations including the payment of salaries and wages, holidays and leave, compensation, insurance and health benefits and no disputes with employees were reported.

The management structure chart, the company organizational chart, and the department function chart are made available to all staffs for understanding their career paths within the Group. Training and career development programs are monitored closely by the human resources managers. To build a mutually understanding and acceptable working environment, the Group encourages employees to communicate open-heartedly. Employee representatives are invited regularly to meetings to discuss issues relating to working conditions, health and safety and employment terms and conditions. Grievance procedures are listed in the employee handbook and all employee grievances will be handled independently and treated in strictest confidence.

For the Reporting Period, the Group did not have any violation related to employment and labour issues and the number of employees terminated by the Group for various reasons was at 0% (2019: 0.99%), which showed that the Group had a harmonious relationship with its employees.

The Human Resources Manager has prepared an “Employment Record” with breakdown of the total number of employees in different levels and sectors based on gender and age distribution as a KPI for the management to monitor the Group’s employment status regularly. As of 30 April 2020, we have a total of 780 employees (2019: 1,010), of which 441 were male and 339 were female, and of which 95% or 740 (2019: 776) were in our PRC manufacturing operations. Among the PRC manufacturing operations employees, 412 were male and 328 were female, 734 were rural sourced workers and only 6 were city sourced workers, 248, 350, 129 and 13 workers were aged below 30, 40, 50 and above 50 respectively, and all of them were on a full time working basis.

於報告期間，本集團已履行所有義務，包括支付薪金及工資、假期及休假、補償、保險及醫療福利，且並無與僱員有任何糾紛之報告。

本集團之管理結構圖、公司組織結構圖、部門職能圖均可供所有員工閱覽，以瞭解彼等在本集團內的職業發展之路。人力資源經理密切監察培訓及職業發展方案。為建立相互理解及接納的工作環境，本集團鼓勵僱員進行坦誠溝通。本集團定期邀請僱員代表參加會議以討論與工作條件、健康及安全以及僱傭條款及條件有關的事宜。僱員手冊載有申訴程序，所有僱員申訴將得到獨立處理並嚴格保密。

於報告期間，本集團並無發生與僱傭及勞工有關的違規行為，因各種原因而被本集團終止僱傭之僱員人數為0%（二零一九年：0.99%），這表明本集團與其僱員關係和諧。

人事部經理根據性別及年齡分佈編製關於各級別及部門僱員總數明細的「就業記錄」，作為關鍵績效指標以供管理層定期監察本集團的就業狀況。於二零二零年四月三十日，我們共聘用780僱員（二零一九年：1,010名），441名為男性，339名為女性，其中95%或740名（二零一九年：776名）於中國從事製造業務。在於中國從事製造業務的僱員中，男性為412人，女性為328人，734人為農民工，城市工人僅6人，248人為30歲以下，350人為40歲以下，129人為50歲以下，以及13人為50歲以上，彼等全部為全職。

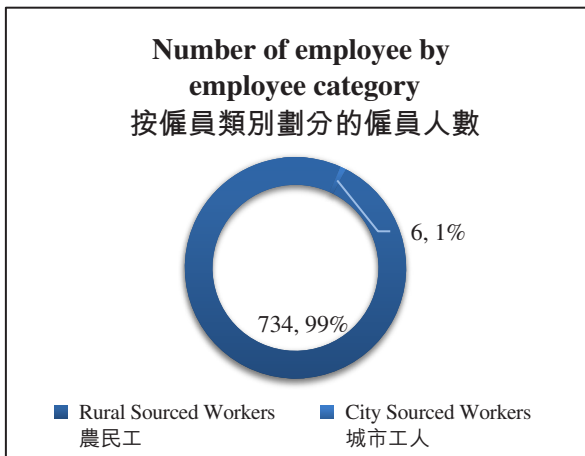
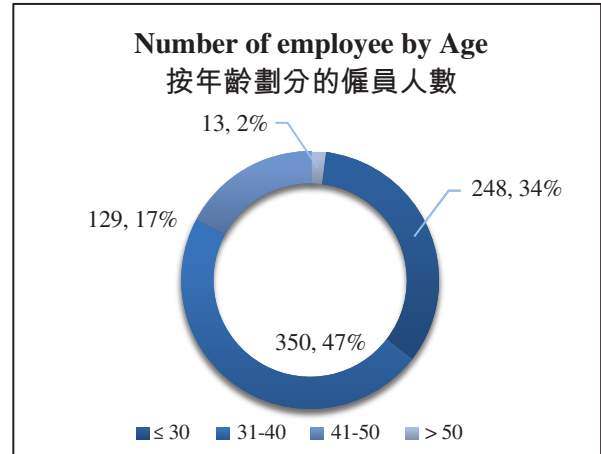
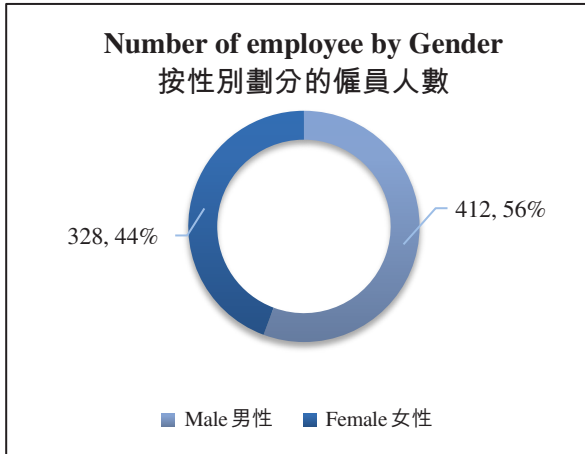


ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

The following is a snapshot of the total number of employee in PRC manufacturing operations by gender, age group and employee category.

下列為按性別、年齡組別及僱員類別劃分的中國製造業務僱員總數的速覽。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

HEALTH AND SAFETY

The employee's handbook provides details on health and safety protection and procedures, and the Group fully complies with the labour laws and regulations of PRC and Employment Ordinance of Hong Kong. A complete set of safety and health measures is available and training is provided to equip employees with the adequate knowledge and skills to perform their duties in a safe manner. As outlined in the employees handbook, the Group strives to identify potential danger and risks to employees during work and to ensure a safe and hygienic working environment could be provided by reducing, eliminating and controlling hazards at workplace. In case of accidents, regardless of minor or serious, employees are required by the in-house rules to notify their superiors immediately without delay. Appropriate remedial measures and compensation actions including any necessary reporting in accordance with the local or national laws are handled promptly.

The Group offers group insurance to eligible employees to cover term life benefit, accidental health and dismemberment benefit and total and permanent disability benefit in the event of death and permanent, total or partial disablement. In addition, medical insurance and travel insurance are offered to eligible employees in Hong Kong. For all qualified employees in the PRC, national social security insurance are provided in accordance with national laws and regulations

During the Reporting Period, apart from two minor injuries during work which were immediately, properly and satisfactorily handled, the Group did not record any compensation claim or work related injury investigation by any relevant government officials in the PRC and the Hong Kong.

健康及安全

僱員手冊提供有關健康及安全保護及程序的詳細資料，本集團全面遵守中國勞動法律法規及香港《僱傭條例》。本公司設有一整套安全及健康措施，並提供培訓，使僱員掌握足夠的知識及技能，以安全履行職責。誠如僱員手冊所述，本集團致力識別僱員於工作期間所面對的任何潛在危險及風險，並通過減少、消除及控制工作場所的危害，為僱員創造安全衛生的工作環境。如發生意外（無論是較小或嚴重），僱員均須按照內部規則立即通知上級，及時採取適當的補救措施及補償行動，包括根據當地或國家法律作出任何必要報告。

本集團向合資格僱員提供團體保險，涵蓋定期壽險、意外健康及傷殘險以及完全及永久傷殘險（倘受保人身故及永久、完全或部分失去行動能力）。此外，本集團亦為香港合資格僱員提供醫療保險及旅遊保險，並根據國家法律及法規為所有中國合資格僱員繳納社保。

於報告期間，除兩宗輕微工傷事件（均得到即時、妥善及圓滿之處理）外，本集團並無發生任何索償事件或受到中國及香港任何相關政府機關工傷調查。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

DEVELOPMENT AND TRAINING

The Group recognises the importance of self-reliance, supports and encourages all employees to continue learning and improving their knowledge and job skills for the benefit of themselves as well as the Group. The Group offers different types of training programs on regular basis if necessary. Upon commencement of employment, new employees receive basic induction training to familiarize themselves with the Group's culture and occupational health and safety and relevant rules and regulations. The Group has established twenty-six training programs for different levels and types of employees during the Reporting Period. The relevant Human Resources and/or departmental managers maintain the executed training programs records as a KPI to monitor and review effectiveness of the executed training programs showing the types and number of attendants. During the Reporting Period, a total of 228 employees (2019: 493 employees) received a total of 468 hours (2019: 1,104 hours) of training and the Group spent a total of approximately HK\$9,200 (2019: HK\$10,000) on employee external training subsidies. The Group concentrated on internal trainings for new joiners.

LABOUR STANDARDS

The Group has a comprehensive human resources policy in place regarding recruitment, dismissal, promotion, leave, holidays and benefits to support its works on manpower resources. The Group strictly complies with the Labour Laws of PRC and the Employment Ordinances of Hong Kong, and adopts their respective standards as well as local market practices as its minimum labour standard on labour protection and welfare including recruitment, dismissal, promotion, leave and holidays, benefits as well as ensuring equal employment opportunities to all sexes, genders, ages, races and religions. The Group also maintains strict compliance with the laws in relation to equal employment opportunities, prevention of child or forced labour in different regions in which it operates. All job applicants are required to submit, and the Group maintains, credentials such as academic qualifications, professional skill certificates, references and identity cards for verification and record purpose during recruitment.

During the Reporting Period, same as 2019, no labour disputes or litigation have been reported and the Group paid all wages and salaries, benefits and compensation on time.

發展及培訓

本集團深知自力更生的重要性，支持及鼓勵所有僱員深造以及提升其知識及工作技能，此舉對僱員自身以及本集團均有利。如有需要，本集團會定期提供不同類型的培訓計劃。入職前，新僱員將得到基本的入職培訓以熟悉本集團的文化及職業健康與安全以及相關規則及條例。於報告期間，本集團已為不同級別及類別的僱員設立26項培訓計劃。相關人力資源及／或部門經理須保存已執行的培訓計劃記錄作為關鍵績效指標以監察及檢示參與僱員的類別及人數及已執行培訓計劃的效果。於報告期間，合共228名僱員（二零一九年：493名僱員）接受合計468個小時（二零一九年：1,104個小時）的培訓，本集團就僱員外部培訓補貼支銷合共約9,200港元（二零一九年：10,000港元）。本集團集中開展新入職者內部培訓。

勞工標準

本集團已就招聘、解僱、晉升、休假、假期及福利方面制訂全面人力資源政策，以支援其人力資源工作。本集團嚴格遵守《中華人民共和國勞動法》及香港《僱傭條例》，並採納相關標準以及當地市場慣例作為勞工保護及福利之最低勞工標準（包括招聘、解僱、晉升、休假及假期、福利方面）以及確保所有不同性取向、性別、年齡、種族以及宗教的僱員得到公平僱傭的機會。本集團亦持續嚴格遵守不同地區有關平等就業機會、防止童工或強迫勞工之法例。與此同時，所有求職者須於招聘過程中提交學歷、專業技能證書、推薦人及身份證等證明文件以作核實及記錄，並由本集團作保存。

與二零一九年相同，於報告期間本集團並無發生任何勞工糾紛或訴訟，且本集團已按時支付所有薪金及薪水、福利以及補償。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

OPERATING PRACTICES AND SOCIAL INVESTMENT

SUPPLY CHAIN MANAGEMENT

The Group sources metals and chemicals worldwide, and has established and implemented a material procurement management system and supplier management system to purchase metals and chemicals such as copper alloy, potassium cyanide, purify cleanser and photoresist for further value-added production. Placement of supplies contracts are executed by means of tendering under open-bid and/or invitation, private negotiation, etc. To strengthen the management of sourcing and procurement and to reduce procurement costs, strict assessments on suppliers are conducted to ensure suppliers are not only committed to the cost and quality of the products/materials, but also committed to the compliance of laws, rules and regulations. The market reputation and previous track records of the suppliers are also considered.

To support calls from international organizations for fair trade and practices, and sustainable development, we have requested our contracted suppliers to comply with “QPL’s Conflict Metals Policy” and “EICC-GeSI Conflict-free Smelter Program”, under which contracted suppliers are required to provide a guarantee on the sourcing of non-conflict-metals from smelters/mining to ensure materials are not sourced from mines in conflict areas.

During the Reporting Period, over 90% of the Group’s procurement was conducted through local suppliers in Hong Kong and the PRC. A local supplier is defined as an organisation that provides a product or service to the Group and that is based in the same geographical market as the Group without transnational payments to the supplier made. This was the same as in 2019.

營運慣例及社會投入

供應鏈管理

本集團於全球採購金屬及化學製品，並已設立及實施材料採購管理制度及供應商管理制度以採購金屬及化學製品，如銅合金、氰化鉀、淨化劑及光致抗蝕劑，用於進一步增值生產。供應合約通常透過公開招標及／或邀請招標以及私下磋商等方式訂立。為加強採購管理及降低採購成本，本集團對供應商實施嚴格評估，確保其除了致力保證產品／材料成本及質量外，同時承諾遵守法律、法規及規例。供應商之市場聲譽及往績記錄亦在考量範疇內。

為響應國際組織對於公平交易及慣例以及可持續發展之倡議，我們要求已訂立合約之供應商遵守「QPL衝突金屬政策」及「電子行業行為準則－全球電子可持續發展推進協會非衝突冶煉計劃」，據此，已訂立合約之供應商須提供有關從冶煉廠／採礦廠採購非衝突金屬的保證，以確保材料並非源自衝突地區礦場。

於報告期間，本集團逾90%之採購乃透過於香港及中國的當地供應商進行。與二零一九年相同，當地供應商被界定為向本集團提供產品或服務且與本集團位於同一地區市場的組織，本集團毋須向該供應商作出跨國付款。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

PRODUCT RESPONSIBILITY

Product quality

The Group is acutely aware of the importance of product quality and customer satisfaction and is committed to providing high quality products and real-time customer service which we are known for in the industry. Starting from sourcing and procurement of raw materials and throughout the production process until the delivery of finished products to customers, the Group has implemented strict in-process quality assurance and 100% final inspection procedures to guarantee product quality.

The design team within the Group can adjust our services according to different customer requirements. In addition to the design of etching and stamping sheets in accordance with customer requirements, we also produce a wide range of standard products including SOIC (small online integrated circuit), QFP (Quad Flat Package), TQFP (thin quad flat package), PDIP (plastic dual in to package), PLCC (plastic leaded chip carrier) and TSOP (thin small outline package). We work together with customers who require long-term lead frame products by reducing costs and enhancing services through consultation in order to achieve long-term co-operation. The Group has also implemented “Products and Services Related Complaints Handling Guide – QSG 3004” to deal with customer complaints. It is our policy that should the customer complaint be validated, we will accept returns and provide replacements.

During the Reporting Period, owing to our strict adherence to the quality production and services assurance process, the sales returned and/or complaints owing to quality and services defects amounted to only 0.6% of the total turnover, which was slightly higher than the 0.42% of 2019. Furthermore, all returned products and/or complaints were immediately remedied and settled to the satisfaction of the clients.

Intellectual property rights

The Group recognizes the importance of intellectual property rights especially as a holder of patents and trademarks itself. The Group did not receive any intellectual property rights complaints during the Reporting Period, same as 2019.

產品責任

產品質量

本集團深知產品質量及客戶滿意度之重要性，致力於提供我們藉以聞名業內的高品質產品及實時客戶服務。自原料採購開始貫穿整個生產過程，直至將成品交付予終客戶，本集團實施嚴格的過程質量保證並執行100%終檢程序，以確保產品質量。

本集團設計團隊可根據客戶不同要求對服務作出調整。除根據客戶要求設計蝕片及壓片外，我們亦可生產使用範圍廣泛的標準產品，包括SOIC（小外型集成電路封裝）、QFP（方型扁平式封裝）、TQFP（薄型四方扁平封裝）、PDIP（塑料雙列直插式封裝）、PLCC（有引線塑料芯片載體）及TSOP（超薄小型封裝）。我們與需要長期提供引框架產品的客戶合作，以透過與客戶協商降低成本並提升服務，以達致長期合作。本集團亦已實施「產品及服務相關投訴處理指引-QSG 3004」，以處理客戶投訴。按我們的政策，若客戶投訴屬合理，我們將接受退換貨。

於報告期間，由於我們嚴格遵守高水準生產及服務保證流程，有關質量及服務缺陷的銷售退貨及／或投訴僅佔總營業額的0.6%，略高於二零一九年的0.42%。此外，所有退回產品及／或投訴均即時以令客戶滿意的方式予以補救及解決。

知識產權

作為專利及商標持有人，本集團深明知識產權的重要性。與二零一九年相同，於報告期間，本集團並無接獲任何有關知識產權的投訴。

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

Consumer data protection

The Group generates a great amount of private, confidential and sensitive data from our suppliers, co-operation partners, customers and employees worldwide. Our clients consistently provide us with their integrated circuit designs, operation status, financial positions and commercial terms of contracts, etc. We at all times abide by the Personal Data (Privacy) Ordinance of Hong Kong and other relevant laws, regulations and requirements in both Hong Kong and the PRC and other jurisdictions where we operate to ensure that we safeguard and protect all such information. All employees are required to sign an undertaking assuring they will not access and use information they may come across at work without the approval of the Group as outlined in clause 7 of our employee handbook. The Group has the right to take legal action against employees if they breach their undertaking. We have also enforced special management procedures and instigated security protection hardware to prevent unauthorized access and possible information leakage. The Group did not experience any private information leakage during the Reporting Period, same as 2019.

ANTI-CORRUPTION

The Group strictly prohibits any form of bribery and corruption and all staff are required to comply with both all the relevant laws and regulations in the countries we operate in and the Group's internal policies as covered in the employee handbook. Under the Code of Conduct in Section 6 of the employee handbook, proper monitoring and management of the issues related to bribery, conflict of interests and intellectual property rights are outlined and channels and procedures for reporting any misconduct, malpractice or illegal behavior are included. The Group reported no bribery or corruption cases during the Reporting Period, same as 2019.

COMMUNITY INVESTMENT

The Group has carried out its business and operation in an environmentally and socially friendly manner and is committed to Corporate Social Responsibility in accordance with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. We have allocated resources to encourage employees to provide voluntary services to, and participate in voluntary and charitable events to support society, the local community and those in need.

客戶資料保護

本集團自全球供應商、合作夥伴、客戶及僱員獲得大量私人、機密及敏感資料。客戶經常向我們提供其集成電路設計、營運狀況、財務狀況及合同商業條款等。我們一貫遵守香港《個人資料(隱私)條例》及香港及中國以及我們經營所處其他司法權區的其他相關法律、法規及規定，以確保我們保障及保護所有有關資料。如我們的僱員手冊第7條所述，所有僱員須簽署承諾書，確保在未經本集團批准的情況下，僱員不得獲取及使用其在工作期間無意獲知的資料。若違反承諾，本集團有權採取法律行動控訴有關僱員。本集團亦已執行特殊管理程序及啟用安全保護硬件以防止未經授權獲取及可能洩露有關資料。與二零一九年相同，於報告期間，本集團概無私人資料遭洩露。

反貪污

本集團嚴禁任何形式的貪污受賄，且全體員工均須遵守我們經營所在國家的相關法律法規以及僱員手冊所涵蓋本集團的內部政策。僱員手冊第六條行為守則概述受賄、利害衝突及知識產權相關問題的適當監管及管理，並載列任何不當行為、違規行為或違法行為的舉報途徑及程序。與二零一九年相同，於報告期間，本集團並無任何受賄或貪污事件之報告。

社區投入

本集團以環境及社會友好方式開展業務及營運，並致力於遵照電子行業行為準則以承擔企業社會責任。我們亦已進行資源投放以鼓勵僱員提供志願服務以及參與志願及慈善活動，支持社會、地方社區及有需要的人士。



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

SUMMARY OF KEY PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE

關鍵績效指標總覽

環境表現

Environmental KPIs	環境關鍵績效指標	Quantity 數量	Unit 單位
Greenhouse gas emissions	溫室氣體排放		
Greenhouse gas emissions in total	溫室氣體總排放量	14,561.52	tCO ₂ -e 噸二氧化碳當量
Greenhouse gas intensity (by revenue)	溫室氣體密度 (按收益計算)	53.03	tCO ₂ -e 2/HKD million 噸二氧化碳當量/百萬港元
Total hazardous waste produced	所產生的有害廢棄物總量		
Total hazardous waste	有害廢棄物總量	4,000	kg 千克
Hazardous waste intensity (by revenue)	有害廢棄物密度 (按收益計算)	14.57	kg 千克
Total non-hazardous waste produced	所產生的無害廢棄物總量		
Total non-hazardous waste	無害廢棄物總量	79	tonnes 噸
Non-hazardous waste intensity (by revenue)	無害廢棄物總量密度 (按收益計算)	0.29	tonnes 噸
Energy consumption by type	按類型劃分的能源耗量		
Purchased Electricity	購電量	17,348,912	kWh 千瓦時
Energy intensity (by revenue)	能源密度 (按收益計算)	63,178.85	kWh/HKD million 千瓦時/百萬港元
Water consumption in total and intensity	耗水總量及密度		
Total water consumption	總耗水量	1,077,549	m ³ 立方米
Water intensity (by revenue)	耗水密度 (按收益計算)	3,924.07	m ³ /HKD million 立方米/百萬港元

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

SOCIAL PERFORMANCE

社會表現

		Number of employees (PRC manufacturing operations) 僱員人數 (中國製造業務)	Employee turnover and turnover rate (PRC manufacturing operations) 僱員流失人數及比率 (中國製造業務)
Gender	性別		
Male	男性	412	40 (10%)
Female	女性	328	20 (6%)
Age	年齡		
≤30	≤30	248	32 (13%)
31-40	31-40	350	26 (7%)
41-50	41-50	129	2 (2%)
>50	>50	13	0 (0%)
Type of Employment	僱傭類型		
Permanent	正式	740	60 (8%)
Part-time	兼職	0	Not Applicable 不適用
Employees Category	僱員類別		
Senior management grade	高級管理人員	38	0 (0%)
Management grade	管理人員	8	0 (0%)
Middle grade	中層員工	158	2 (1%)
Junior grade	初級員工	536	58 (11%)
Total	總計	740	60 (8%)
Number of work-related fatalities	因工作關係而死亡的人數		0
Rate of work-related fatalities	因工作關係而死亡的比率		0
Number of work-related injuries	工傷個案		2
Lost days due to work-related injuries	因工傷損失工作日數		5



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Percentage of employees trained and average training hours (% , hours)

受訓僱員百分比及平均培訓時數 (% , 小時)

Senior management grade	高級管理人員	21%, 10.5
Management grade	管理人員	88%, 1.7
Middle grade	中層員工	21%, 1.8
Junior grade	初級員工	34%, 1.7
Male	男性	29%, 2.2
Female	女性	33%, 1.9

Suppliers

供應商

Number of supplier(s) 供應商數目

China	中國	50
Hong Kong	香港	16
Japan	日本	1
Korea	韓國	2
Philippine	菲律賓	1
Singapore	新加坡	1
Taiwan	台灣	1

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A. 環境

Aspect A1: Emissions

層面 A1 : 排放物

General Disclosure	Information on:	Environmental Aspect	6
	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：	環境方面	6
	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	Not Applicable	7,22
關鍵績效指標 A1.1	排放物種類及相關排放數據	不適用	7、22
KPI A1.2	Greenhouse gas emissions in total and intensity	Emissions, Summary Of Key Performance Indicators	10,22
關鍵績效指標 A1.2	溫室氣體排放總量及密度	排放物、關鍵績效指標總覽	10、22
KPI A1.3	Total hazardous waste produced and intensity	Emissions, Summary Of Key Performance Indicators	8,22
關鍵績效指標 A1.3	所產生的有害廢物總量及密度	排放物、關鍵績效指標總覽	8、22
KPI A1.4	Total non-hazardous waste produced and intensity	Emissions, Summary Of Key Performance Indicators	8,22
關鍵績效指標 A1.4	所產生的無害廢物總量及密度	排放物、關鍵績效指標總覽	8、22
KPI A1.5	Description of measures to mitigate emissions and results achieved	Emissions	7-10
關鍵績效指標 A1.5	描述減少排放量的措施及所得成果	排放物	7-10
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives, and results achieved	Emissions	8-9
關鍵績效指標 A1.6	描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	排放物	8-9

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Aspect A2: Use of Resources 層面A2：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	Use of Resources 資源使用	11-12
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Use of Resources, Summary Of Key Performance Indicators	12,22
關鍵績效指標 A2.1	按類型劃分的直接及／或間接能源總耗量及密度	資源使用、關鍵績效指標總覽	12、22
KPI A2.2	Water consumption in total and intensity	Use of Resources, Summary Of Key Performance Indicators	12,22
關鍵績效指標 A2.2	耗水總量及密度	資源使用、關鍵績效指標總覽	12、22
KPI A2.3	Description of energy use efficiency initiatives and results achieved	Use of Resources	11-12
關鍵績效指標 A2.3	描述能源使用效益計劃及所得成果	資源使用	11-12
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	Use of Resources	11
關鍵績效指標 A2.4	描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	資源使用	11
KPI A2.5	Total packaging material used for finished products	The Group currently does not report on this indicator	N/A
關鍵績效指標 A2.5	製成品所用包裝材料的總量	本集團目前並無報告此指標	不適用
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源			
General Disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策	Environment and Natural Resources 環境及天然資源	13
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Environment and Natural Resources	13
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	環境及天然資源	13

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	<p>B. Social B. 社會</p> <p>Employment and Labour Practices 僱傭及勞工常規</p> <p>Aspect B1: Employment 層面 B1 : 僱傭</p>		
General Disclosure	Information on:	Employment	13
	<p>a) the policies; and</p> <p>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, antidiscrimination, and other benefits and welfare</p>		
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：	僱傭	13
	<p>a) 政策；及</p> <p>b) 遵守對發行人有重大影響的相關法律及規例的資料</p>		
KPI B1.1	Total workforce by gender, employment type and age group	Employment, Summary Of Key Performance Indicators	15,23
關鍵績效指標 B1.1	按性別、僱傭類型及年齡組別劃分的僱員總數	僱傭、關鍵績效指標總覽	15、23
KPI B1.2	Employee turnover rate by gender, age group and geographical region	The Group currently does not report on this indicator	N/A
關鍵績效指標 B1.2	按性別、年齡組別及地區劃分的僱員流失比率	本集團目前並無報告此指標	不適用



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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	Health and Safety	17
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	健康及安全	17
KPI B2.1	Number and rate of work-related fatalities	Health and Safety, Summary Of Key Performance Indicators	17,23
關鍵績效指標 B2.1	因工作關係而死亡的人數及比率	健康及安全、關鍵績效指標總覽	17、23
KPI B2.2	Lost days due to work injury	Health and Safety, Summary Of Key Performance Indicators	17,23
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KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Health and Safety	17
關鍵績效指標 B2.3	描述所採納的職業健康及安全措施，以及相關執行及監察方法	健康及安全	17
Aspect B3: Development and Training 層面B3：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	Development and Training	18
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	發展及培訓	18
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	Development and Training	24
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）劃分的受訓僱員百分比	發展及培訓	24
KPI B3.2	The average training hours completed per employee by gender and employee category	Development and Training	24
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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 勞工標準	18 18
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 勞工標準	18 18
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 勞工標準	18 18
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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, 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	19 19



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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及安全、廣告、標籤及私隱事宜以及補救方法的：	Product Responsibility 產品責任	20 20
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	The Group currently does not report on this indicator	N/A
關鍵績效指標 B6.1	已出售或運送產品因安全及健康理由而須回收的百分比	本集團目前並無報告此指標	不適用
KPI B6.2	Number of products and service related complaints received and how they are dealt with	Product Responsibility	20
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	產品責任	20
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Product Responsibility	20
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	產品責任	20
KPI B6.4	Description of quality assurance process and recall procedures	Product Responsibility	20
關鍵績效指標 B6.4	描述質量檢定過程及產品回收程序	產品責任	20
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Product Responsibility	21
關鍵績效指標 B6.5	描述消費者數據保護及私隱政策，以及相關執行及監察方法	產品責任	21

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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	21
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 於報告期間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	21
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, 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	21
Aspect B8: Community Investment 層面B8：社區投入			
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發行人營運所在社區之需求及確保其業務活動會考慮社區利益的政策	Community Investment 社區投入	21
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 社區投入	21
KPI 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 社區投入	21

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